



Drug & Alcohol-Free Workplace Policy

Agenda Item #7

March 10, 2021



Tri-Valley San Joaquin Valley
REGIONAL RAIL AUTHORITY



Drug & Alcohol-Free Workplace Policy Requirements

- To receive federal funding, the FTA requires grantees to adopt drug and alcohol policies for safety-sensitive individuals.
- The policy must include the following components:
 - a) A **statement** describing the employer's policy on prohibited drug use and alcohol misuse;
 - b) An **education and training program**;
 - c) A **testing program**; and
 - d) The **procedures** when a covered employee has a **verified positive drug and/or alcohol test result**.

Staff Considerations for Drug & Alcohol-Free Workplace Policy

- Valley Link does not have any safety-sensitive employees yet, but “an employer must have an anti-drug and alcohol misuse testing program in place by the date the employer begins operations.”
- Staff will include the Drug & Alcohol Policy requirements in contracts with consultants and contractors that are performing safety-sensitive duties.
- There will be ongoing reporting and compliance requirements once employees come online, including:
 - At least 60 minutes of training on the effects and consequences of prohibited drug use on personal health, safety, and the work environment for all covered employees; and
 - At least 60 minutes of training for Supervisors on the physical, behavioral, and performance indicators of probable drug use.

Board Action Requested

- Staff proposes that the Board approve the Resolution and adopt the Drug & Alcohol-Free Workplace Policy.
 - The policy is cost neutral;
 - The policy is required to receive federal funding; and
 - If approved by the Board, Staff will provide written notice of Valley Link's Drug & Alcohol-Free Workplace Policy to future covered employees and contractors, as required by law.