

Substance Abuse Evaluation

Pricing

Initial Evaluation	\$350
Follow-Up Evaluation	\$175
Observed Federal Return-To-Duty Screen	\$94
Observed Federal Follow-Up Drug Screen	\$94

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.