

Post-crash Drug and Alcohol Testing

Dear NETS Members,

May 3, 2011

Brian Ayers (Xerox) submitted a question regarding post-crash alcohol/drug testing. His complete question is below.

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Responses follow Brian's question.

Thank you to those of you who provided responses.

Please contact me if you have any questions or suggestions.

Yours truly,

Jack

J. M. Hanley
Executive Director
Network of Employers for Traffic Safety
314-680-3293

Question

Does your company have a post-accident drug / alcohol testing policy for your fleet drivers? And, if so, what are the details of that policy?

Thank you very much for the help.

Best regards,

Brian Ayers

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Post-crash Drug and Alcohol Testing

	Post-crash Drug and Alcohol Testing	Does your company have a post-accident drug / alcohol testing policy for your fleet drivers? And, if so, what are the details of that policy?
1	Responses stating “no policy”	9
2	AstraZeneca Mary Rose mary.rose@astrazeneca.com	AstraZeneca’s Substance Abuse Policy states: Post-Accident: AstraZeneca reserves the right to require an employee to undergo a drug test(s) when the employee is involved (during work hours or while driving a company vehicle) in an accident, near-accident or safety-related incident which caused or may have caused death, injury or significant property damage and which may have been attributable, in whole or in part, to the action or inaction of the employee.
3	GE Healthcare Jeri Hall Jeri.Hall@med.ge.com	GEHC <u>does not</u> do any post-accident drug/alcohol testing. If police do the testing due to an accident, employees are also required to notify the company of any changes in their license status based on that testing.
4	GSK Evelyn Roberts evelyn.j.roberts@gsk.com	GSK does not require post-crash alcohol/drug testing for field sales employees. However, if the crash involves a CDL licensed driver and if a post-crash alcohol/drug test is required by Federal Motor Carrier Safety Regulations, these tests are performed.
5	Frito Lay Bill Simkins bill.simkins@pepsico.com	We do have a D & A post incident testing. Drivers are accompanied to the nearby participating clinic for urine

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		specimen collection. Pass/Fail is against a national profile consistent with all post-incident testing, including manufacturing employees who sustain a workplace incident. DOT regulated drivers (those with CDLs) are subject to the post- crash FMCSA testing requirements
6	Kraft Foods Jeff Jones jjjones@kraftfoods.com	All drivers are required to submit to a drug/alcohol test in the event that they are involved in an incident that results in property or equipment damage. The only exceptions to this if our vehicle is rear-ended or our vehicle was hit while parked
7	Land O'Lakes Don Schultz DWSchultz@landolakes.com	Yes, we follow the DOT guidelines. Post-Accident Testing Following a commercial motor vehicle accident, the driver must take a post-accident drug and alcohol test under the following conditions: <ul style="list-style-type: none"> • The accident involved the loss of human life. • The driver was cited for a moving traffic violation and the accident involved injury requiring medical treatment away from the scene. • The driver was cited for a moving traffic violation and the accident resulted of the towing of one or more vehicles from the scene. <p>Post-accident alcohol testing should be done within two hours of the accident. If a test cannot be performed within two hours, the employer must prepare a record stating why the test wasn't given. If the test cannot be performed within eight hours, the employer should not give the test and must prepare a record stating why the test could not be given within that time-frame.</p> <p>Post-accident drug testing should be performed within 32 hours. If the test cannot be performed within 32 hours, the employer should not give the test and must prepare a record stating why the test could not be given within that time.</p>

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8	Pfizer Theresa Snow theresa.l.snow@pfizer.com	Our program focuses on sales force drivers. Our semi drivers are handled in a separate system where there is a requirement for post-accident screening.
9	PSEG Lee Wallace Lee.Wallace@pseg.com	Testing for cause on any driver if the person appears to be under the influence of drugs or alcohol. If not, CDL drivers are tested only if the event meets DOT criteria: a fatality, driver receives a citation and vehicles are towed or citation and persons are injured.
10	Shell Mike Watson Mike.Watson@shell.com	Policy varies by country and local legislation requirements, right of privacy laws, etc. However, in nearly all countries, post- crash testing is a requirement for employees and contractors.
11	Sunoco Bill Sanicky wmsanicky@sunocoinc.com	For passenger vehicles, we leave that to the police. For commercial vehicles, we follow DOT regulation and conduct testing after any crash per company policy.
12	Verizon Gary Schongar gary.j.schongar@verizon.com	<p>Yes, the details of which are dependent on business unit and labor agreements.</p> <p>In general, all business units are compliant with Department of Transportation (DOT) protocol for DOT regulated drivers. In addition, all business units can require post- incident drug and alcohol testing if management has “reasonable suspicion” that drugs or alcohol use was a contributing factor. Reasonable suspicion guidelines and training are available to support this process. Some business units require post-incident testing for all incidents where our employee is “behind the wheel” at the time of the incident.</p>

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