



# Taxis, Access & Mobility Services Division

## **SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY (SFMTA) TAXI DRIVER DRUG AND ALCOHOL TESTING POLICY 10.20.2015**

### **1.0 PURPOSE**

The purpose of this Policy is to assure Driver fitness for duty, and to protect the public from the risks posed by the use of Alcohol and Prohibited Drugs (as defined below) by: 1) taking appropriate action to assure that the City's Taxi Drivers are not impaired in their ability to perform in a safe, productive, and healthy manner; 2) encouraging Taxi Drivers to voluntarily seek professional assistance whenever personal problems, including alcohol or drug use, may adversely affect their ability to perform.

California Government Code section 53075.5 requires local entities regulating taxicabs to adopt a mandatory controlled substance and alcohol testing certification program with procedures that substantially comply with applicable regulations in Part 40 and Part 382 of Title 49 of the Code of Federal Regulations (CFR). This Taxi Driver Drug and Alcohol Testing Policy ("Policy") incorporates these federal requirements for Drivers, as well as other provisions, as noted. Compliance with this Policy and participation in the testing program is a requirement of each Taxi Driver and therefore is a condition of the Driver permit.

### **2.0 DEFINITIONS**

**2.1 Accident.** An accident involving a taxicab in which:

- A. A person dies; or
- B. Within eight hours of the accident the Driver receives a citation under State or local law for a moving traffic violation arising from the accident, and the accident involved:
  - i. Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or
  - ii. Disabling Damage to one or more vehicles as a result of the accident that required the motor vehicle to be transported from the scene by a tow truck or other motor vehicle.

**2.2 Adulterated Specimen.** A specimen that contains a substance that is not expected to be present in human urine, or contains a substance expected to be present but is at a concentration so high that it is not consistent with human urine.

**2.3 Alcohol.** The intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols including methyl or isopropyl alcohol. (The concentration of



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alcohol is expressed in terms of grams of alcohol per 210 liters of breath as measured by an evidential breath testing device.)

**2.4 Breath Alcohol Technician.** A person who instructs and assists employees in the alcohol testing process and operates an evidential breath testing device.

**2.5 Cancelled Test.** A drug or alcohol test that has a problem identified that cannot be or has not been corrected, or which 49 CFR Part 40 otherwise requires to be cancelled. A cancelled test is neither a positive nor a negative test.

**2.6 Dilute Specimen.** A specimen with creatinine and specific gravity values that is lower than expected for human urine.

**2.7 Direct Observation.** Collection of a urine specimen performed while under the observation of a collector of the same gender as the individual providing the specimen, under the circumstances and according to the provisions set forth in 49 CFR Section 40.67.

**2.8 Disabling Damage.** Damage that precludes departure of a motor vehicle from the scene of the accident in its usual manner in daylight after simple repairs.

A. *Inclusions.* Damage to motor vehicles that could have been driven, but would have been further damaged if so driven.

B. *Exclusions.*

(i) Damage which can be remedied temporarily at the scene of the accident without special tools or parts.

(ii) Tire disablement without other damage even if no spare tire is available.

(iii) Headlight or taillight damage.

(iv) Damage to turn signals, horn, or windshield wipers that make them inoperative.

**2.9 DOT.** The United States Department of Transportation.

**2.10 DOT Procedures.** “Procedure for Transportation Work Place Drug Testing Programs” published by the Office of Secretary of Transportation in 49 CFR Part 40.

**2.11 DOT Regulations.** Alcohol and Controlled Substances Testing Regulations published by the Secretary of Transportation in 49 CFR Part 382.

**2.12 Invalid Drug Test.** The result of a drug test or a urine specimen that contains an unidentified adulterant or an unidentified substance, has abnormal physical



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characteristics, or has an endogenous substance at an abnormal concentration that prevents the laboratory from completing or obtaining a valid drug test result.

**2.13 Medical Review Officer (MRO).** A person who is a licensed physician and who is responsible for receiving and reviewing laboratory results generated by a drug testing program and evaluating medical explanations for certain drug test results.

**2.14 Non-negative Drug Test.** A test result found to be Adulterated, Substituted, Invalid, or positive for drug/drug metabolites.

**2.15 Performing (a Safety-Sensitive Function).** A Covered Driver is considered to be Performing a Safety-Sensitive Function at any time in which he or she is actually performing, ready to perform, or immediately available to perform such functions.

**2.16 Positive Drug Test:** A test result found to be Adulterated, Substituted, Invalid, or positive for Prohibited Drug/Prohibited Drug metabolites.

**2.17 Positive Alcohol Test:** A test revealing an Alcohol concentration of 0.04 or greater.

**2.18 Primary Specimen.** In drug testing, the urine specimen bottle that is opened and tested by a first laboratory to determine whether the employee has a drug or drug metabolite in his or her system; and for the purpose of validity testing.

**2.19 Prohibited Drugs.** The following substances: marijuana, amphetamines, methylenedioxymethamphetamine (MDMA), methylenedioxyamphetamine (MDA), opiates, phencyclidine (PCP), and cocaine.

**2.20 Refuse (Refusal) to Submit.** A refusal to take a drug test as set out in 49 CFR Section 40.191 or an Alcohol test as set out in 49 CFR Section 40.261.

**2.21 Safety-Sensitive Function.** All time from the time a Driver begins to work or is required to be in readiness to work until the time he or she is relieved from work and all responsibility for performing work. Safety-Sensitive functions shall include:

- A. All time at company facility, or other property, or on any public property waiting to be dispatched, unless the Driver has been relieved from duty by company;
- B. All time inspecting equipment or otherwise inspecting, servicing, or conditioning any Taxi at any time;
- C. All time spent at the driving controls of a Taxi in operation;
- D. All time, other than driving time, in or upon any Taxi;



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- E. All time loading or unloading a taxicab, supervising, or assisting in the loading or unloading of passengers, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for or compensation from passengers; and
- F. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

**2.22 Service Agents.** Any person or entity, other than the SFMTA or a Taxi Company, who provides services specified in 49 CFR Part 40 in connection with the drug and Alcohol testing requirements specified in this Policy. This includes, but is not limited to, collectors, Breath Alcohol Technicians, laboratories, TPAs, MROs, and SAPs.

**2.23 Split Specimen.** In drug testing, a part of the urine specimen that is sent to a first laboratory and retained unopened, and which is transported to a second laboratory in the event that the Driver requests that it be tested following a verified positive test of the Primary Specimen or a verified Adulterated or Substituted test result.

**2.24 Substance Abuse Professional (SAP).** A licensed physician, psychologist, social worker, certified employee assistance professional, or nationally certified addiction counselor with knowledge of and clinical experience in the diagnosis and treatment of alcohol-related disorders who evaluates employees who have violated a drug and alcohol regulation and makes recommendations concerning education, treatment, follow-up testing, and aftercare.

**2.25 Substituted Specimen.** A specimen with creatinine and specific gravity values that are so diminished that they are not consistent with human urine.

**2.26 Taxi Company.** A Color Scheme Permit Holder as defined in Transportation Code Article 1100.

**2.27 Taxi Driver; Driver.** A Taxi Driver who holds an “A-Card” or “Driver Permit” issued by the SFMTA to operate a taxi or ramp taxi in the City.

**2.28 Third Party Administrator (TPA).** A contractor hired by the SFMTA to administer all aspects of the Taxi Driver drug and alcohol testing program.

### 3.0 APPLICABILITY

This Policy applies to all Taxi Drivers regulated by the SFMTA. Under this Policy all Taxi Drivers will be subject to pre-permit, permit renewal, reasonable suspicion, post-accident, return-to-duty and follow-up testing for Prohibited Drugs, and to reasonable suspicion, post-accident and return-to-duty and follow-up Alcohol testing. This Policy will be applied in an unbiased and impartial manner.



## 4.0 OPPORTUNITIES FOR REHABILITATION

**4.1 Rehabilitation After a Positive Alcohol or Drug Test.** When a Taxi Driver tests positive for Prohibited Drugs or over 0.04 for Alcohol, the SFMTA will suspend the Driver's A-Card, and the Third Party Administrator will refer the Driver to a SAP. If a Driver wishes to return to work as a Taxi Driver, he/she must properly follow the rehabilitation program prescribed by the SAP. The SAP will provide a written release to the Third Party Administrator certifying the Driver's eligibility to be considered for return to work only after the Driver has signed a return-to-work agreement. The return-to-work agreement shall outline the terms and conditions of continuing care and follow-up drug testing, which shall be the terms and conditions under which the SFMTA lifts the suspension of the Driver's A-Card.

The requirements for referral, evaluation and rehabilitation do not apply to applicants who refuse to submit to a permit issuance drug test or who test positive for Prohibited Drugs on a permit issuance test.

**4.2 Cost of Rehabilitation.** The SFMTA will not pay for the SAP's services, or for rehabilitation services, and will not require Taxi Companies to pay for such services. Instead, Drivers will be responsible for the cost of such services.

## 5.0 PROHIBITED SUBSTANCES

"Prohibited Substances" addressed by this Policy include the following:

**5.1 Prohibited Drugs.** No Taxi Driver will work under the influence of Prohibited Drugs. Any Taxi Driver discovered to be in violation of these prohibitions is required to cease operation of the taxicab immediately.

**5.2 Alcohol.** The possession and consumption of beverages containing Alcohol, or substances, including any medication, containing Alcohol such that Alcohol is present in the body while Performing Safety-Sensitive Functions as a Taxi Driver, is prohibited

**5.3 Legally Prescribed and Over-the-Counter Drugs.** Prescriptions and over the counter drugs can adversely affect a Driver's job performance. However, the use of Legally Prescribed Drugs and over-the-counter drugs is permitted under the circumstances below. Legally Prescribed Drugs include those drugs approved and authorized by a physician for use during the course of medical treatment. For prescription drugs, the physician must issue a written prescription that clearly indicates the Driver's name, drug type, and proper dosage. If a Driver is taking prescription and/or over the counter drugs, he/she must obtain a signed note from a physician that the use of this drug(s) at the prescribed or authorized dosage is consistent with the safe performance of the Driver's duties. This note must be presented to the Taxi Company before driving a taxi. The



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authorized use of Legally Prescribed Drugs does not include the use of prescribed Prohibited Drugs.

In the event it is determined by the MRO that a Driver is taking or is under the influence of a prescribed medication that will reasonably impair the Driver's ability to safely and adequately perform their job, the Driver will not be allowed to drive until the condition requiring the taking of the medication is resolved or the Driver is no longer taking the medication.

### 6.0 PROHIBITED CONDUCT

**6.1 Alcohol Use/Hours of Compliance.** The following applies to the consumption of Alcohol by Taxi Drivers:

- A. No Taxi Driver should report for duty or remain on duty when his or her ability to perform Safety-Sensitive Functions is adversely affected by Alcohol while on duty or when his or her blood alcohol concentration is 0.04 or greater.
- B. No Taxi Driver shall use alcohol while on duty or while driving.
- C. No Taxi Company supervisor, manager, or other employee who has actual knowledge that any Driver Performing Safety-Sensitive Functions has an Alcohol level of .04 or greater, is using Alcohol while Performing Safety-Sensitive Functions, has tested positive for Alcohol, has used Alcohol within four hours prior to Performing a Safety-Sensitive Function, or has Refused To Submit to testing, shall not permit the Driver to perform or continue to Perform a Safety-Sensitive Function..
- D. No Driver shall drive within four hours after having consumed Alcohol.
- E. After an Accident, a Driver shall refrain from Alcohol use for eight hours or until a post-Accident alcohol test has been administered, whichever comes first. This prohibition relating to Alcohol includes over-the-counter medications and medical prescriptions that contain Alcohol. Drivers are advised to notify their physicians at the time medication is prescribed as to be in compliance with the work place requirement to avoid Alcohol consumption in any form.

**6.2 Prohibition Against Driving.** No Taxi Driver shall Perform a Safety-Sensitive Function under the following circumstances:

- A. After testing positive or Refusing to Submit to Testing, a Taxi Driver shall not perform their functions unless he or she is referred for evaluation and testing, is approved and authorized to return to duty by a SAP, and the SFMTA has lifted the suspension of the Driver's A-Card.
- B. No Driver who has a Prohibited Drug or Alcohol testing violation shall Perform a Safety-Sensitive Function. No Taxi Company shall permit a Driver who has such a violation to perform any driving duties.
- C. If a Taxi Driver's drug test is reported as "negative dilute," the Taxi Driver will be immediately sent for another drug test. If the second test result is negative dilute, the



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result will be accepted and no further testing will be performed, unless directed by the MRO. Certain Dilute specimens may require retest under Direct Observation under 49 CFR Part 40. A required Direct Observed test will be performed by a person of the same gender as Driver.

- D. A Taxi Company must remove a Taxi Driver from his or her duties until the start of his or her next regularly scheduled duty period, but not less than 24 hours following administration of the test, if the Taxi Driver has a confirmed Alcohol concentration of greater than 0.02 and less than 0.04.

**6.3 Refusal to Submit.** A Taxi Driver, who Refuses to Submit to Prohibited Drug or Alcohol testing, as required, shall be prohibited from Performing or continuing to Perform Safety-Sensitive Functions. A Refusal to Submit to drug or Alcohol testing constitutes a verified positive drug or Alcohol test result. Any conduct or behavior as defined in the following list constitutes a Refusal to Submit and will be deemed a verified positive drug or Alcohol test:

- A. Failure to appear for any drug test (except a permit issuance or permit renewal) as directed by the SFMTA within a reasonable time, and failure to appear (for Alcohol testing within two hours of notification that he or she must be tested;
- B. Except for a permit issuance or permit renewal test, failure to remain at the testing site until the testing process is complete, or leaving the testing site before the testing process commences;
- C. Failure to permit the observation or monitoring of a specimen collection in the case of a Direct Observation drug test;
- D. Failure to provide a sufficient amount of urine or breath when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure;
- E. Failure or declining to take a second drug test that the TPA or collection site personnel has directed the Taxi Driver to take;
- F. Failure to sign the certification at Step 2 of the alcohol testing form ("ATF");
- G. Failure to cooperate with any part of the testing process (e.g., refusal to empty pockets when so directed by the collector, behave in a confrontational way that disrupts the collection process);
- H. The MRO reports a verified Adulterated or Substituted test result;



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- I. Anytime the Taxi Driver is directed to provide another urine specimen because the temperature of the original specimen was out of the accepted temperature range of 90 degrees to 100 degrees F;
- J. Anytime the Taxi Driver is directed to provide another specimen because the original specimen appeared to have been tampered with;
- K. Anytime a collector observes materials brought to the collection site or the Taxi Driver's conduct clearly indicates an attempt to tamper with the specimen;
- L. Anytime the Taxi Driver is directed to provide another specimen because the laboratory reported to the MRO that the original specimen was Invalid and the MRO determined that there was not an adequate medical explanation for the result;
- M. Anytime the Taxi Driver is directed to provide another specimen because the MRO determined that the original specimen was positive, Adulterated or Substituted, but had to be cancelled because the test of the Split Specimen could not be performed;
- N. Anytime the Driver possesses or wears a prosthetic or other device that could be used to interfere with the collection process;
- O. The Driver admits to the MRO or collector that the he or she Adulterated or Substituted a specimen;
- P. Failure to follow the Observer's instructions during a Direct Observation collection, including instructions to raise clothing above the waist, lower clothing and underpants, and to turn around to permit the observer to determine if any type of prosthetic or other device could be used to interfere with the collection process.

### 7.0 TESTING FOR PROHIBITED SUBSTANCES

#### 7.1 Procedures for Testing

**7.1.1 General.** Testing shall be conducted in a manner to assure a high degree of accuracy and reliability, and using techniques, equipment, and laboratory facilities which have been approved by the U.S. Department of Health and Human Services (DHHS). Testing for Prohibited Drugs and Alcohol on Taxi Drivers shall be conducted in accordance with the procedures set forth in 49 CFR Part 40, as amended. Non-federal Custody and Control Forms (CCF) (urine) and Alcohol Testing Forms (ATF) (breath) will be used. The procedures that will be used to test for the presence of illegal drugs or Alcohol misuse are designed to protect the Taxi Driver and the drug and alcohol testing process, safeguard the validity of the test results, and ensure the test results are attributed to the correct Taxi Driver.





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**7.1.2 Testing for Prohibited Drugs.** The Third Party Administrator shall collect urine samples from Drivers to test for Prohibited Drugs. The Collector will split each urine sample collected into a Primary and a Split Specimen. The urine samples will be sent under seal, with required chain-of custody-forms, to a laboratory approved by DHHS. At the laboratory, all specimens are placed in secure storage. An initial drug screen will be conducted on each Primary Specimen.

For those specimens that are not negative, a confirmatory gas Chromatography/Mass Spectrometry (GS/MS) test will be performed. The test will be considered positive if the amounts present are above the minimum thresholds established in 49 CFR Part 40. The specimen could be considered Adulterated or Substituted based on criteria established by DOT and DHHS. If the result of the test of the Primary Specimen is positive Adulterated, Substituted or Invalid, the Primary and Split Specimen will be retained in frozen storage for at least one year.

**7.1.3 Specimen Validity Testing.** Specimen validity testing is the evaluation of the specimen by the laboratory to determine if it is consistent with normal urine. Validity testing determines if the specimen contains adulterants or foreign substances, if the urine was diluted, or if the specimen was substituted, based on criteria established by DOT and DHHS. Validity testing is conducted on all specimens. Specimens that yield positive results on confirmation must be retained by the laboratory in properly secured, long-term frozen storage for at least 365 days as required by Part 40.

**7.1.4 Alcohol Testing.** Tests for alcohol concentration on Drivers will be conducted with a National Highway Traffic Safety Administration (NHTSA)-approved evidential breath testing device (EBT) operated by a trained breath alcohol technician (BAT) or as otherwise authorized by Part 40. In order to maintain quality assurance, EBTs must be externally calibrated in accordance with the plan developed by the manufacturer of the device. If the initial test (screening test) on an employee indicates an alcohol concentration of equal to 0.02 or greater, a second test will be performed to confirm the results of the initial test and must be conducted 15 minutes after the initial test. The confirmation test must be conducted using an EBT that prints out the test results, and the date and time the procedure was performed. The EBT also prints a sequential test number along with the name and serial number of the EBT. Alcohol testing will be administered for all Taxi Drivers under the following circumstances:

- A. Reasonable suspicion
- B. Post-Accident
- C. Optional return-to-duty (Drivers will be responsible for costs)
- D. Optional follow-up (Drivers will be responsible for costs)

**7.1.5 Medical Review Officer (MRO).** All drug testing results shall be interpreted and evaluated by an MRO, who shall be a licensed physician. The MRO shall comply with the drug testing procedures set forth in 49 CFR Part 40, as amended.



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When the laboratory reports a confirmed positive, Adulterated, Substituted, or Invalid test, it is the responsibility of the MRO to: (a) within 24 hours after verifying the test, contact the Driver and inform him or her of the Positive, Adulterated, Substituted, or Invalid test result; (b) afford the Driver an opportunity to discuss the test results with the MRO; (c) review the Driver's medical history, including any medical records and biomedical information provided; and (d) determine whether there is a legitimate medical explanation for the result, including legally prescribed medication. If the Driver indicates that he or she has a medical explanation for the positive, Adulterated, Substituted, or Invalid test, he or she has up to five days to provide this information to the MRO.

The MRO has the authority to verify a positive or Refusal to Submit to testing without interviewing the Driver if: (a) the Driver refuses to discuss the test result with the MRO, (b) if the SFMTA or Taxi Company has successfully directed the Driver to contact the MRO, and the Driver has not made contact with the MRO within 72 hours, or (c) if neither the MRO nor SFMTA or Taxi Company has made contact with the Driver within 10 days of the date that the MRO received the test result from the laboratory.

The MRO shall not convey test results to the SFMTA or Taxi Company until the MRO has made a definite decision that the test result was positive, Adulterated, Substituted, Invalid or negative. The MRO may request the laboratory to conduct additional analyses of the original sample in order to verify the accuracy of the test result.

The MRO will report the test to the SFMTA or Taxi Company as either negative, positive, a Refusal to Submit due to Adulteration or Substitution, or Cancelled (Invalid). When the MRO reports the results of the verified positive test to the SFMTA, the MRO will disclose the drug(s) for which there was a positive test. The MRO will also provide additional, clarifying information to the SFMTA for tests that are confirmed as a Refusal to Submit due to Adulteration or Substitution, or are Cancelled. The MRO may only reveal the quantitative amount of a positive drug test result to the SFMTA, Driver, or the decision maker in a lawsuit, grievance or other proceeding initiated by the Driver and arising from a verified positive drug test result.

When the MRO has verified a test positive or a Refusal to Submit as a result of Adulteration or Substitution, the MRO shall inform the Driver that he or she has 72 hours to request a test of the Split Specimen.

**7.1.6 Direct Observation.** The employer is required to conduct a directly observed collection when:

- A. The laboratory reports an invalid specimen and the MRO reports that there was not an adequate medical explanation for the result.
- B. Because the split specimen test could not be performed (e.g., split, lost, inadequate volume).



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C. The MRO reports a negative-dilute result with a creatinine concentration greater than or equal to 2 mg/dL but less than or equal to 5 mg/dL.

D. The test is a return-to-duty or follow-up test.

**Note:** A Driver may not “volunteer” to have his or her specimen collected under direct observation.

**7.2 Types of Testing.** The SFMTA requires the following types of testing for Prohibited Substances for Taxi Drivers: permit issuance, permit renewal, reasonable suspicion, post-accident, optional return-to-duty, and optional follow-up testing.

**7.2.1 Permit Issuance Testing.** All Taxi Driver permit applicants shall undergo urine drug testing prior to issuance of a permit by the SFMTA. At the time they apply for a Taxi Driver permit, SFMTA will notify all applicants that they will be required to submit to a drug test if they are considered otherwise qualified for driving a taxicab and that they will be required to comply with the terms and conditions of this Policy. No applicant for a permit will be issued a permit, unless he or she passes a drug test.

**7.2.2 Permit Renewal Testing.** Taxi Drivers will be subject to annual drug testing upon permit renewal, which is scheduled during the Driver’s birth month; however, any prior negative test result shall be accepted for one year as meeting a requirement for periodic permit renewal testing if the Driver has not tested positive subsequent to a negative test. Failure to submit to permit renewal testing shall result in a non-renewal of the permit.

**7.2.3 Reasonable Suspicion Testing.** All Drivers shall be subject to reasonable suspicion testing, to include appropriate urine and/or breath testing, when there are reasons to believe that drug or alcohol use is adversely affecting job performance. A reasonable suspicion referral for testing will be made on the basis of documented objective facts and circumstances which are consistent with short-term effects of substance abuse. Reasonable suspicion tests for the presence of alcohol shall only be made just prior, during or immediately after performance of a Safety-Sensitive Function.

Reasonable suspicion determinations will be made by a Taxi Company employee who is trained to detect and document the signs and symptoms of drug and alcohol use and who reasonably concludes that the Taxi Driver may be adversely affected or impaired in his or her work performance due to prohibited substance abuse or misuse.

A written report describing the Taxi Driver’s condition will be completed, dated and signed by a trained supervisor who either substantiated or was consulted about the report of reasonable suspicion. Copies of the report will be given to the Taxi Driver, and the trained employee will order the Driver to submit to drug testing.



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In any reasonable suspicion circumstance, the Taxi Company will transport the Driver to the appropriate collection site facility and await the completion of the collection process. After the testing has been completed, the Taxi Company will transport the Driver back to the company premises. During the time period the Taxi Driver waits for the results, the Driver must not be allowed to drive a Taxi until his or her test is confirmed as negative. If the Taxi Driver’s drug test comes back positive, then a spouse, family member, or someone else will be contacted to transport the Taxi Driver back to his or her residence. If no one is available, the Taxi Company will arrange to transport the Driver home by Taxi or other means. If the reasonable suspicion test is negative, the Taxi Company will reimburse the Driver the cost of any Taxi fare paid by the Driver for transport back to his or her residence.

### 7.2.4 Post-Accident Testing.

- A. **Testing Requirement.** Post-accident testing for Prohibited Substances shall be required of every Driver involved in an Accident as defined in Section 2, above.
- B. **Procedure.** Following an Accident, all Taxi Drivers shall remain readily available for testing. A Driver who fails to remain readily available, including notifying a supervisor of his or her location if he or she leaves the scene of the Accident prior to submitting to testing, may be deemed to have Refused to Submit to testing. The drug test shall occur as soon as practicable but not later than 32 hours after the Accident. An Alcohol test must be administered as soon as practicable following the Accident; if the Alcohol test is not administered within eight hours of the Accident, no test shall be given. Nothing in this section shall delay medical attention for the injured following an Accident or prohibit a Driver from leaving the scene of an Accident for the period necessary to obtain assistance in responding to the Accident or to obtain necessary emergency medical care when appropriate approval is given. The results of a breath or blood test for the use of Alcohol or a urine test for the use of Prohibited Drugs, conducted by federal, state or local officials having independent authority to test (e.g., local law enforcement if accident occurs in a remote area), shall be acceptable, provided that such tests conform to applicable federal, state or local requirements, and that the results of the tests are obtained by the Third Party Administrator and/or the Taxi Company.
- C. **Table.** The following table summarizes when a post-Accident test is required:

Type of Accident involved	Citation issued to the Driver	Test must be performed
i. Human fatality	YES	YES
	NO	YES



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Type of Accident involved	Citation issued to the Driver	Test must be performed
ii. Bodily injury with immediate medical treatment away from the scene	YES	YES
	NO	NO
iii. Disabling damage to any motor vehicle requiring tow-away	YES	YES
	NO	NO

**7.2.5 Return-to-Duty Testing/Follow-up Testing.** Any Taxi Driver who has failed a drug test or tested in excess of 0.04 on an Alcohol test, or who has Refused to Submit to testing, must pass the return-to-duty tests ordered by the SAP at his or her own cost before the SFMTA will lift the suspension of the Driver's A-Card. The Driver also must have successfully completed the SAP recommendations and sign a return-to-work agreement, if required by the SAP, before the SFMTA lifts the suspension. Return-to-duty and follow-up drug tests will be conducted using Direct Observation collection procedures.

**7.2.6 Taxi Driver-Requested Drug Retesting.** Any Taxi Driver who questions the results of a required drug test under Section 7.0 of this Policy may, within 72 hours of having been notified of a verified positive test, request that an additional test be conducted. This test must be conducted at a different DHHS-certified laboratory. Each urine sample shall be a minimum of 45 ml. The sample will be split at the time of collection into 30 ml. for the Primary Specimen test and 15 ml. for a re-test if the Primary Specimen tests positive. The additional test must be conducted on the Split Sample that was provided at the same time as the original sample. The method of collecting, storing, and testing the Split Sample shall be consistent with the procedures set forth in 49 CFR Part 40, as amended. The Taxi Driver's request for a re-test must be made to the MRO within 72 hours of notice of the initial test result. Requests after 72 hours will only be accepted if the delay was due to documentable facts that were beyond the control of the Taxi Driver. If the analysis of the Split Specimen fails to confirm the presence of the drug(s) detected in the Primary Specimen, or if the Split Specimen is unavailable, inadequate for testing, or untestable, the MRO shall cancel the test and report cancellation and the reasons for it to the SFMTA, the applicable Taxi Company, and the TPA. The Split Specimen test shall be paid for by the Taxi Driver.

## 8.0 CONSEQUENCES – Taxi Drivers and Taxi Companies

**8.1 Positive Test Result.** An Alcohol concentration of 0.04 or greater will be considered a positive Alcohol test and in violation of this Policy. The SFMTA shall summarily suspend the A-Card of a Driver who has (a) a positive drug test, as confirmed by the MRO or (b) a confirmed positive Alcohol test. The SFMTA shall then, at the Driver's request, refer the Driver for evaluation by a SAP who will inform the Driver of educational and rehabilitation programs available.



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**8.2 Compliance with Testing Requirements.** A Refusal to Submit to testing shall be considered a positive result, and the SFMTA shall suspend the A-Card of a Driver who refuses to submit.

**8.3 Return to Work.** The SFMTA shall lift the suspension of the a Driver after the SAP has determined that the Driver has successfully complied with the prescribed rehabilitation program, the Driver has tested negative for Prohibited Drugs or Alcohol, and the Driver has signed a return-to-work agreement.

## **9.0 RETURN-TO-WORK CONDITIONS**

Drivers may not return to work unless they have obtained a release-to-work statement from an approved SAP, have tested negative for drugs and/or Alcohol, have signed a return-to-work agreement, and the SFMTA has lifted the suspension of the Driver's A-Card.

Following the Driver's satisfactory completion of the SAP recommendation and a negative return-to-duty test, the SAP will provide the SFMTA and the TPA with a written statement of completion, along with a continuing care plan that may include a follow-up testing schedule.

## **10.0 TRAINING AND EDUCATION**

All Taxi Drivers shall receive educational materials provided by the SFMTA that explain the requirements of the Policy, which will include distribution of informational material on substance abuse, and distribution of the Taxi Company's policy regarding the use of prohibited drugs. Drivers must sign a statement acknowledging receipt of these materials.

Those Taxi Company employees participating in reasonable suspicion testing will be required to have at least two hours of training to explain the criteria for reasonable cause testing paid for by the companies, including at least an hour on the physical, behavioral and performance indicators of probable drug use and another hour on the physical, behavioral, speech and performance indicators of probable alcohol misuse. The Taxi Companies shall be responsible for the cost of such training.

## **11.0 RECORDS; CONFIDENTIALITY**

**11.1 Access to Records.** Information regarding a Driver's test results will be released, as necessary, to the Taxi Company, but will only be released to a third party upon the specific written consent of the Driver, except that such information must be released to a federal, state or local agency with regulatory authority over the SFMTA, the Taxi Company, or the Taxi Driver. Other exceptions to the confidentiality of the testing results are as follows:

- A. Release to the collection facility, testing laboratory, MRO, SAP, or designee.



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- B. Release pursuant to a lawful court order or other law requiring disclosure.
- C. Release to a decision maker in connection with a Taxi Company or SFMTA disciplinary action, grievance, arbitration or other legal proceeding initiated by or on behalf of the individual and arising from a certified positive drug or Alcohol test or from the SFMTA's determination that the Driver engaged in conduct prohibited under this Policy.
- D. Release to a subsequent Taxi Company who seeks to hire the Driver upon receipt of a written request from a Driver.

**11.2 Records Maintained.** The Third Party Administrator and Taxi Company must maintain records relating to Prohibited Drug and Alcohol testing under this Policy in a secure location with controlled access. Taxi Companies may not make a Driver's drug and Alcohol testing records part of the Driver's personnel file.

The SFMTA shall maintain records as follows: (a) results of negative Prohibited Drug tests and Alcohol tests less than .02 -- one year; (b) records of collection and training -- two years; (c) records of verified positive drug test results and Alcohol tests .02 or greater, documentation of refusals, calibration documentation, referrals to the SAP and evaluations, reports to the SFMTA -- five years; and the records shall include the following information;

- A. The functions performed by the Driver who failed the drug test;
- B. The Prohibited Drugs that were used by Drivers who failed the drug test;
- C. The disposition of Drivers who failed the drug test (e.g., termination, leave without pay);
- D. The age of each Driver who failed the test.

The laboratory maintains all records relating to urine specimen analysis in confidence for at least two years. The laboratory may not disclose such records to anyone other than the SFMTA, the Taxi Company or the Driver, and the decision maker in a lawsuit, grievance or other proceeding initiated by the employee and arising from a verified positive drug or Alcohol test result.

**11.3 Retention of Records of Questions or Complaints.** The Third Party Administrator will retain records of questions or complaints related to the drug and alcohol testing process.



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### 12.0 COMPLIANCE WITH BACKGROUND CHECK REQUIREMENTS

All applicants for Driver Permits are required to sign a written consent to allow SFMTA to obtain the following information regarding the applicant's drug and alcohol testing history for the previous two years:

- Alcohol tests with a result of .04 or higher;
- Verified positive drug tests;
- Refusals to Submit for testing, including verified Adulterations and Substitutions
- Other violations of drug and alcohol testing regulations; and
- Documentation of the applicant's successful completion of return-to-duty requirements and follow-up tests.

Information will be obtained from all companies (including Service Agents) for whom the applicant worked as a Taxi Driver or other driver subject to DOT testing for a period of two years prior to the date of the application. Such companies will be asked to include any Alcohol and Prohibited Drug test information obtained from previous employers or jurisdictions. For example, if a previous taxi company has information from other taxi companies or Service Agents (within the two-year period), that company is obligated to provide that information to SFMTA.

Additionally, the applicant must disclose if he or she has, within the prior two years, ever failed a pre-employment drug or alcohol test that resulted in the applicant not getting hired.

### 13.0 SYSTEM CONTACT

Any questions regarding this Policy or any other aspect of the Taxi Driver Drug and Alcohol Testing Program should be directed to the office of the following SFMTA representative:

Name: Peter N. Kashtanoff  
Address: One South Van Ness Avenue, Seventh Floor  
San Francisco, CA 94103-5417  
email: peter.kashtanoff@sfmta.com  
Telephone: (415) 581-5134