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CLR AUTO  
TRANSPORT

DRUG & ALCOHOL  
ABUSE POLICY

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# **Substance Abuse Policy For CLR Auto Transport 8350 Whitcomb St. Suite A-C Merrillville, IN 46410**

## **A. Forward**

CLR Auto Transport's most vital concerns are the safety, health and well-being of its employees and all people who come into contact with its workforce, property, and/or its products and services. It is our goal to provide a healthy, satisfying work environment that promotes personal opportunities for growth. Furthermore, our employees have the right to work with persons free from the effects of alcohol and/or drugs.

CLR Auto Transport does not intend to intrude into the private lives of its employees and recognizes the employee's off-the-job as well as on-the-job involvement with illegal drugs can have a negative impact on the workplace, fellow employees and customers. Employees are expected to report for work with no illegal drugs in their bodies and free of all adverse effects of alcohol misuse. CLR Auto Transport encourages employees to seek professional assistance any time for personal problems, including alcohol or drug dependency that adversely affects their ability to perform their assigned duties.

Supervisors are dedicated to the fair and equitable application of this policy. They are required to apply all aspects of this policy and to use it in an unbiased and impartial manner.

## **B. Purpose**

The purpose of this policy is to comply with the Department of Transportation Regulations (DOT) 49 CFR Part 40, Procedures for Transportation Workplace Drug Testing Programs, 49 CFR Part 382, Controlled Substances and Alcohol use and Testing-Federal Motor Carrier Safety Administration, and 49 CFR Part 29, Drug-Free Workplace Act of 1988. This policy incorporates these regulations for safety sensitive employees.

## **C. Applicability**

This policy applies to all employees that are required to have a Commercial Driver's License (CDL) or are considered by the DOT to be in a safety-sensitive position, full or part-time, contract employees and contractors when they are on CLR Auto Transport property or when performing any safety-sensitive function for CLR Auto Transport.

Performing a safety-sensitive function means from the time an employee is ready to work, begins work and is relieved from all responsibility for performing work. Safety-sensitive functions may include, however, are not limited to the following items:

- (i) All time on CLR Auto Transport property, or shipper property, terminal, facility, or other property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by CLR Auto Transport.
- (ii) All time inspecting equipment as required by 49 CFR Part 392 (392.7 & 392.8) or otherwise inspecting, servicing, or conditioning any Commercial Motor Vehicle (CMV) at any time.
- (iii) All time spent at the driving controls of a CMV.
- (iv) All time, other than driving time, in or upon any CMV except time spent resting in a sleeper berth (the berth must conform to the requirements of 49 CFR Part 393.7).
- (v) All time loading or unloading, attending a CMV being loaded or unloaded, remaining in readiness to operate the CMV or in giving or receiving receipts for shipments loaded or unloaded.
- (vi) All time repairing, obtaining assistance, or remaining in the attendance of a disabled DMV.

#### **D. Legal Drugs**

For a drug to be legally prescribed the employee must have a prescription or other written approval in his/her name from a licensed physician for the use of the drug in the course of medical treatment. The prescription or written document must also contain the name of the substance, the quantity/amount to be taken, and the period of authorized use. Any abuse or misuse of legal drugs while performing a safety-sensitive function is prohibited by CLR Auto Transport.

The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited by CLR Auto Transport. However, the use of any substance which carries a warning label that indicates that motor skills, mental functioning, or judgment may be affected, the employee must report this to supervisory personnel immediately.

An employee must obtain a written release from the attending physician releasing the employee from performing safety-sensitive duties any time the employee is using a performance altering prescription.

#### **E. Prohibited Substances**

In accordance with DOT rules, testing will be conducted for the presence of the following substances:

##### **ALCOHOL AMPHETAMINES**

- 1. Amphetamine
- 2. Methamphetamine
- 3. MDMA
- 4. MDA
- 5. MDEA

##### **COCAINE**

##### **MARIJUANA**

##### **OPIATE METABOLITES**

1. Codeine
2. Morphine
3. 6-AM (heroin)

#### PHENCYCLIDINE (PCP)

Detection levels requiring a determination of a positive result shall be in accordance with the guidelines adopted by the DOT in accordance with the recommendations established by the Substance Abuse and Mental Health Services Administration (DHHS; formerly "DHHS").

The Designated Employee Representative (DER) will, when possible, confer with the medical review officer, and in the sole discretion of the Designated Employee Representative (DER), in consultation with the medical review officer, should the effect of these medications adversely affect an employee in a federally regulated (DOT/CDL) position, that Employee may be temporarily removed or reassigned from the federally regulated (DOT/CDL) position if deemed appropriate.

#### **F. Prohibited Conduct**

##### Alcohol concentration

No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater. No employer having actual knowledge that a driver has an alcohol concentration of 0.04 or greater shall permit the driver to perform or continue to perform safety-sensitive functions.

##### On-Duty Use

No driver shall use alcohol while performing safety-sensitive functions. No employer having actual knowledge that a driver is using alcohol while performing safety-sensitive functions shall permit the driver to perform or continue to perform safety-sensitive functions.

##### Pre-Duty Use

No driver shall perform safety-sensitive functions within four hours after using alcohol. No employer having actual knowledge that a driver has used alcohol within four hours shall permit a driver to perform or continue to perform safety-sensitive functions.

##### Use following an accident

No driver required to take a post-accident alcohol test under §382.303 shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

##### Refusal to submit to a required alcohol or controlled substances test

- (1) Fail to appear for any test (except a pre-employment test) within a reasonable time, as determined by the employer, consistent with the applicable DOT agency regulations, after being directed to do so by the employer. This includes the failure of an employee (including an owner-operator) to appear for a test when called by a C/TPA (see §40.61(a) of this title);
- (2) Fail to provide a urine specimen for any drug test required by this part or DOT agency regulations. Provided, that an employee who does not provide a urine specimen because he or she has left the testing site before the testing process commences (see §40.63(c) of this title) a pre-employment test is not deemed to have refused to test;
- (3) Fail to provide a urine specimen for any drug test required by this part or DOT agency regulations. Provided, that an employee who does not provide a urine specimen because he or she has left the test site before the testing process commences (see §40.63(c) of this title) for a pre-employment test is not deemed to have refused to test;
- (4) In the case of a directly observed or monitored collection in a drug test, fails to permit the observation or monitoring of the driver's provision of a specimen (see §§40.67(i) and 40.69(g) of this title);
- (5) Fail to provide a sufficient amount of urine when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure (see §40.193(d)(2) of this title);
- (6) Fail or decline to take a second test the employer or collector has directed the driver to take;
- (7) Fail to undergo a medical examination or evaluation, as directed by the MRO as part of the verification process, or as directed by the DER under §40.193(d) of this title. In the case of a pre-employment drug test, the employee is deemed to have refused to test on this basis only if the pre-employment test is conducted following a contingent offer of employment;
- (8) Fail to cooperate with any part of the testing process (e.g., refuse to empty pockets when so directed by the collector, behave in a confrontational way that disrupts the collection process); or
- (9) Is reported by the MRO as having a verified adulterated or substituted test result.

#### Controlled Substances Use

- (a) No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a licensed medical practitioner, as defined in §382.107, who has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle.
- (b) No employer having actual knowledge that a driver has used a controlled substance shall permit the driver to perform or continue to perform a safety-sensitive function.
- (c) An employer may require a driver to inform the employer of any therapeutic drug use.

#### Controlled Substances Testing

No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive or has adulterated or substituted a test specimen for controlled substances. No employer having actual knowledge that a driver has tested positive or

has adulterated or substituted a test specimen for controlled substances shall permit the driver to perform or continue to perform safety-sensitive functions.

Engaging in unlawful manufacture, distribution, dispensing, possession, or use of prohibited substances is prohibited by any safety-sensitive employee of CLR Auto Transport. Employees who violate this provision will be terminated.

All employees of CLR Auto Transport are required to notify their supervisor within five (5) days of any criminal drug statute conviction. Failure to comply with this provision shall result in termination.

## **G. Compliance with Testing Requirements**

All employees in safety-sensitive positions will be subject to urine drug testing and breathe alcohol testing. A refusal to test is considered a positive test result and will lead to immediate removal from duty, referral to a Substance Abuse Professional (SAP), and termination of employment. The following items constitute a refusal to test.

- (i) Failure to appear or remain at the test site.
- (ii) Failure to provide urine specimen when required.
- (iii) Failure to permit direct observation or monitored collection.
- (iv) Declines to take a second test when directed.
- (v) Failure to provide sufficient urine or breathe without a valid medical explanation.
- (vi) Failure to undergo a medical evaluation.
- (vii) Failure to cooperate with the testing process.
- (viii) Attempt to dilute, substitute, or tamper with specimen.
- (ix) Failure to sign the Custody Control Form or Breath Alcohol Form.

## **H. Testing Procedures**

Federal regulations required analytical urine drug testing and breath alcohol testing to be conducted when circumstances warrant or as outlined in the regulations. CLR Auto Transport affirms the need to protect individual dignity, privacy, and confidentiality throughout the testing process. If at any time the integrity of the testing procedures or the validity of the tests results are compromised, the test will be cancelled.

### **Drug Tests**

The drugs that will be tested for include marijuana (THC), cocaine, opiates, amphetamines, and phencyclidine (PCP). Urine specimens will be conducted using the split specimen sample method as described in 49 CFR Part 40. Each specimen will be accompanied by a DOT Chain of Custody and Control Form (CCF) and identified using a unique identification number that attributes the specimen to the correct individual.

The specimen will be sent to a laboratory where a validity test will be performed to ensure that it is non-adulterated human urine. Then an initial drug screen test will be conducted on the primary specimen. For the primary specimen that is not negative, a confirmatory Gas Chromatography/Mass Spectrometry (GC/MS) test will be performed. The primary test will be considered positive if the amounts present are above the minimum thresholds established in 49 CFR Part 40.

All test results from the laboratory will be reported to a Medical Review Officer (MRO). The MRO is a licensed physician with detailed knowledge of substance abuse disorders and drug testing. The MRO will be knowledgeable in the DOT regulations and MRO guidelines. DOT operating administration regulations and any changes to any of these. The MRO must obtain the appropriate qualification training as mandated in 49 CFR Part 40.

The MRO will review all test results to ensure the scientific validity of the test and to determine whether there is a legitimate medical explanation for a confirmed positive test result. THE MRO will contact the employee, notify him-her of the positive laboratory result, and provide the employee with an opportunity to explain the confirmed test result. The MRO will subsequently review the employee's medical history/records to determine whether there is a legitimate medical explanation for the positive test result. If no legitimate medical explanation is found, the test will be verified positive and reported to the CLR Auto Transport Designated Employee Representative (DER). If a legitimate medical explanation is found, the MRO will report the test result as negative.

The split specimen sample will be stored at the initial laboratory until the analysis of the primary specimen is complete. If the primary specimen is negative, the split sample will be discarded. However, if the primary specimen is positive, the split sample specimen will be retained by the initial laboratory for testing if so requested by the employee through the MR within 72 hours of being notified. The split sample specimen, if requested to be tested, will be sent to an alternate certified laboratory for testing, at the expense of the employee or applicant.

### **Safeguards for Controlled Substance Testing**

- The Collector must complete mandated qualification training as defined in 49 CFR Part 40 to be able to perform collections.
- The Collector must obtain photo identification from the employee or be identified by a CLR Auto Transport representative prior to administering the test.
- The Collector will ask the employee to display the contents of their pockets prior to the test being taken.
- The Collector will ask the employee to wash their hands only with water.
- The Collector and employee will check the identification numbers of the seals with the number on the CCF.
- The Collector will ask the employee to sign the CCF signifying the correctness of the data for test reporting.
- The Collector will unwrap and wrap the specimen containers in the presence of the employee.
- After the specimen is collected, the Collector will inspect the specimen for sufficient volume, temperature and signs of tampering.
- The specimen sample containers are placed in a shipping container, sealed with tamper proof seals in the presence of the employee. The employee will be asked to initial the seals on the specimen sample containers.
- The Laboratory will check the seals on the specimen bottles upon receipt to ensure they are not broken, if they are broken, the laboratory will report the test as cancelled.
- The Laboratory will report the results to the MRO by electronic communication.

### **Direct Observation Collection is Mandatory in the Following Circumstances**

- The Laboratory reports an invalid test and the MRO reports there isn't a medical reason for it.
- The test results are reported as positive adulterated or substituted cancelled with no split specimen sample available.
- The Collector observed signs that indicate an attempt was made to tamper with the specimen.
- The Collector notes that the temperature of the specimen is not within range. Note: The Collector is NOT required to take the employee's body temperature. The DER from CLR Auto Transport will be notified of the out of temperature specimen after the direct observation test is completed.
- Direct observation testing for return-to-duty and/or follow-up testing. The observer must be the same gender as the employee. The observer may be someone other than the collector to ensure the same gender; however, this individual may not handle the specimen.

### **Shy Bladder Procedure**

If the employee cannot provide a specimen at the initial attempt, the employee will be urged to drink up to 40 oz. of water. The amount of water is to be spaced out over a three hour period. The employee is not required to drink the water by 49 CFR Part 40 regulations.

If the employee does not provide a specimen, or refuses to provide a specimen, the test will be marked as a "Refusal to Test" and considered a positive test result. The employee will be sent to a physician with expertise in the field, within five (5) days for an evaluation as to why the individual was not able to provide a specimen. If there is a valid medical reason, the test result will be changed to Cancelled."

### **Breath Alcohol Test**

All tests for breath alcohol will be conducted using a National Highway Traffic Safety Administration (NHTSA) approved Evidential Breath Testing (EBT) device. The device must be operated by a certified trained Breath Alcohol Technician (BAT). The certified training must meet the qualification as defined in 49 CFR Part 40.

A blank air test will be administered prior to the initial test and the confirmation test. This indicates the EBT chamber is clear.

An initial breath test will be given, if the results are less than a concentration of 0.02, the test results is negative. No additional test will be required. If the initial test results in a concentration of 0.02 or higher, a second confirmation test will be conducted. A waiting period of at least 15 minutes but no longer than 30 minutes after completion of the initial test must be completed before the confirmation test is done. If the results of the confirmation test are between 0.020-0.039; the employee must be removed from the safety sensitive position for at least 24 hours. If the result is 0.040 or higher the employee is considered under the influence of alcohol and the employee must be removed from service, referred to a Substance Abuse Professional (SAP). Any result on the confirmation test of 0.020 or higher is considered a positive test result. The confirmation test will be completed using the same EBT as the screening test. Each test will

have its own unique sequential number. A printout of each test will be provided and attached to the Alcohol Test Form. The printout will also include the time the test was taken, and EBT identification number. The test will be performed in a private, confidential manner as required by 49 CRF Part 40.

### **Safeguards for Alcohol Testing**

- The BAT will request photo identification from the employee or be identified by a CLR Auto Transport representative prior to administering the test.
- The Employee will select an individually sealed mouthpiece and it will be opened by the BAT while in the presence of the employee for the initial test.
- Calibration checks will be frequently performed to insure the EBT is working efficiently. The Employee may ask to see the last calibration.
- The Employee will select an individually sealed mouthpiece and it will be opened by the BAT while in the presence of the Employee for the confirmation test.

#### **I. Positive Test Results**

Any employee of CLR Auto Transport that has a confirmed positive drug or alcohol test will be terminated from his/her safety-sensitive position, informed of the educational and rehabilitation programs available, and referred to a Substance Abuse Professional (SAP) for assessment.

#### **J. Compliance with the Treatment Program Requirements**

Employees are encouraged to make use of the available resources for treatment of alcohol misuse and/or illegal drug use problems. Under certain circumstances, employees may be required to undergo treatment for substance abuse or alcohol misuse. Any employee of CLR Auto Transport who refuses or fails to comply with a SAP's requirements for treatment, after care or return-to-duty shall be subject to termination. The cost of treatment will be paid by the employee or their insurance provider.

#### **K. Types of Testing**

##### **Pre-Employment Testing**

Any individual that seeks employment with or transfer into a DOT safety-sensitive position will be required to take and pass a urine drug test. The receipt of a negative urine drug test is required. If the results of the urine drug test are negative-diluted, the result will be considered negative. If the test was cancelled, CLR Auto Transport requires the applicant to take and pass a second urine drug test.

Anytime an employee of CLR Auto Transport is off work for 30 consecutive days or more, the employee will be required to take and pass another pre-employment urine drug test.

##### **Reasonable Cause Testing**

Reasonable Cause referral testing will be made on the basis of documented objective facts and circumstances, which are consistent with the short-term effects of substance abuse.

At least one supervisor that has been trained in Reasonable Cause detection is needed to make a Reasonable Cause referral for testing. The training must include ways to determine the signs and symptoms of drug and alcohol use. The supervisor must conclude that the employee is impaired in his/her work performance. Documentation as to the physical appearance, behavioral and performance indicators, speech and body odors of the employee must be completed prior to the test result being received.

Examples of Reasonable Cause included, but are not limited to, the following:

Physical signs and symptoms consistent with prohibited substance use of alcohol misuse.

Occurrence of a serious or potentially serious accident that may have been caused by prohibited substance abuse or alcohol misuse.

Physical contact (meaning fights), assaults, and flagrant disregard or violations of established safety, security, or other operating procedures.

### **Post-Accident Testing**

All employees of CLR Auto Transport are required to undergo urine drug testing and breath alcohol testing if they are involved in an accident with a vehicle owned or leased by CLR Auto Transport if one or all of the following conditions are met:

- (i) The accident resulted in a fatality.
- (ii) The employee of CLR Auto Transport was issued a moving citation and a vehicle was towed from the scene of the accident.
- (iii) The employee of CLR Auto Transport was issued a moving citation and an individual involved in the accident received bodily injury requiring immediate medical treatment away from the scene of the accident.

The surviving employee that operated the vehicle or any other employee whose performance cannot be completely discounted as contributing to the accident must be tested.

Following the accident, the employee(s) must be tested as soon as possible, but not to exceed eight (8) hours for alcohol testing and thirty-two (32) hours for urine drug testing. Any employee of CLR Auto Transport involved in an accident must refrain from alcohol use for eight (8) hours following the accident or until he/she has completed an alcohol test or released from duty. Any employee of CLR Auto Transport who voluntarily leaves the scene of an accident prior to submission to drug and alcohol testing will be considered to have refused the test and the employee will be terminated.

An alcohol test should be administered within two (2) hours of the accident. If this has not been done, CLR Auto Transport will document the reasons the test was not completed within two (2) hours of the accident and will continue to attempt to obtain a test and document their attempts within the eight (8) hour period. At the end of the eight

(8) hours, CLR Auto Transport will cease the attempt to administer the test and document why the test was not completed.

The employee must remain readily available for testing, until they are released from the scene of the accident. If the employee is required to leave the scene under the authority of medical or police personnel, they must notify CLR Auto Transport as to their whereabouts.

If CLR Auto Transport is unable to perform a urine drug test and a breath alcohol test, (i.e., employee is unconscious, employee is detained by a policy agency), CLR Auto Transport may use drug and alcohol post-accident test results administered by the State and/or Local law enforcement officials if they were completed. CLR Auto Transport will obtain the results in conformance with State and Local law.

### **Testing for Non-DOT Circumstances**

CLR Auto Transport requires an employee to submit to drug and alcohol tests following a motor vehicle accident or property damage accident involving injury to any individual involved in the accident not requiring immediate medical treatment away from the scene, serious damage to any motor vehicle or equipment involved in the accident, or serious property damage even if the employee did not receive a moving citation. Any employee having a physical injury that requires immediate medical attention away from the work site will be required to submit to drug and alcohol tests. Tests will not be required if the supervisor in charge determines, using the best information available at the time of the decision, that the employee's performance can be completely discounted as a contributing factor to the accident. The CCF used will be a Non-DOT form. At the discretion of management for CLR Auto Transport, a driver or employee may be tested under these guidelines if a complaint is filed or if any of the above circumstances apply. If a positive result returns, it will be treated in the same manner as a "positive" in the DOT regulations.

### **Random Drug and Alcohol Testing**

All employees of CLR Auto Transport that work in safety-sensitive positions will be subject to random unannounced testing. The selection of these employees for random testing of drug and alcohol will be made using a scientifically valid method that ensures each covered employee will have an equal chance of being selected each time selections are made. The random test will spread throughout the year. Tests can be conducted at any time during an employee's shift. Employees are required to proceed immediately to the collection site upon notification of their random selection. There is no discretion on the part of management in the selection and notification of employee who are to be tested.

The percentages of the number of safety-sensitive employees in the random program are established by 49 CFR Part 40 on an annual basis. Currently, the rates are 50% for drug testing and 10% for alcohol testing.

### **Return-to-Duty Testing**

Employees of CLR Auto Transport, under certain circumstance, that previously tested positive on a drub and/or alcohol test must be evaluated and released by a Substance Abuse Professional (SAP) before returning to work. A SA is a licensed physician, certified psychologist, social work, employee assistance professional, or addiction counselor. The SAP must also have clinical experience in the diagnosis and treatment of drug and alcohol related diseases. The SAP must have completed the required qualification training and completed the continuing education trainings as detailed in 49 CFR Part 40. Before the return-to-duty test, the SAP must assess the employee and determine if the required treatment has been completed.

### **Follow-Up Testing**

Under certain circumstances employees of CLR Auto Transport will be required to undergo frequent unannounced random urine and/or breath testing following their return-to-duty test. Follow-up testing on an employee will be performed for a period of one (1) to five (5) years with a minimum number of six tests performed the first year. The employee will remain in the random testing program. A qualified SAP will determine the frequency and duration of the follow-up tests, beyond the minimum number.

#### **L. Confidential Result Record Keeping**

The result of all drug and alcohol testing results will be maintained in a secure confidential manner by the employer, laboratory, collections site, MRO, SAP, and the Consortium/Third Party Administrator (CTPA). Information can only be released in the following circumstances and with the employee being notified in writing of the release.

- (i) To a third party only as directed by specific written instructions of the employee.
- (ii) To the decision-maker in a lawsuit, grievance, or other proceeding initiated by or on behalf of the employed tested.
- (iii) To a subsequent employer upon receipt of a written request from the employee as required by 49 CFR Part 40 of the DOT regulations.
- (iv) To the National Transportation Safety Board during an accident investigation.
- (v) To the DOT or any DOT agency with regulatory authority over the employer or any of its employees, or to a State agency with oversight.
- (vi) To the employee upon written request.

#### **M. Employee/Supervisor Training**

All employees of CLR Auto Transport in a safety-sensitive position will undergo a minimum of 60 minutes of training on the signs and symptoms of drug use including the effects and consequences of drug use on personal health, safety, and the work environment. The training must include manifestations and behavioral cues that may indicate prohibited drug use. In addition, all employees will also receive a minimum of 60 minutes of training on the signs and symptoms of alcohol misuse including the effects and consequences on personal health, safety, and work environment.



## RECEIPT FOR DRUG AND ALCOHOL POLICY

I hereby certify that I have received the company's Drug and Alcohol Policy and that I have read and understand all the information contained therein. I further agree to abide by the provisions that are set forth in the manual.

DATE: \_\_\_\_\_ Signed: \_\_\_\_\_

## **APPENDIX: The Effects of Alcohol and Other**

### **Drugs**

Section 382.60(b)(11) FMCSR mandates that all employees be provided with training material discussing the effects of alcohol and controlled substance use on an individual's health, work and personal life.

This appendix is intended to help individuals understand the health, social/personal/and workplace consequences of substance abuse. Signs and symptoms of a problem are also reviewed for your benefit.

### **Alcohol**

Although used routinely as a beverage for enjoyment, alcohol can also have negative physical and mood-altering effects when abused. These physical or mental alterations in a driver may have serious personal and public safety risks.

Alcohol is widely primarily due to its social acceptance and availability. It is considered a recreational beverage when consumed in moderation for enjoyment and relaxation during social gatherings. "Abuse" occurs when it is used primarily for its physical and mood-altering effects. About half of all auto accident fatalities in the United States are related to alcohol abuse.

#### **Signs and Symptom of Use:**

- Dulled mental processes
- Lack of coordination
- Odor of alcohol on breath
- Pupils may be constricted
- Sleepy or stuporous condition
- Slowed reactions
- Slurred speech

Note: With the exception of the odor of alcohol, these are general signs and symptoms of any depressant substance.

#### **Other Effects:**

- Greatly impaired driving ability
- Reduced coordination and reflex actions
- Impaired vision and judgment
- Inability to divide attention
- Lowering of inhibitions
- Headaches, nausea, dehydration, unclear thinking, unsettle digestion and aching muscles are associated with overindulgence (hangover).

#### **Health Effects:**

An average of three or more servings per day of beer (12 oz.), whiskey (1 oz.) or wine (6 oz.) over time may result in the following hazards:

- Dependency
- Fatal liver diseases
- Kidney disease
- Pancreatitis
- Ulcers
- Decreases sexual functions
- Increased cancers of the mouth, tongue, pharynx, esophagus, rectum, breast and malignant melanoma
- Spontaneous abortion and neonatal mortality
- Birth defects

### **How Alcohol Impairs Functions Needed for Driving:**

The subtlety and complexity of the skills required to operate a motor vehicle safely make people susceptible to impairment from even low doses of alcohol. The evidence linking alcohol and transportation accidents is supported by experimental studies conducted by the National Institute on Alcohol Abuse and Alcoholism, relating the effect of alcohol on specific driving related skills. Impairment is related to alcohol in terms of its concentration in the bloodstream. For example, a blood alcohol concentration (BAC) of 0.04% might be achieved by a 150 pound man consuming two drinks in one hour.

In driving, the eyes must focus briefly on important objects in the visual field and track them as they move (along with the vehicle). Low to moderate BACs (0.03 to 0.05%) interfere with voluntary eye movements, impairing the eye's ability to rapidly track a moving target.

Steering is a complex psychomotor task. A delay in the body's eye-to-hand reaction time is compounded by the visual effects described above, causing significant impairment in steering ability at about 0.035% BAC.

Alcohol impairs nearly every aspect of the brain's information processing. Alcohol impaired drivers require more time to read street signs or respond to traffic signals than unimpaired drivers. As a result, impaired drivers tend to look at fewer sources of information. A narrowing of the field of attention begins at about 0.04% BAC.

Drivers must divide their attention among many skills in order to keep a vehicle in the proper lane while monitoring the environment for vital safety information, such as other vehicles, traffic signals, and pedestrians. Results of numerous studies show that a deficit in the ability to divide attention may occur at 0.02% BAC.

### **Facts:**

- ✓ About two in every five Americans will be involved in an alcohol related vehicle accident in their lifetime.
- ✓ The risk of a traffic fatality per mile driven is at least eight times higher for a drunk driver than a sober one.

- ✓ A 12 oz. can of beer, a 5 oz. glass of wine and a 1-1/2 oz. shot of hard liquor all contain the same amount of alcohol.
- ✓ Each 1-1/2 oz. of alcohol takes the average body about one hour to process and eliminate.
- ✓ Coffee, cold showers and exercise do not quicken sobriety.

## **Marijuana**

Also known as grass, pot, weed, gold, joint, hemp, reefer. Active chemical – THC.

Marijuana is one of the most misunderstood and underestimated drugs of abuse. It is used for its mildly tranquilizing, mood and perception altering effects. It alters the brain's interpretation of incoming messages but does not depress the reactions of the central nervous system. It alters a person's sense of time and reduces the ability to perform tasks requiring concentration, swift reflexes and coordination. The drug has a significant effect on a user's judgment, caution and sensory/motor abilities.

### **Signs and Symptoms of Use:**

- Reddened eyes
- Slowed speech
- Distinctive, pungent odor on clothing (aroma of alfalfa combined with incense)
- Lackadaisical "I don't care" attitude
- Chronic fatigue and lack of motivation
- Irritating cough
- Chronic sore throat

### **Other Effects:**

- Restlessness
- Inability to concentrate
- Increased pulse rate and blood pressure
- Rapidly changing emotions and erratic behavior
- Impaired memory and attention
- Hallucinations, fantasies and paranoia
- Decrease in/temporary loss of fertility
- Distorted perception of time
- Apathy
- Delayed decision making
- Aggressive urges
- Anxiety
- Confusion
- Hallucinations

### **Health Effects:**

Over time, long-term inhalation of marijuana smoke may result in the following health hazards:

- Lung irritations

- Emphysema-like conditions
- Cancer
- Heart conditions
- Respiratory tract and sinus infections caused by the fungus Aspergillus, a common contaminant of marijuana
- Lowered immune system response
- Aggravation of ulcers
- Brain damage

(Marijuana causes long-term negative effects on mental function – also known as "acute brain syndrome", characterized by disorders in memory, cognitive function, sleep patterns and physical condition).

### **How Marijuana Impairs Functions Needed for Driving:**

Marijuana impairs driving ability for at least 4-6 hours after smoking "one" joint (cigarette); it impairs signal detection (ability to detect a brief flash of light); it impairs tracking (ability to follow moving objects with the eyes); it impairs visual distance measurements; and it chemically alters the brain and gross motor functioning of the body, having a direct impact on the complex system of critical thinking skills and reflexes that allow people to drive safely and conscientiously.

NOTE: THC is stored in body fat and is slowly released over time, causing a long-term effect on overall performance.

### **Facts:**

- ✓ Marijuana remains in the body for 28 days. This is in contrast to alcohol which dissipates in a matter of hours.
- ✓ A 500% to 800% increase in THC potency in the past several years makes smoking three to five joints (cigarettes) per week today the equivalent of 15-40 joints per week in 1978.
- ✓ Combining marijuana with alcohol or other depressant drugs can produce a multiplied effect, increasing the impairment caused by all substances.

### **Cocaine**

Used medically as a local anesthetic. When abused, it becomes a powerful physical and mental stimulant. The entire nervous system is energized. Muscles tense, the heart beats faster and stronger, and the entire body burns more energy. The brain experiences an exhilaration caused by a large release of neurohormones associated with mood elevation.

### **Health/Social/Personal Effects**

- Regular use may upset the chemical balance of the brain. As a result, it may speed up the aging process by causing damage to critical nerve cells; Parkinson's disease could also occur.
- Cocaine causes the heart to beat faster and harder, and rapidly increases blood pressure. It also causes spasms of blood vessels in the brain and heart. Both lead to ruptured blood vessels causing strokes and heart attacks.

- Strong dependency can occur with one "hit" of cocaine. Usually mental dependency occurs within days for 'crack' or within several months for snorting coke. **Cocaine causes the strongest mental dependency of all the drugs.**
- Treatment success rates are lower than other chemical dependencies.
- Extremely dangerous when taken with other depressant drugs. Death due to overdose is rapid. Fatal effects are usually not reversible by medical intervention.

**Workplace Issues:**

- Extreme mood and energy swings create instability. Sudden noise causes a violent reaction.
- Lapses in attention and ignoring warning signals increases probability of accidents.
- High cost frequently leads to theft and/or dealing.
- Paranoia and withdrawal may create unpredictable or violent behavior.
- Performance is characterized by forgetfulness, absenteeism, tardiness and missing assignments.

**Signs and Symptoms of a Problem:**

- Dilated pupils (when large amounts are taken).
- Dry mouth and nose, bad breath, frequent lip licking.
- Excessive activity, difficulty sitting still, lack of interest in food or sleep.

**Amphetamines**

Central nervous system stimulant that speeds up the mind and body. The physical sense of energy at lower doses and the mental exhilaration at higher doses are the reasons for their abuse. Although widely prescribed at one time for weight reduction and mood elevation, the legal use of amphetamines is now limited to a very narrow range of medical conditions. Also known as 'speed', 'meth', 'crank' or 'crystal'. Usually taken by mouth, but can be injected or snorted in the nose depending on the type.

**Health/Social/Personal Effects:**

- Regular use causes some psychological dependency and increased tolerance.
- High doses may cause toxic psychosis resembling schizophrenia.
- Intoxication may induce a heart attack or stroke due to increased blood pressure.
- Chronic use may cause heart or brain damage due to severe constriction of capillary blood vessels.
- Euphoric stimulation increases impulsive and risk taking behavior, including bizarre and violent acts.
- Withdrawal may result in severe physical harm and mental depression.

**Workplace Issues:**

- Since the drug alleviates the sensation of fatigue, it may be abused to increase alertness during period of overtime or failure to get rest.
- With heavy use or increasing fatigue, the short term mental or physical enhancement reverses and becomes impairment.

**Signs and Symptoms of a Problem:**

- Hyper excitability, restlessness
- Dilated pupils
- Increased heart rate and blood pressure
- j
- Heart palpitations and irregular beats
- Profuse sweating
- Rapid respiration
- Confusion
- Panic
- Talkativeness
- Inability to concentrate

### **Opiates**

Narcotics, including heroin, morphine, codeine and many synthetic drugs used to alleviate pain, depress body functions and reactions.

In large doses, opiates cause a strong euphoric feeling.

Common street names are: horse, morpho, China, M, brown sugar, Harry and dope.

Sometimes narcotics found in medicines are abused. This includes pain relievers containing opium and cough syrups containing codeine. Heroin is illegal and cannot even be obtained with a physician's prescription. Most medical problems associated with the use of opiates are caused by uncertain dosages, use of unsterile needles, contamination of the drug, or from combining a narcotic with other drugs.

#### **Signs and Symptoms of Use:**

- Mood changes
- Impaired mental function and alertness
- Impaired vision
- Constricted pupils
- Impaired coordination

#### **Other Effects:**

- Impaired driving ability
- Drowsiness followed by sleep
- Decreased physical activity
- Sleeplessness and drug craving
- Depression and apathy
- Constipation
- Nausea and vomiting

#### **Health Effects:**

- IV needle users have a high risk for contracting hepatitis and HIV due to the sharing of needles.
- Narcotics increase pain tolerance. As a result, people could more severely injure themselves and fail to seek medical attention due to a lack of pain sensitivity.

- The effects of narcotics are multiplied when used in combination with alcohol and other depressant drugs, causing an increased risk of overdose.

### **How Opiates Impair Functions Needed for Driving:**

Opiates chemically alter the brain and gross motor functioning of the body, having a direct impact on the complex systems of critical thinking skills and reflexes that allow people to drive safely and conscientiously.

#### **Fact:**

- ✓ Heroin, also called "junk" or "smack," accounts for 90% of the narcotic abuse in the United States.

### **Phencyclidine (PCP)**

PCP acts as both a depressant and a hallucinogen, and sometimes as a stimulant.

Also called angel dust, rocket fuel, embalming fluid and killer weed.

PCP was developed as a surgical anesthetic in the late 1950s. Later, due to its unusual side effects in humans, it was restricted to use as a veterinary anesthetic and tranquilizer. Today, it has no lawful use and is no longer legally manufactured. It is abused largely for its variety of mood-altering effects.

PCP scrambles the brain's internal stimuli and alters how users see and deal with their environment. Routine activities like driving and walking become very difficult.

A low dose produces sedation and euphoric mood changes. The mood can change rapidly from sedation to excitation and agitation. Increased doses produce an excited, confused state including any of the following: muscle rigidity, loss of concentration and memory, visual disturbances, delirium, feelings of isolation and convulsions.

#### **Signs and Symptoms of Use:**

- Impaired driving ability
- Impaired coordination
- Thick, slurred speech
- Severe confusion and agitation
- Muscle rigidity
- Profuse sweating

#### **Other Effects:**

- Loss of concentration and memory
- Extreme mood shift
- Nystagmus (jerky, involuntary eye movements)
- Rapid heartbeat
- Dizziness
- Convulsions
- Memory loss

**Health Effects:**

- The potential for accidents and overdose emergencies is high due to the extreme mental effects combined with the anesthetic effect on the body.
- PCP becomes more potent in combination with other depressant drugs, including alcohol, increasing the likelihood of an overdose reaction.

**How PCP Impairs Functions Needed for Driving:**

PCP Chemically alters the brain and gross motor functioning of the body, having a direct impact on the complex system of critical thinking skills and reflexes that allow people to drive safely and conscientiously. PCP also causes severe disorientation.

**Facts:**

- ✓ PCP abuse is less common today than in the past.
- ✓ There are four phases of PCP use: toxicity (which may be accompanied by convulsions, combativeness, catatonia, and even coma), toxic psychosis (including visual delusions and paranoia), schizophrenia and depression.

**Over-The-Counter & Prescription Medications**

Over-the-counter medications, and even prescription medications, may interfere with your ability to drive safely and within the requirements of the Alcohol and Drug Regulations. Make sure you know about the possible side effects of these drugs before you take them, especially before driving. Consult your physician if you have any questions about a prescription and read the ingredient label and direction for use on every over-the-counter drug you use.