



Legislation Text

File #: 18-4562, Version: 1

Title:

Department of Social Services Mecklenburg Transportation System (MTS) Drug and Alcohol Policy

Summary

ACTION:

- 1) Amend the current Human Resources Policy and Procedures to remove Drug and Alcohol references to Federal Transit Administration (FTA) covered employees for MTS Drug and Alcohol**

- 2) Amend the Department of Social Services Mecklenburg Transportation System (MTS) Federal Transit Administration Drug and Alcohol Policy**

Staff Contact: Peggy Eagan, Director, Department of Social Services

Presentation: No

BACKGROUND/JUSTIFICATION:

The Department of Social Services Mecklenburg Transportation System (MTS) is required to have a Drug and Alcohol Policy that meets Federal and State funding guidelines. Due to changes in the regulatory environment, the existing MTS policy will be removed from the County-wide drug testing policy, and MTS will maintain a Drug and Alcohol Policy specific solely to its safety sensitive employees. The purpose of the proposed amendment is to align MTS policy with the US Department of Transportation, the Federal Transit Administration, and the NC Department of Transportation policies.

PROCUREMENT BACKGROUND:

N/A

POLICY IMPACT:

The MTS Drug and Alcohol Policy is required to meet federal and state funding guidelines and to comply with the Drug-Free Workplace Act of 1988, as well as the Omnibus Transportation Employee Testing Act of 1991. This policy is intended to comply with all applicable Federal regulations governing workplace anti-drug and alcohol programs in the transit industry. Specifically, the Federal Transit Administration (FTA) of the U.S. Department of Transportation

has published 49 CFR Part 655, as amended, that mandates urine drug testing and breath alcohol testing for designated MTS safety-sensitive positions, and prohibits performance of safety-sensitive functions when there is a positive test result, or a refusal to test by the employee. The U. S. Department of Transportation (USDOT) has also published 49 CFR Part 40, as amended, that sets standards for the collection and testing of urine and breath specimens. Without an amended Drug and Alcohol Policy, MTS risks noncompliance, with potential significant financial consequences including funding freezes or reductions.

FISCAL IMPACT:

N/A