

**ALCOHOL AND DRUG TESTING FOR  
CERTAIN TRANSPORTATION EMPLOYEES**

1. PROHIBITIONS

- A. No person who operates a school bus or other commercial motor vehicle, either as a Questar III employee or otherwise, shall operate such vehicle while under the influence of alcohol or other controlled substances or otherwise violate the prohibitions contained in 49 CFR Part 382; and
- B. Questar III shall not knowingly permit a driver to drive or continue to drive a school bus or other commercial motor vehicle or to perform any safety sensitive function while under the influence of alcohol or a controlled substance, or otherwise to violate the provisions of 49 CFR Part 382.

2. Any driver who is under the care of a physician who has prescribed the therapeutic use of any controlled substance or other drug or who otherwise uses any drug for therapeutic purposes shall immediately notify his or her supervisor of such use.

3. Prior to the start of any alcohol or controlled substance testing of drivers that may be required by federal regulations, Questar III shall provide training and shall provide each driver with educational materials explaining the requirements of such regulations, as well as a copy of this policy, and shall provide written notice of the availability of these materials to the bargaining agent for those drivers.

4. DISCIPLINARY CONSEQUENCES OF VIOLATION OF THIS POLICY

- A. Each driver who has violated this policy shall be advised of the resources available in evaluating and resolving problems associated with the misuse of alcohol and use of controlled substances, in the manner required by applicable federal regulations; and shall be provided with such other assistance as may be required by said regulations.
- B. Each driver who has engaged in conduct prohibited by this policy shall be subject to dismissal from her/his position, or by such other penalty or means as shall be imposed after any required disciplinary procedures.

5. ASSIGNMENTS AND APPOINTMENTS

- A. Except as may be otherwise permitted or required by law or regulation, Questar III shall not permit a driver to perform safety-sensitive functions after 14 calendar days without Questar III's having obtained required alcohol and controlled substances test information from the driver's previous employers.
  - B. Any appointment of any individual made by the Board to the position of driver shall be conditioned upon that individual's satisfactory completion of all testing required by applicable federal regulations.
6. The District Superintendent or her/his designee shall develop and disseminate such rules and procedures as are required to implement this policy and applicable federal regulations prior to January 1, 1996.
7. This policy is effective December 1, 1995.