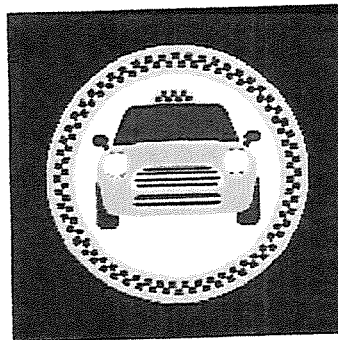




SFMTA

**San Francisco Taxi
Substance Abuse Testing Program**

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Presented by

Energetix Corporation

Bill Kerekes

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Agenda

- 1.0 Introduction / Program Overview
- 2.0 What We Test for
- 3.0 Types of Tests
- 4.0 Testing Procedures
- 5.0 What happens if someone tests positive
or refuses to test
- 6.0 Q & A - Lunch



Energetix Corporation

Essential Elements Company (non-DOT) Drug and Alcohol Testing

1.0 Introduction & Background of Consultants

1.1 Experience in Substance Abuse Program Implementation and Testing

The Consultants:

- Bill Kerekes *and*
- Barbara Conway

2.0 Program Testing Overview

2.1 SF TAXI TESTING PROGRAM

The SF Taxi testing program follows the guidelines set by the USDOT - FMCSA. This program is almost the same as the SFMTA testing program. We call this a USDOT "look-a-like" program. By using this approach, we take advantage of tried and proven procedures. Further, legal precedents have been established over the course of the twenty years USDOT has tested transportation workers.

2.2 POLICY

Like the USDOT program, a drug testing policy is highly recommended, particularly, because it includes:

- (1) notice that testing is required
- (2) the list of substances to be tested (drugs and alcohol)
- (3) method of testing (urine/breath), and
- (4) consequences for testing positive, refusing to test, and/or tampering with the specimen.

2.0 What We Test For

The testing program addresses five drugs and alcohol.

2.1 DRUGS

Like the USDOT, the Taxi program requires testing for five drugs that are generally considered illegal:

- Marijuana
- Cocaine
- Opiates (e.g. heroin)
- Amphetamines/Methamphetamines(w/ecstasy)
- Phencyclidine (PCP)

All drug testing is based on urinalysis. We use the USDOT cut off limits to determine if a test is Positive. We test for adulterants, chemicals that are introduced to sabotage the testing process. We also test for “substituted” urine.

2.2 ALCOHOL

Alcohol testing is performed via breath analysis. Again, USDOT cut off limits are used to determine if the test is negative or positive.

- Less than 0.02 is considered Negative
- 0.02 but less than 0.04, requires removal from duty for 24 hours
- 0.04 or greater is considered Positive

3.0 Types of Tests

3.1 The SF Taxi testing program currently deems the following circumstances as cause for driver testing or re-testing:

- **Annual driving certification** – Each taxi driver will be tested for drug and alcohol abuse as a condition of receiving his or her annual certification.
- **Post-Accident** – Drug **AND** alcohol tests will be conducted, when an accident results in 1) a fatality, 2) an issuance of a moving violation citation to the taxi driver, 3) one or more of the vehicles involved is towed **AND / OR** 4) a person involved in the accident needs offsite medical treatment.
- **Reasonable Suspicion** – If a supervisor or manager observes or has reason to believe there are signs and symptoms of substance abuse, the supervisor or manager should direct the driver to be tested. Drug **AND** alcohol tests will be conducted. ***Managers and supervisors will receive training during project start up to learn how to detect signs of drug and alcohol abuse.***
- **Return to Duty / Follow up** – If the company policy permits a driver to return to work after rehabilitation from a positive tests, these tests would be conducted. All Return to Duty and Follow-up test are conducted under the direct observation of clinic staff of the same gender observing driver urinating in the cup.

4.0 Testing Procedures

4.1 Testing Infrastructure

Energetix, as Third Party Administrator, will manage the testing process via contracts with clinics, Federally certified labs, the Medical Review Officer, and Substance Abuse Professionals. We will serve as the technical expert for the entire process. We will be your “*single point of contact*” for all testing matters.

- **Clinics** – We use the SF clinics available from our labs and third party medical clinics. All clinic technicians are certified to USDOT standards. Clinics collect urine and perform breath alcohol tests.
- **Laboratories** – We use Federally certified labs: Medtox. Laboratory Corporation of America and Quest Diagnostics. Labs analyze the urine.
- **Medical Review Officer** – University Services, Dr. Ben Gerson, lead MRO and staff. The MRO staff reviews ALL drug tests. Further, the MRO directly contacts (by telephone) the driver who has a Non-Negative test.
- **Substance Abuse Professional** – Margaret Saget. The SAP, USDOT certified, conducts a face-to-face mental health exam for all drivers who test positive, or who refuse to test as part of the Return to Duty process. The SAP determines when a driver can return to work, as well as the schedule and number of Follow-up tests.

4.2 Testing Methodology

ESSENTIAL ELEMENTS COMPANY DRUG TESTING METHODOLOGY

1. Driver notified to report to specific collection site for Annual Certification, Post Accident, Reasonable Suspicion, Return to Duty or Follow Up Test.
2. Driver arrives at testing site and is asked to show photo identification when checking in with technician.
3. Collection Technician directs driver to remove all unnecessary outer garments and leave outside the testing room. Driver may retain wallet, but all other belongings (purse, briefcase, etc) must remain with the outer garment outside the collection room.
4. Driver will be directed to wash his/her hands.

5. The Collector will use a DOT Custody Control Form (CCF) to document the collection process.
6. Collection is conducted in a private setting (45 ml. of urine is required – up to 3 hours is allowed).
7. Once collected, the Collection Technician will check the specimen for volume, temperature and color.
8. Technician transfers 30 ml to the primary bottle and 15 ml to the split (second bottle).
9. The Collector seals the bottles with tamper-proof seals and places bottles in shipping bag for courier.
10. Driver receives copy of the CCF and is free to leave once specimen collection is complete.

ESSENTIAL ELEMENTS COMPANY ALCOHOL TESTING METHODOLOGY

1. Driver arrives at testing and is asked to show photo identification to the Breath Alcohol technician (BAT).
2. The BAT must use a Federal DOT alcohol test form (ATF). The driver must sign Step 2 of the Breathe Alcohol Form in order to proceed with the test.
3. The driver will be given a sealed mouth piece to open.
4. The driver will be instructed to blow forcefully for about 6 seconds or until the technical tells the driver to stop. This test is called the **Initial Screen**. If the test is less than 0.02 the test is negative. If it is 0.02 or greater, a **Confirmation** test is performed (after waiting 15 minutes) to determine the final alcohol level.
5. The BAT shows the driver the test result on EBT, and prints the result.
6. After the appropriate information is recorded on the test form, the driver is required to sign the form (only for a confirmed test greater than 0.02).
7. Driver receives copy of the ATF and is free to leave once completed.

5.0 What happens if driver tests positive or refuses to test?

Your company policy determines what specifically happens should a driver test positive or refuses to be tested. One option is to terminate the driver's employment. The other option is to permit the driver to undergo the Return to Duty process.

1. Driver tests Positive or Refuses to test.
2. Driver referred to a Substance Abuse Professional (SAP) for a face-to-face evaluation.
3. SAP recommends treatment/education.
4. Driver successfully completes treatment plan.
5. SAP issues *Return to Duty* letter to Taxi company.
6. Driver goes to clinic for a *Return to Duty* test. If Negative, he or she may be permitted to drive again.
7. Should the driver test positive again, your company policy determines appropriate action.
8. Driver is subject to unannounced Follow-Up tests over the next one to five years (as determined by SAP). All drug tests will be *Directly Observed* by a clinic employee of the same gender.

Additional Information



Key Energetix Clients

- City of San Francisco - 500 CDL's
- New York State DOT - 5,000 CDL's
- State of New Jersey - 16,000 drivers
- New York State Parks & Recreation - 700 CDL's
- New York State Thruway & Canal - 1,200 CDL's
- New York City Department - 600 CDL's

**Drug & Alcohol Testing Collection Sites
City & County of San Francisco**

- Concentra Medical Center
2 Connecticut Suite #1
San Francisco, CA 94107
- Concentra Medical Center
26 California Street
San Francisco, CA 94104
- California Pacific Med Center
Castro & Duboce
Suite 160A South Tower
San Francisco, CA 94114
- Job Care Occupational Health
19747 Greenley Road
Sonoma, CA 95370
- San Francisco Int'l Airport Medical Group
International Terminal Main Hall
Boarding Area, A side
San Francisco, CA 94128
- Pacific Occupational Health Clinic
3 South Linden Avenue
South San Francisco, CA 94080
- Quest Diagnostics – drug only
2198 15th Street
San Francisco, CA 94114
- Quest Diagnostics – drug only
2201 Post Street
San Francisco, CA 94115
- Lab Corp – drug only
2300 Sutter Street
San Francisco, CA 94115
- Elisha Butler Onsite Testing
2128 11th Avenue
Oakland, CA 94606

§49 CFR 40.87 What are the cutoff concentrations for drug tests?

(a) As a laboratory, you must use the cutoff concentrations displayed in the following table for initial and confirmatory drug tests. All cutoff concentrations are expressed in nanograms per milliliter (ng/mL) as shown in table below.

INITIAL TEST ANALYTE	INITIAL TEST CUTOFF CONCENTRATION	CONFIRMATORY TEST ANALYTE	CONFIRMATORY TEST CUTOFF CONCENTRATION
Marijuana metabolites	50 ng/mL	THCA ¹	15 ng/mL
Cocaine metabolites	150 ng/mL	Benzoylcegonine	100 ng/mL
Opiate metabolites			
Codeine/Morphine ²	2000 ng/mL	Codeine	2000 ng/mL
Codeine/Morphine ²		Morphine	2000 ng/mL
6-Acetylmorphine	10 ng/mL	6–Acetylmorphine	10 ng/mL
Phencyclidine	25 ng/mL	Phencyclidine	25 ng/mL
Amphetamines ³			
AMP/MAMP ⁴	500 ng/mL	Amphetamine	250 ng/mL
AMP/MAMP ⁴	500 ng/mL	Methamphetamine ⁵	250 ng/mL
MDMA ⁶	500 ng/mL	MDMA	250 ng/mL
MDMA ⁶	500 ng/mL	MDA ⁷	250 ng/mL
MDMA ⁶	500 ng/mL	MDEA ⁸	250 ng/mL

¹ Delta-9-tetrahydrocannabinol-9-carboxylic acid (THCA)

² Morphine is the target analyte for codeine/morphine testing.

³ Either a single initial test kit or multiple initial test kits may be used provided the single test kit detects each target analyte independently at the specified cutoff.

⁴ Methamphetamine is the target analyte for amphetamine/methamphetamine testing.

⁵ To be reported positive for methamphetamine, a specimen must also contain amphetamine at a concentration equal to or greater than 100 ng/ML.

⁶ Methylenedioxyamphetamine (MDMA)

⁷ Methylenedioxyamphetamine (MDA)

⁸ Methylenedioxyethylamphetamine (MDEA)

(b) On an initial drug test, you must report a result below the cutoff concentration as negative. If the result is at or above the cutoff concentration, you must conduct a confirmation test.

(c) On a confirmation drug test, you must report a result below the cutoff concentration as negative and a result at or above the cutoff concentration as confirmed positive.

(d) You must report quantitative values for morphine or codeine at 15,000 ng/mL or above.

(e) On a 6-AM confirmed positive result:

- (1) When a 6-AM confirmed positive result is reported and morphine for that specimen is not reported at or above the 2000 per ng/mL confirmed positive cutoff, you must confer with the MRO to determine if there was confirmed morphine below 2000 ng/mL.
- (2) If morphine was not confirmed below 2000 ng/mL, you and the MRO must determine whether further testing is needed to quantify the amount of morphine concentration present.
- (3) If you find no detectable morphine at LOD upon further testing, you must report that fact to ODAPC immediately.

[65 FR 79526, Dec. 19, 2000, as amended at 75 FR 49862, August 16, 2010]

