

SUBSTANCE ABUSE INFORMATION for DOT/FAA DRUG TESTING

(APA SERVICES) complies with the drug testing regulations of the Department of Transportation (DOT) (49 CFR part 40) and the Federal Aviation Administration (FAA) (14 CFR part 120).

Community Service Hotline - If you have any personal problems or questions concerning drug abuse and need to confide in someone, you are encouraged to contact:

Title: DER

Telephone: 1-877-425-5023

For More Information About DOT and FAA Requirements or our Company Policy, contact (Human Resources) at (877-425-5023).

For more information relating to the FAA/DOT program requirements, visit the following Web sites:

For FAA: https://www.faa.gov/about/office_org/headquarters_offices/avs/offices/aam/drug_alcohol/

For DOT: <http://www.dot.gov/ost/dapc/>

Consequences of Using Drugs While Performing Safety-Sensitive Functions.

An employee who has engaged in prohibited drug use during the performance of a safety-sensitive function will be immediately removed from performing safety-sensitive functions and is permanently precluded from performing that safety-sensitive function for any FAA-regulated employer. Information is available in 14 CFR §120.111(e)(2).

Consequences of a Verified Positive Drug Test.

A covered employee who receives one (1) verified positive drug test result on a FAA required test will be immediately removed from safety-sensitive duties. An employee who has violated a FAA drug and/or alcohol violation cannot return to the performance of safety-sensitive functions until the employee has been evaluated by a Substance Abuse Professional and successfully completed the return-to-duty process outlined in 49 CFR Part 40, Subpart O (49 CFR §40.23(d)).

A covered employee who receives a second verified positive drug test on a FAA required test will be immediately removed from performing safety-sensitive functions and is permanently prohibited from performing that safety-sensitive function for any FAA-regulated employer. This information is available in 14 CFR §120.111(e)(1).

Consequences of Refusing to Submit to a Required Drug Test.

A covered employee who refuses to submit to a required drug test or who receives a verified adulterated or substituted drug test result must be immediately removed from performing safety-sensitive functions. The employee may not return to the performance of safety-sensitive duties until or unless the employee successfully completes the return-to-duty process outlined in 49 CFR Part 40, Subpart O. (49 CFR §40.23(d))

(APA SERVICES) must notify the FAA of any employee who holds an airman medical certificate issued under 14 CFR Part 67 and violates the provisions of the FAA/DOT regulations, as described above. (14 CFR §120.113(d)(1)). In addition, any employee who holds a certificate under 14 CFR Part 61, Part 63, or Part 65 airman certificate and who has refused to submit to a FAA required drug or alcohol test will be reported to the FAA.

Performing a safety-sensitive function: an employee is considered to be performing a safety-sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform such functions. (14 CFR §120.7(k))