

## Substance Abuse Evaluation

### Pricing

Initial Evaluation	\$350
Follow-Up Evaluation	\$175
Observed Federal Return-To-Duty Screen	\$85
Observed Federal Follow-Up Drug Screen	\$85

### **Who pays for the evaluation?**

The DOT rules do not assign responsibility for payment for the SAP services upon any single party. The DOT has left discussions regarding payment to employer policies and to labor-management agreements. Therefore, in some instances, this issue has become part of the labor-management negotiations. However, the majority of the time, the employee is responsible for payment.

### **How many follow-up drug/alcohol tests are performed?**

Follow-up testing must be conducted at a minimum of six times during the first twelve months following the employee's return to safety-sensitive functions. The intent of this requirement is that testing be spread throughout the 12-month period and not be grouped into a shorter interval. However, the employee may be tested more than 6 times in that 12-month time frame.

### **What type of drug screen is performed?**

Each drug screen that is performed is an Observed Federal Drug Screen. Under FMSCA controlled substances use and alcohol misuse regulations, an employer is required to refer any driver to a SAP for an evaluation who has used controlled substances or misused alcohol, regardless of the consequences specified in your policy (see 49 CFR, part 40, subpart O): Drivers will be educated on the resources available to resolve the issues associated with controlled substances use and alcohol misuse.

## The Evaluation Process

### **When is an evaluation necessary?**

A SAP Evaluation is needed when an employee has a verified positive DOT test result, a DOT alcohol test with a result indicating an alcohol concentration of 0.02 or greater, a refusal to test (including adulterating or substituting a urine specimen) or any other violation of the prohibition on the use of alcohol or drugs. Any positive result under a DOT agency regulation constitutes a DOT drug and alcohol regulation violation.

### **What to expect at your evaluation**

You will have a face-to-face clinical evaluation with a certified SAP examiner who will properly assess what assistance and follow-up services are necessary to resolve any or all issues associated with alcohol and/or drug use. The SAP may refer you to an appropriate education and/or treatment program to further assess your condition. Once you have completed the recommended treatment plan, you will have a follow-up evaluation to determine if compliance is deemed successful.

### **Can employers or driver seek a second SAP if they disagree with the first SAP's recommendations?**

No. As an employee with a US Department of Transportation drug and alcohol regulation violation, when you have been evaluated by at DOT-qualified SAP, you must not seek a second SAP's evaluation in order to obtain another recommendation. As an employer, you must not seek a second SAP's evaluation if the employee has already been evaluated by a qualified SAP.

### **Is an employer obligated to return an employee to safety-sensitive duty following the SAP's finding during the follow-up evaluation?**

Demonstrating successful compliance with prescribed treatment and testing negative on the return-to-duty alcohol test and/or drug test are not guarantees of employment or of return to work in a safety-sensitive position. They are preconditions the employee must meet in order to be considered for hiring or reinstatement to safety-sensitive duties by an employer.