

HB

2

HOUSE COMMITTEE REPORT

(7)

Date Referred: January 11, 1993

FURTHER REFERRALS:

Judiciary
Finance

Date of Committee Action: 2-8-93

The HEALTH, EDUCATION AND SOCIAL SERVICES Committee considered:

HB 2

HOUSE BILL NO. 2

DRUG TESTING FOR SCHOOL BUS DRIVERS

"An Act requiring drug and alcohol tests for school bus drivers."

RECOMMENDATIONS:

be replaced with _____ the same title
 a new title

have attached amendments(s)

do pass

do not pass

no recommendations

individual recommendations

additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

ATTACHES NEW FISCAL NOTE(S): _____ (Dept)

APPROVES PREVIOUS: _____ (Dept/Date)

fiscal impact DOE

fiscal note(s) _____

zero fiscal note _____

zero fiscal note(s) _____

SIGNING DO PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
<i>[Signature]</i>	X	<i>[Signature]</i>		X	
<i>[Signature]</i>	X	<i>[Signature]</i>		✓	
<i>[Signature]</i>	✓	<i>[Signature]</i>		X	
<i>[Signature]</i>	X	<i>[Signature]</i>		X	
<i>[Signature]</i>	X				

[Signature]
CHAIRMAN'S SIGNATURE



Alaska State Legislature

House of Representatives
COMMITTEE ON HEALTH, EDUCATION
AND SOCIAL SERVICES

DATE: FEBRUARY 8, 1993

PLACE: Capitol Room 106

SUBJECT OF MEETING:
*HB 114: DRUG DISPENSING: ADV. NURSE PRACT
*HB 2: DRUG TESTING FOR SCHOOL BUS DRIVE
*HB 78: TESTIMONY OF MINORS IN CRIMINAL T
*HB 97: PARENTAL CARE FOR CHILD IN STATE
*HB 100: PROSECUTION OF JUVENILE FELONS

BILLS HELD OVER FROM PREVIOUS CALENDERS

NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?	WHAT SUBJECT/ WHICH BILL?
Eomayna Karsen	Dept of Education	811 W. 10th St Juneau	99801		465-8652	Y N	Available HR 2
Peter Nakamura	Dept of Health	A D B			4653090	(Y) N	HB 114
VINCENT USERA	AGO				465-2399	Y N	if needed HB 79
KARL Luob	DCED	Director Occupational Licensing			5-2538	Y (N)	only if needed HB 114
KARL WELZIN	self	STUDENT ASSISTANCE COUNCIL TUVO BRIDGE MIDDLE SCHOOL JUNEAU AK 99801 10014 K. St., Juneau, Ak.			463-1854	Y N	HE 150
Deborah	DFVS				465-3191	(Y) N	HB 97
						Y N	
RENA SUKOVICH					-6872	Y N	
JERRY LUCKHART		ELSTON BLK JUNEAU, AK 9			-2450	Y N	
						Y N	
						Y N	



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NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?	WHAT SUBJECT/ WHICH BILL?
SHERIE, Gail	AKSUY WOMEN'S LEARN	P.O. Box 22156, Juneau	99802		463-6744	(Y) N	HB 100
Chas EADDY	DIVERSIFIED SVCS DIV	P.O. Box 20845, JNL	99802		586-5865	Y (N)	HB 700
GARY BADER	DOF	801 W. 10th Juneau	99802		465-9650	(Y) N	HB 2
						Y N	
						Y N	
						Y N	
						Y N	
						Y N	
						Y N	
						Y N	

**** ORDER SUMMARY ****

SPONSOR: HHES HOUSE HEALTH, EDUCATION AND SOCIAL SERVI CHAIRS: TOOHEY
PURPOSE: PUB PUBLIC HEARING BUNDE
CONTACT: LYNN SMITH TEL#: (907)465-6825
CHAIRING SITE: JUNEAU CAPITOL CAP106
TOLL FREE: DIAL-UP: LIO:(800)478-9908

SPONSOR REMARKS(PUB): TESTIMONY:Y ALLOWED 5 MINUTE LIMIT

SPONSOR REMARKS(LIO): BACKUP MATERIAL:N MEETING IN PROGRESS:N MAX. SITES: 5
FOR HB 97, DIANE OLSEN, DEPT. OF LAW WILL BE IN ANCHORAGE TO TESTIFY BY INVITE
TON REQUESTED ON 02/08/93 AND HAS 4 UPDATES

**** AGENDA ****

- 1 HB 114 DRUG DISPENSING:ADV. NURSE PRACTITIONERS
- 2 HB 97 PARENTAL CARE FOR CHILD IN STATE CUSTODY
- 3 (BY INVITATION ONLY)

**** PARTICIPATING LIOS ****

ANC ANCHORAGE	3111 C STREET	LOCATION STAFF
BAR BARROW	COURTHOUSE #305	LOCATION STAFF
* JNU JUNEAU	CAPITOL CAP106	LOCATION STAFF
MAT MATSU	165 E PARKS HWY.	LOCATION STAFF

PARTICIPANTS IN:ANCHORAGE

1	PATRICIA HONG	AK NURSE ASSOC	TSFY. HB 114
	237 E THIRD, NO 3	ANCHORAGE	AK 99501 (907)274-0827
2	DARYL YOUNG	UAA	TSFY. HB 114
	3211 PROVIDENCE DRIVE	ANCHORAGE	AK 99508 (907)786-4040
3	SUE ANNE JENKINSON	AK NURSE PRACTIT	TSFY. HB 114
	237 E THIRD	ANCHORAGE	AK 99501 (907)274-0827
4	GAIL MCGUILL		TSFY. HB 114
	3601 C STREET	ANCHORAGE	AK 99503 (907)561-2878
5	DIANNE OLSEN		TSFY. HB 97
	1031 W 4TH AVE	ANCHORAGE	AK 99501 (907)269-5139
6	STAN THOMPSON		OBCV. HB 114
	1018 W 73RD	ANCHORAGE	AK 99518 (907)344-5149
7	KAY LAHDENPERA	NOA/DHHS	TSFY. HB 114
	P.O. BOX 196650	ANCHORAGE	AK 99519 (907)343-4624

PARTICIPANTS IN:JUNEAU

1	REP TOOHEY	JNU	TSFY. HB 114
			AK (907)000-0000
2	REP BUNDE		TSFY. HB 114
			AK (907)000-0000
3	REP G. DAVIS		TSFY. HB 114
			AK (907)000-0000
4	REP VEZEY		TSFY. HB 114
			AK (907)000-0000
5	REP KOTT		TSFY. HB 114
			AK (907)000-0000
6	REP OLBERG		TSFY. HB 114
			AK (907)000-0000
7	REP B. DAVIS		TSFY. HB 114

PARTICIPANTS IN:MATSU

1 MS	DIXIE LIGHT	MAT	IS FOR THE BILL TSFY. HB 114
	POB 382	HOUSTON	AK 99694 (907)892-8804

HOUSE BILL 2 (REQUIRING DRUG AND ALCOHOL TESTS FOR SCHOOL BUS DRIVERS)
TESTIMONY BEFORE HOUSE HEALTH, EDUCATION & SOCIAL SERVICES COMMITTEE
(2-8-93)

MADAM CHAIRMAN.....FOR THE RECORD MY NAME IS GAIL PHILLIPS.....
REPRESENTING HOUSE DISTRICT 7.....

HOUSE BILL 2 IS ENTITLED: "AN ACT REQUIRING DRUG AND ALCOHOL TESTS
FOR SCHOOL BUS DRIVERS"

AT THE REQUEST OF MY CONSTITUENTS AND AS A RESULT OF PARTICULAR
INCIDENTS WE HAVE HAD ON THE KENAI PENINSULA.....I HAVE RE-INTRODUCED
THIS LEGISLATION TO HELP INSURE THE SAFE TRANSPORTATION OF OUR
CHILDREN BACK AND FORTH FROM SCHOOL.....

THE REASON I SAY RE-INTRODUCED.....IS THAT I ORIGINALLY SPONSORED
THIS IDENTICAL LEGISLATION IN 1992.....IT PASSED OUT OF THE FIRST
2 COMMITTEES OF REFERRAL BUT DIED IN THE LAST COMMITTEE UPON
ADJOURNMENT.....

THE LANGUAGE IN HOUSE BILL 2 IS SELF-EXPLANATORY.....THE BILL WOULD
REQUIRE A SCHOOL DISTRICT OR REAA TO ESTABLISH A DRUG AND ALCOHOL
TESTING PROGRAM.....INCLUDING RANDOM TESTING....IF THEY PROVIDE
TRANSPORTATION FOR STUDENTS.....

THIS TYPE OF TESTING IS ALREADY PROVIDED FOR UNDER CURRENT LAW IN THE
EVENT OF AN ACCIDENT OR WHEN "REASONABLE CAUSE" EXISTS.....

ADDITIONALLY, THIS BILL REQUIRES REGULATIONS BE PROMULGATED BY THE
DEPARTMENT OF EDUCATION IN ORDER TO IMPLEMENT THE PROGRAM AND PROVIDE
FOR A HEARING PROCESS BEFORE DISCIPLINE IS IMPOSED.....

SGN

TESTIMONY - REP. GAIL PHILLIPS

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HOUSE BILL 2 (REQUIRING DRUG AND ALCOHOL TESTS FOR SCHOOL BUS DRIVERS)
TESTIMONY BEFORE HOUSE HEALTH, EDUCATION & SOCIAL SERVICES COMMITTEE
(2-8-93)

FOLLOWING PASSAGE.....HOUSE BILL 2 WILL GO INTO EFFECT 90 DAYS AFTER
IT IS SIGNED INTO LAW BY THE GOVERNOR.....

I HAVE PROVIDED THE COMMITTEE WITH BACK UP MATERIALS WHICH I BELIEVE
YOU HAVE IN THE FILES BEFORE YOU.....

YOU MIGHT NOTE A MEMO FROM TERRY CRAMER, FROM OUR LEGAL DEPARTMENT,
THE DRAFTER OF THIS LEGISLATION.....

IN HER MEMO SHE POINTS OUT THAT 'A SCHOOL BUS DRIVER COULD CHALLENGE
THE GOVERNMENT-REQUIRED SEARCH WITHOUT A STIPULATION THAT THERE BE
PROBABLE CAUSE FOR THE SEARCH'

HER CONCERN ADDRESSES THE RANDOM TESTING ASPECT OF THIS BILL; HOWEVER
AS SHE ALSO POINT OUT.....THERE IS PRECEDENCE SINCE SOME COURTS HAVE
ALREADY RULED THAT RANDOM TESTS ARE ACCEPTABLE WITHOUT PROBABLE CAUSE
WHERE THE EMPLOYEE'S EXPECTATION OF PRIVACY IS LESSENER BECAUSE OF THE
TYPE OF EMPLOYMENT AND WHERE THE PUBLIC INTEREST WAS SUFFICIENTLY
GREAT.....

FRANKLY, I DO NOT SEE THAT THERE COULD BE A GREATER PUBLIC INTEREST
THAN THE SAFETY OF OUR CHILDREN!.....

AND IF THE LAW ALREADY PROVIDES FOR TESTING OF COMMERCIAL TRANSPORTERS,
PILOTS, TRAIN ENGINEERS, ETC....WHY SHOULDN'T WE REQUIRE THE SAME TESTING
FOR SCHOOL BUS DRIVERS?

SGN

HOUSE BILL 2 (REQUIRING DRUG AND ALCOHOL TESTS FOR SCHOOL BUS DRIVERS)
TESTIMONY BEFORE HOUSE HEALTH, EDUCATION & SOCIAL SERVICES COMMITTEE
(2-8-93)

I HAVE ALSO PROVIDED THE COMMITTEE WITH COPIES OF STATUTES FROM SEVERAL OTHER STATES (ARIZONA, ILLINOIS AND LOUISIANA.....FOR AN EXAMPLE) WHO REQUIRE DRUG TESTING OF SCHOOL BUS DRIVERS AS WELL AS SOME STATES THAT ARE CONSIDERING SUCH LEGISLATION.....

THERE A TWO ITEMS THAT ARE CONTAINED IN YOUR BILL FILES THAT I WOULD LIKE TO SPECIFICALLY MENTION.....ONE IS A RESEARCH PAPER PREPARED BY OUR LEGISLATIVE RESEARCH AGENCY.....AT MY REQUEST.....

THE OTHER IS A COPY OF THE DRUG TESTING REQUIREMENTS IMPLEMENTED IN 1991 BY THE NORTH SLOPE BOROUGH FOR ALL OF THEIR EMPLOYEES.....

I THINK YOU WILL FIND BOTH OF THESE HELPFUL IN ANSWERING ANY QUESTIONS YOU MIGHT HAVE ON THIS SUBJECT.....

THE DEPARTMENT OF EDUCATION HAS SUBMITTED A FISCAL NOTE WITH ATTACHED ANALYSES AND POSITION PAPER IN SUPPORT.....WITH THE STATEMENT THAT THEY BELIEVE THAT AT A VERY MINIMUM.....DRIVERS SHOULD BE TESTED ANNUALLY AS WELL AS PRIOR TO EMPLOYMENT.....THE ANNUAL TEST WOULD BE CONSIDERED THE RANDOM TEST.....THE POSITION PAPER OUTLINES IN DETAIL HOW THE TESTS WOULD BE CONDUCTED.....

AGAIN, I APPRECIATE THE OPPORTUNITY TO TESTIFY BEFORE YOU.....IF YOU SHOULD HAVE ANY QUESTIONS.....I WOULD BE HAPPY TO ANSWER THEM.....

DIVISION OF LEGAL SERVICES

LEGISLATIVE AFFAIRS AGENCY STATE OF ALASKA

(907) 465-3867 or 465-2450
FAX (907) 465-2029
Mail Stop 3101

130 Seward Street, Suite 409
Juneau, Alaska 99801-2105

MEMORANDUM

February 8, 1993

SUBJECT: Drug and alcohol testing for school bus drivers (HB 2)

TO: Representative Gail Phillips

FROM: Teresa B. Cramer *TBC*
Legislative Counsel

You have asked whether there are legal questions raised in HB 2, requiring drug and alcohol testing for school bus drivers.

In my opinion, implementation of this program could be subject to legal challenge as a government-required search for which the school district had not established probable cause that a violation of law had occurred or as an invasion of the bus driver's privacy.

Many courts have required individualized suspicion before a urinalysis is conducted. However, some courts have been willing to allow random drug searches without probable cause where the employee's expectation of privacy is lessened because of the type of employment and where the public interest was sufficiently great. In Internat'l Broth. of Teamsters v. Department of Transportation, 932 F.2d 1292 (9th Cir. 1991), the court examined a drug testing program that required commercial motor vehicle operators to submit to a pre-employment, post-accident, and biennial drug testing program for drivers operating certain interstate motor vehicles. The court considered the seriousness of harm if those vehicles were operated while the driver was impaired by drugs, the extent of government regulation already present in the industry, and the extent of government monitoring of the drivers health and qualifications, which includes a required urinalysis already. The court concluded that the additional intrusion of the drug testing procedure was constitutionally tolerable.

In Amalgamated Transit Union, 1277 v. Sunline Transit Agency, 663 F.Supp 1560 (C.D. Cal. 1987), the plaintiff union asked the District Court to issue a preliminary injunction against the defendant's proposed alcohol and drug testing program which included random drug testing. The court awarded the preliminary injunction noting that the evidence did not disclose a single documented case of alcohol or drug abuse, nor were there allegations of accidents caused by alcohol or drug abuse. The court

ruled that drug testing that was not based on a reasonable suspicion that the employee was under the influence of alcohol or drugs was an unreasonable search.

Implementation of the drug testing program could also be challenged as an invasion of privacy. However, Luedtke v. Nabors Alaska Drilling, Inc., 768 P.2d 1123 (Alaska 1989), the Alaska supreme court considered a private company's implementation of a drug testing program and found that the invasion of the employee's privacy was outweighed by the safety considerations inherent in the work performed. The court did not rely on the constitutional right to privacy,^{1/} holding that it applies only to government action and not to private action. The court did analyze the constitutional right when considering the public policy against invasion of privacy. The court found that urine testing was a minimal invasion of privacy, that the employer already required urine testing as part of the annual physical examination requirement, and that the seriousness of harm that could result from an accident on an oil drill rig was sufficient to outweigh the employee's privacy interest. Since legislation necessarily involves government action, a bus driver could clearly claim that his or her constitutional right to privacy had been invaded. The analysis in Luedtke suggests how the state might answer that challenge.

Under the Teamsters and Luedtke analyses, in determining whether the testing program proposed by HB 2 could survive a constitutional challenge either as an unconstitutional search or as an invasion of privacy, a court would weigh how extensively school bus drivers are regulated now, including the intrusiveness of the current regulation on their expectation of privacy, the history of drug or alcohol abuse by and accidents involving school bus drivers, and the seriousness of harm that could result if a school bus were involved in a motor vehicle accident. Whether the law would survive the legal challenge depends on the persuasiveness of the facts presented. The requirement in HB 2 for random drug testing would require particularly strong evidence to uphold.

Please let me know if I can be of further assistance.

TC:pl
93-070.plm

^{1/}Art. 1, sec. 22, Constitution of the State of Alaska, states

The right of the people to privacy is recognized and shall not be infringed. The legislature shall implement this section.

POSITION PAPER: DEPARTMENT OF EDUCATION

Division: Administrative Services

Bill Number: HB 2

Bill Title: Drug and Alcohol Tests for School Bus Drivers

Sponsor: Representative Gail Phillips

Position Statement: Explain briefly what the bill does, its impacts and Department's position, i.e., a) support, b) do not support, c) neutral or d) oppose.

The Department of Education supports the concept of drug and alcohol tests for school bus drivers. At a minimum we believe that all drivers should be tested prior to employment and annually. The latter test would be considered random. All drivers in a given district would be tested on the same unannounced day. Districts would be selected randomly, with each district selected sometime during each year. Additional testing would be done after an accident and when reasonable cause exists.

This frequency is consistent with mandatory testing requirements in the states of Delaware and Arizona, and comparable to federal requirements for drivers of school buses in interstate commerce. Drivers of school buses within Alaska are not currently affected by federal drug testing regulations.

APPROVED:

Director: Garv Bader **Division:** Administrative Services

Signature: Doug M. Bader **Date:** 1/26/93

Commissioner/Deputy: _____

Signature: Sheila Peterson for Mike Miller **Date:** 1/28/93

NORTH SLOPE BOROUGH
ORDINANCE SERIAL NO. 91-07

AN ORDINANCE PROVIDING FOR THE ESTABLISHMENT
OF A DRUG TESTING PROGRAM FOR NORTH SLOPE
BOROUGH EMPLOYEES

WHEREAS, the North Slope Borough has a compelling interest in assuring the safety and security of all Borough employees and all citizens of the Borough as they go about their daily business, and

WHEREAS, the North Slope Borough, as the largest employer in the Borough and as a matter of public policy, has a critical interest in securing a safe workplace, and

WHEREAS, citizens and communities throughout the North Slope Borough have indicated that substance abuse in the workplace is a continuing and growing concern, and

WHEREAS, numerous Borough employees are currently subject to Federal regulations governing drug use in the workplace which require drug testing of said employees, and

WHEREAS, the Drug and Alcohol Policy of the North Slope Borough was adopted to address the problem of drug and alcohol abuse by Borough employees, and

WHEREAS, the ultimate concern of the Borough is the protection of workplace and public safety, it is in the best interest of the Borough and the citizens of the North Slope Borough to extend drug testing to all Borough employees to ensure the safety of all.

NOW THEREFORE, BE IT ENACTED:

SECTION 1. Classification. This ordinance is of a general and permanent nature and shall become part of the Borough code.

SECTION 2. Severability. If any provision of this ordinance or any application thereof to any person or circumstance is held invalid, the remainder of this ordinance and the application to other persons or circumstances shall not be affected thereby.

SECTION 3. Effectiveness. This ordinance shall become effective upon adoption.

SECTION 4. Adoption of Section. Title 2, Chapter 20, Section 440 is hereby adopted as annexed hereto as part of Title 2 of the Code of Ordinances of the North Slope Borough.

INTRODUCED: August 13, 1991

ADOPTED: Sept. 10, 1991

Oliver Leavitt
PRESIDENT

Date: 9-26-91

ATTEST:

[Signature]
BOROUGH CLERK

Date: 9-26-91

[Signature]
MAYOR

Date: 9-26-91

2.20.440 Provision for establishment of a drug and alcohol testing program for borough employees.

A. The Mayor, with the assistance of the Law Department, shall prescribe drug and alcohol testing rules and regulations that govern all Borough employees regardless of position, classification or location of employment.

B. The drug and alcohol testing rules and regulations shall:

1. Become effective upon approval by the Mayor and review and ratification by the North Slope Borough Assembly.

2. Be comprehensive in nature and contain provisions covering the following:

a. Development of an employee handbook incorporating the drug and alcohol policy statements, testing requirements and detailed penalties for violation of the drug and alcohol testing rules and regulations.

b. Assessment of local drug and alcohol rehabilitation programs and existing policies relating to Employee Assistance Programs as described in the North Slope Borough Drug and Alcohol Policy.

c. Provide for professional services contract(s) for drug and alcohol testing and analyses of specimens. Specific services to include:

1. Confirmatory testing by gas chromatography/mass spectrometry when initial screenings are positive.

2. Documented procedures for chain of custody.

3. Timeliness of analyses of specimens and report of results.

4. Computer based random number generator or similar system to ensure true random selection.

5. Competitive price for services.

d. Establish procedures for taking specimens.

e. Develop a supervisory report form for drug and alcohol incidents.

f. Establish a filing system for all drug and alcohol testing information and incident reports, confidential and separate from regular personnel files.

g. Notify and train supervisors on the drug and alcohol policy and train supervisors in recognizing the symptoms of drug and alcohol abuse.

h. Notify employees and prospective employees of the drug and alcohol testing policy of the North Slope Borough.

i. Organize a drug and alcohol testing policy orientation for all employees to be held prior to implementation of the testing program, and thereafter as part of the orientation of new employees.

j. Notify all contractors and other service providers by ordinance that compliance with the Drug and Alcohol testing policy will be a contractual condition for performing work for the North Slope Borough.

D. Notwithstanding any provision in this chapter or any personnel rule and regulation adopted under it, the rules and procedures prescribed and approved under this section shall apply to all Borough employees and if in conflict with any existing provision shall supersede it.

ord\91-07.clk

Alaska State Legislature

Legislative Research Agency




130 Seward Street, Suite 218
Juneau, Alaska 99801-2196

Phone: (907) 465-3991
Fax: (907) 463-3351

February 10, 1992

MEMORANDUM

TO: Representative Gail Phillips
FROM: Dale O. Brandt 
Legislative Analyst
RE: States Requiring Drug Testing of School Bus Drivers
Research Request 92.133

You wanted to know if any states require random drug and alcohol testing of school bus drivers. We found three states (Arizona, Illinois and Louisiana) that mention drug testing of school bus drivers in statutes; one state, Missouri, with proposed legislation; and one state, Maryland, considering different proposals.

The Maryland legislature has proposals to meet the standards established by the U.S. Department of Transportation in Section 48 CFR Part 40. Features of the Maryland proposals include mandatory pre-employment testing, and random, probable cause, and post-accident testing at the discretion of the local supervisor. Driver skills tests and yearly certification in cardio-pulmonary resuscitation (CPR) are also required of school bus operators.

Introduced December 2, 1991, Missouri Senate Bill Number 572 specifically addresses drug testing of school bus operators including a "neutral selection basis" for selecting school bus operators for drug tests and "reasonable suspicion drug testing."

Statutes from Arizona, Illinois and Louisiana are less specific regarding drug testing. Arizona statutes state that tests shall be performed to detect the presence of alcohol or the use of a drug that may adversely affect the ability of the applicant to safely operate a school bus, and Illinois statutes authorize the state Regional Transportation Authority to establish a comprehensive drug testing program in conformity with federal statutes. In Louisiana, a public employer may require, as a condition of continued employment, samples from employees to test for the presence of drugs following an accident during the course of their employment. Also in Louisiana, a public employer may implement a program of random drug testing of those employees in safety-sensitive positions.

LEG. RESEARCH

Representative Phillips
February 10, 1992
Page 2

Attached are statutes from Arizona, Illinois and Louisiana, the Maryland proposal, Missouri Senate Bill No. 572 and a copy of a Congressional Research Service Report titled "Federally Mandated Drug Testing of Transportation Workers" by Charles V. Dale, 1989.

We hope this information is useful. Please contact this agency if you have questions or need additional information.

Attachments

ARIZONA
REVISED STATUTES

ANNOTATED

1991

Cumulative Pocket Part

For Use In 1991-1992

Replacing 1990 Pocket Part in back of volume

Volume 9A

Title 28

NOV 20 1991
LEGISLATIVE AFFAIRS §§ 28-101 to 28-1300
Reference Library

Including Legislation Enacted In The First Regular
And The First and Second Special Sessions Of
The Fortieth Legislature (1991)

ST. PAUL, MINN.

WEST PUBLISHING CO.

9A Ariz. Rev. Stats.—1
1991 P.P.

§ 28-413. What persons shall not be licensed

A. The department shall not issue a license:

1. To a person, for a class D or M license, who is under the age of sixteen years, except that the department may issue a restricted class D license as provided by this chapter to a person who is at least fifteen years of age.
2. To a person, for a class A, B or C license, who is under the age of twenty-one years, except that the department may issue a class A, B or C license which is restricted to intrastate driving only to a person who is at least eighteen years of age.
3. To a person whose license has been suspended, during such suspension, nor to a person whose license has been revoked, except as provided in § 28-448.
4. To a person, for a class A, B or C license, who has been disqualified from obtaining a commercial driver's license.
5. To a person who is an habitual drunkard or is addicted to the use of narcotic drugs.
6. To a person who has previously been adjudged to be incapacitated pursuant to § 14-5304 and who has not at the time of application obtained a termination of incapacity by the methods provided by law.
7. To a person who is required by the provisions of this chapter to take an examination, unless the person has successfully passed the examination.
8. To a person who is required under the provisions of the motor vehicle financial responsibility laws of this state to deposit proof of financial responsibility and who has not deposited such proof.
9. To a person when the department has good cause to believe that the operation of a motor vehicle on the highways by the person would be inimical to public safety or welfare.

B. The department shall not issue to or renew a driver's license for any person when the department has been notified by a court that the licensee has violated his written promise to appear in court when charged with a violation of the motor vehicle code until the department has received notification in a manner approved by the motor vehicle division that the person has appeared either voluntarily or involuntarily, or the case has been adjudicated, is being appealed or has otherwise been disposed of as provided by law. If notified pursuant to § 28-1080, the department shall not issue a driver's license to or renew the license of any person who has failed to pay a civil sanction as provided in § 28-1080, except a parking violation, until the department receives notification in a manner approved by the motor vehicle division that the person has paid the sanction or the case is being appealed or has otherwise been disposed of as provided by law. The magistrate or the clerk of the court shall provide such notification to the department in all cases affected by this subsection.

Amended by Laws 1989, Ch. 220, § 21, eff. Jan. 1, 1990.

Historical and Statutory Notes

The 1989 amendment, in subsec. A, rewrote par. 1, inserted new para. 2 and 4 and renumbered other paragraphs accordingly.

Laws 1989, Ch. 220, § 64 provides:

"This act is effective from and after December 31, 1989."

The 1989 amendment of this section by Ch. 220 explicitly amended the 1987 amendment of this section by Ch. 148.

1989 Reviser's Note:

In subsection A, paragraph 4 a comma following "C" was transposed to follow "license" pursuant to authority of § 41-1304.02.

§ 28-414.01. School bus drivers; requirements

A. A person shall not operate a school bus transporting school children unless he possesses the appropriate license class for the size of school bus being operated, a bus endorsement and a school bus certificate issued by the department.

B. In order to be certified as a school bus driver a person shall do all of the following:

1. Meet and maintain the minimum standards prescribed by this section and rules adopted by the department.

2. Complete an initial instructional course on school bus driver safety and training including behind the wheel training.

C. The department shall, by rule, establish minimum standards for the certification of school bus drivers and provide, in cooperation with local school districts or the department of education, for school bus driver safety and training courses. The standards established shall include requirements concerning moral character, knowledge of school bus operation, pupil and motor vehicle safety, physical impairments which might affect the applicant's ability to safely operate a school bus or which might endanger the health or safety of school bus passengers, knowledge of first aid, establishment of school bus safety and training courses and a refresher course to be completed on at least a biennial basis, and such other matters as the department may prescribe for the protection of the public. The standards shall provide that tests shall be performed to detect the presence of alcohol or the use of a drug in violation of title 13, chapter 34¹ that may adversely affect the ability of the applicant to safely operate a school bus and that hearing tests may be performed with or without the use of a hearing aid and that the hearing tests be performed as provided in title 19, code of federal regulations, part 391.41.

D. In carrying out the provisions of this section the department shall require applicants to furnish fingerprints, and the department shall obtain criminal history record information pursuant to § 41-1750. The applicant for certification for the purposes of this subsection shall pay a fee which is payable to the department of public safety to reimburse the department of public safety for the cost of obtaining the applicant's criminal history record information required by this section. The fee which is payable to the department of public safety shall not exceed the actual cost of obtaining the applicant's criminal history record information.

E. The department shall issue a school bus driver certificate to an applicant who fully meets the requirements of this section which is valid if the applicant maintains the minimum standards established by this section. The department may cancel the certificate if the person's license to drive is suspended, cancelled, revoked or disqualified. The department shall cancel the certificate if the person fails to maintain minimum standards established pursuant to subsection C of this section. A person whose application for a certificate is refused or whose certificate is cancelled for failure to meet or maintain minimum standards may request and receive a hearing.

Amended by Laws 1989, Ch. 220, § 22, eff. Jan. 1, 1990; Laws 1990, Ch. 324, § 2.

¹ Section 13-3401 et seq.

Historical and Statutory Notes

The 1989 amendment, effective January 1, 1990, rewrote subsecs. A and E (redesignated from "F"); and deleted former subsec. E.

Laws 1989, Ch. 220, § 64 provides:

"This act is effective from and after December 31, 1989."

The 1989 amendment of this section by Ch. 220 explicitly amended the 1987 amendment of this section by Ch. 148.

The 1990 amendment inserted provisions relating to alcohol or drug tests in the last sentence of subsec. C.

§ 28-415. Instruction permits and temporary licenses

A. Any person who is at least fifteen years and seven months of age may apply to the department for an instruction permit for a class D license. The department may in its discretion, after the applicant has successfully passed all parts of the examination other than the driving test, issue to the applicant an instruction permit which shall entitle the applicant, while having the permit in his immediate possession, to drive a motor vehicle requiring a class D license upon the public highways for a period of twelve months when accompanied by a person who possesses the same class or higher class of license and who is occupying a seat beside the driver, except in the event the permittee is operating a motorcycle.

B. The department upon receiving proper application may in its discretion issue a restricted instruction permit for a class D license effective for a school year or more restricted period to an applicant who is enrolled in a driver training program approved by the department and is at least fifteen years of age. After the applicant has successfully

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Chapters 111²/₃ to 119

Chapter 111²/₃
Public Utilities
¶ 601 to End
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1991
Cumulative Annual Pocket Part

For Use In 1991-1992

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Under same classification as
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STATE BAR ASSOCIATION EDITION

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111²/₃ ¶ 699.15

PUBLIC UTILITIES

deficits as the Department determines to have been incurred in conformity with this Section.

P.A. 78-1109, Art. IV, § 4-4, added by P.A. 86-16, Art. III, § 1, eff. June 30, 1989.

149 U.S.C.A. § 1607a.

699.16. Termination of grant program

§ 4-5. The grant program established under this Article shall be terminated when UMTA Section 9¹ funds cease to be available to the State from the federal government.

P.A. 78-1109, Art. IV, § 4-5, added by P.A. 86-16, Art. III, § 1, eff. June 30, 1989.

149 U.S.C.A. § 1607a.

REGIONAL TRANSPORTATION AUTHORITY ACT

ARTICLE II. POWERS

★ 702.24. Comprehensive drug testing program

§ 2.24. Beginning January 1, 1990, the Regional Transportation Authority, and all of the Service Boards subject to the Authority, including the Chicago Transportation Authority, shall be responsible for the establishment, maintenance, administration and enforcement of a comprehensive drug testing program which is in absolute conformity with Federal statutes and regulations currently in effect.

P.A. 78-5, 3rd Sp.Sess., Part I, Art. II, § 2.24, added by P.A. 86-906, § 2, eff. Sept. 11, 1989.

ARTICLE III. ORGANIZATION

703.03. Terms, vacancies

§ 3.03. Terms, vacancies. Each Director, including the Chairman, shall be appointed for an initial term as provided for in Section 3.10 of this Act.¹ Thereafter, each Director shall hold office for a term of 5 years, and until his successor has been appointed and has qualified. A vacancy shall occur upon resignation, death, conviction of a felony, or removal from office of a Director. Any Director may be removed from office upon concurrence of not less than 9 Directors, on a formal finding of incompetence, neglect of duty, or malfeasance in office. Within 30 days after the office of any member becomes vacant for any reason, the appointing authorities of such member shall make an appointment to fill the vacancy. A vacancy shall be filled for the unexpired term.

After October 1, 1984, whenever a vacancy for a Director, except as to those Directors appointed by the Governor or the Mayor of the City of Chicago, exists for longer than 4 months, the new Director shall be chosen by election by all legislative members in the General Assembly representing the affected area. In order to qualify as a voting legislative member in this matter, the affected area must be more than 50% of the geographic area of the legislative district.

Amended by P.A. 86-1475, Art. 3, § 3-58, eff. Jan. 10, 1991.

¹ Paragraph 703.10 of this chapter.

Historical and Statutory Notes

P.A. 86-1475, Art. 3, of the Second 1990 Revisory Act, amends various Acts to delete obsolete text, to correct patent and technical errors, and to revise cross-references. For provisions of Art. 1,

§ 1-2, relating to intent and Art. 6, § 6-1, relating to effective dates and acceleration of Acts with later effective dates or extension or revival of repealed Acts, see Historical and Statutory Notes following ch. 17, § 302.

PUBLIC UTILITIES

703.05. Meetings

Notes of Decisions

1. Contracts
South Suburban Safeway Lines, Inc.
Transp. Authority, App. 1 Dist. 198:

704.01. Budget and program

§ 4.01. Budget and Program Authority. It shall by ordinance purposes and provide for purposes the Authority shall prepare the Authority shall prepare program document describing forthcoming fiscal year expenditures as the Authority intends to finance them. The estimate of the funds estimated to be on hand at the first Five-Year Program, program and budget shall be amended program deviates giving the reasons for such on January 1st and end on that began October 1, 1982 1st of each year thereafter submit to the Authority collected from the taxes in the Public Transportation and Use Tax Replacement 1983, the Board shall report General Assembly and the January 1, 1984, and the General Assembly and the Before the proposed budget least one public hearing at least one meeting for each county board of each of conducting such hearings in the proposed program shall adopt its annual budget the affirmative votes of such sums of money as obligations of the Authority which appropriations are program. Additional by such ordinance may be votes of 9 of its then I

(b) The budget shall sources and anticipate discharge of encumbrance interest when due, and promptness all obligations

The annual budget charges for mass transit contracts of, the Service fare revenues from at least 50% of the aggregate fiscal year. "Fare r

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B. No cause of action for defamation of character, libel, slander, or damage to reputation or privacy arises in favor of any person against an employer or testing entity who has established a program of drug or alcohol testing in accordance with this Chapter, unless:

(1) The results of that test were disclosed to any person other than the employer or testing entity, an authorized employee or agent of the employer or testing entity, the tested employee, or the tested prospective employee;

(2) The information disclosed was based on a false test result or a failure to comply with the provisions of this Chapter;

(3) All elements of an action for defamation of character, libel, slander, or damage to reputation or privacy as established by statute or civil law, are satisfied.

C. Any provision of this Chapter held to be prohibited by the laws of the state of Louisiana shall be ineffective to the extent of such prohibition without invalidating the remaining provisions of this Chapter.

Added by Acts 1990, No. 1036, § 1, eff. Jan. 1, 1991.

Historical and Statutory Notes

This section, enacted as R.S. 49:1122 by Acts 1990, No. 1036, § 1 effective January 1, 1991,

was redesignated as R.S. 49:1012; and in subsec. C, "Act" was twice changed to "Chapter", both on authority of R.S. 24:253.

PART IV. PUBLIC EMPLOYEE DRUG TESTING

★ § 1015. Public employee drug testing

A. A public employer may require, as a condition of continued employment, samples from his employees to test for the presence of drugs following an accident during the course and scope of his employment, under other circumstances which result in reasonable suspicion that drugs are being used, or as a part of a monitoring program established by the employer to assure compliance with terms of a rehabilitation agreement.

B. A public employer may require samples from prospective employees, as a condition of hiring, to test for the presence of drugs.

C. A public employer may implement a program of random drug testing of those employees who occupy safety-sensitive or security-sensitive positions.

D. Any public employee drug testing shall occur pursuant to a written policy, duly promulgated, and shall comply with the provisions of this Chapter.

E. In the event the Louisiana State Racing Commission shall require or conduct drug testing on its employees, agents, and representatives, the Commission shall comply with the provisions of this Part and the Louisiana Administrative Procedure Act as well as seek prior approval of the procedures of the drug testing by the appropriate legislative oversight committee. The failure of the State Racing Commission to receive the required legislative approval shall negate all test results conducted under the non-approved procedures. Any drug testing program or procedure required or conducted by the State Racing Commission shall be applicable and include the members of the State Racing Commission.

Added by Acts 1990, No. 1036, § 1, eff. Jan. 1, 1991.

Historical and Statutory Notes

This section, enacted as R.S. 49:1125 by Acts 1990, No. 1036, § 1, effective January 1, 1991,

was redesignated as R.S. 49:1015 on authority of R.S. 24:253.

CHAPTER 16. NAMING STATE STATUTORY ENTITIES, AGENCIES, DEPARTMENTS, OFFICES AND BUDGET UNITS

§ 1101. Naming state statutory entities, agencies, departments, offices, or budget units

A. Except as designated by the Constitution of Louisiana or as provided in R.S. 49:215(E) or Subsection B of this Section, no statutory entity, as defined in R.S. 49:190, or

SECOND REGULAR SESSION

SENATE BILL NO. 572

86TH GENERAL ASSEMBLY

INTRODUCED BY SENATOR TREPTLER

Printed December 2, 1951, and 1,000 copies ordered printed.

TERRY L. STELER, Secretary

2125-1538

AN ACT

Relating to drug testing of school bus operators.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section 1. As used in this act, the following words and
2 phrases shall mean:

3 (1) "Approved laboratory," a facility approved by the
4 department of health for the taking and collecting of specimens
5 to be tested pursuant to this act;

6 (2) "Confirmation test," a drug test on a specimen to
7 substantiate the results of an initial drug test on the specimen.
8 The confirmation test shall use an alternate method of equal or
9 greater sensitivity than that used in the previous drug test;

10 (3) "Drug," for the purposes of this act only, any controlled
11 substance as defined in section 195.610, RSMo, or ethyl alcohol
12 in a concentration in a person's blood or breath of eight-
13 hundredths of one percent or more by weight of alcohol in the
14 blood;

15 (4) "Drug test," a chemical test administered for the

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purpose of determining the presence or absence of a drug or drug metabolites in a person's blood, urine, saliva or breath;

(5) "Employer," for the purposes of this act only, any board of education of a local school district, the state board of education or any corporation, partnership, proprietorship or association which provides transportation for pupils pursuant to contract or agreement with any local board of education or the state board of education;

(6) "Initial test," the first drug test to determine the presence or absence of drugs or drug metabolites in test specimens;

(7) "Job applicant," a person seeking employment from an employer as defined in this act, for a position in which the duties involve the operation of a school bus. Such job applicant may or may not possess a school bus operator's permit pursuant to section 302.272, RSMo;

(8) "Neutral selection basis," a mechanism for selecting school bus operators for drug tests that:

(a) Results in an equal probability that any operator from a group of operators subject to the selection mechanism will be selected; and

(b) Does not give an employer discretion to waive the selection of any operator selected under the mechanism;

(9) "Prescription or non-prescription medication," a drug prescribed for use by a duly licensed physician, dentist or other medical practitioner licensed to issue prescriptions or a drug that is authorized pursuant to federal or state law for general distribution and use without a prescription in the treatment of human diseases, ailments or injuries;

(10) "Reasonable suspicion drug testing," drug testing based on a belief that a school bus operator is using or has used drugs in violation of the employer's policy drawn from specific, objective and articulable facts and reasonable inferences drawn from those facts in light of experience, and may be based upon, among other things:

52 drug use or the physical symptoms of
53 under the influence of a drug;

54 (b) Abnormal conduct or erratic behavior while at work or
55 deterioration in work performance;

56 (c) A report of drug use provided by reliable and credible
57 sources and which has been independently corroborated;

58 (d) Evidence that an individual has tampered with a drug
59 test, during his employ with the current employer;

60 (e) Information that a school bus operator has caused or
61 contributed to an accident while at work;

62 (f) Evidence that a school bus operator is involved in the
63 use, possession, sale, solicitation or transfer of drugs while
64 working or while on the employer's premises or operating the
65 employer's school bus;

66 (11) "School bus operator," a person who holds a school bus
67 operator's permit pursuant to section 302.272, RSMo;

68 (12) "Specimen," human blood, urine, saliva or breath in a
69 quantity capable of chemically revealing the presence of drugs
70 in the human body.

Section 2. 1. Any employer, as defined in this act, may
2 test or cause to be tested for the presence of drugs a specimen
3 obtained from any school bus operator holding a permit under
4 the provisions of section 302.272, RSMo, or from a job applicant
5 as defined in section 1 of this act.

6 2. Any local board of education or the state board of
7 education in contracting with any corporation, partnership,
8 proprietorship or association for the provision of pupil
9 transportation services may require as part of the contract or
10 agreement the implementation of a drug testing program as
11 provided by sections 1 to 15 of this act.

Section 3. 1. Any school bus operator who may be
2 required to submit to a drug test pursuant to sections 1 to 15
3 of this act shall be provided, at least thirty days prior to the
4 implementation of a drug testing program, a written polic

statement from the employer which contains:

(1) A general statement of the policy on school bus operator drug use which will include identifying both the grounds on which a school bus operator may be required to submit to a drug test and the actions which may be taken on the basis of a positive confirmed drug test result;

(2) A statement advising the school bus operator of the existence of sections 1 to 15 of this act;

(3) A general statement concerning confidentiality;

(4) Procedures for school bus operators to confidentially report the use of prescription or non-prescription medications prior to being tested;

(5) Circumstances under which drug testing may occur, and a description of which operators will be subject to testing on a reasonable suspicion, neutral selection or other basis;

(6) The consequences of refusing to submit to a drug test;

(7) A statement that a school bus operator who receives a positive confirmed drug test result may contest the accuracy of that result or explain it;

(8) A list of all drugs for which the test may be conducted. Each drug shall be described by its brand name or common name, as applicable, as well as its chemical name;

(9) A statement regarding any applicable collective bargaining agreement or contract.

2. An employer shall post the notice in an appropriate and conspicuous location on the employer's premises and copies of the policy will be available for inspection during regular business hours by school bus operators in the employer's personnel office or other suitable locations.

3. The department of health shall develop standard language for those sections of drug testing notices described in subsection 1 of this section.

4. An employer who conducts job applicant drug testing shall notify the applicant, in writing, upon application and prior to the collection of the specimen for the drug test, that the

10

metabolites.

41
42 5. A school bus operator or job applicant required to submit
43 to a drug test may be requested by an employer to sign a
44 statement indicating that he has read and understands the
45 employer's drug testing policy and notice. A school bus operator's
46 or job applicant's refusal to sign such a statement shall not
47 invalidate the results of any drug test, or bar the employer from
48 administering the drug test or from taking action consistent
49 with the terms of an applicable collective bargaining agreement
50 or the employer's drug testing policy, or from refusing to hire
51 the job applicant.

Section 4. 1. All drug testing conducted by employers
2 shall be in conformity with the standards established in this
3 section, other applicable provisions of sections 1 to 15 of this act,
4 and all applicable regulations promulgated pursuant to sections
5 1 to 15 of this act.

6 2. An employer may require that the following types of drug
7 tests be administered to school bus operators or job applicants:

8 (1) Employers may require job applicants to submit to a
9 drug test as a condition of the employment application and may
10 use a refusal to submit to a test or may use a positive confirmed
11 test result as a basis for refusal to hire;

12 (2) An employer may require all school bus operators to
13 submit to reasonable suspicion drug testing;

14 (3) An employer may require a school bus operator to
15 submit to a drug test on a neutral selection basis;

16 (4) An employer may require a school bus operator to
17 submit to a drug test if the test is conducted as part of a
18 routinely scheduled employee fitness for duty medical
19 examination that is part of the employer's established policy and
20 which is scheduled routinely for all school bus operators
21 employed by the employer;

22 (5) An employer may require a school bus operator to
23 submit to neutral selection or routine drug tests if the test is

21 conducted in accordance with the terms of an applicable
25 collective bargaining agreement or contract that permits the
26 employer to administer drug tests on a neutral selection or
27 routine basis.

Section 5. All specimen collection and testing for drugs
2 under this act shall be performed in accordance with the
3 regulations promulgated by the department of health. Such
4 regulations shall provide standards and procedures with respect
5 to the following:

6 (1) The collection of specimens shall be performed under
7 reasonable and sanitary conditions. Individual dignity shall be
8 preserved to the extent practicable;

9 (2) Specimens shall be collected in a manner reasonably
0 calculated to prevent substitution of specimens and interference
1 with the collection or testing of specimens;

2 (3) Specimen collection shall be documented, and the
3 documentation procedures shall include:

4 (a) Labeling of specimen containers so as to reasonably
5 preclude the likelihood of erroneous identification of test results;
6 and

7 (b) An opportunity for the school bus operator or job
8 applicant to provide any information that he considers relevant
9 to the test, including identification of currently or recently used
0 prescription or non-prescription drugs, or other relevant medical
1 information. The provision of this information shall not preclude
2 the administration of the drug test, but shall be taken into
3 account in interpreting any positive confirmed results,

4 (4) Specimen collection, storage and transportation to the
5 testing site shall be performed in a manner which shall
6 reasonably preclude specimen contamination or adulteration;

7 (5) Specimen testing for drugs shall conform to scientifically
8 accepted analytical methods and procedures;

9 (6) Each confirmation test conducted under sections 1 to 15
0 of this act, not including the taking or collecting of a specimen
1 to be tested, shall be conducted by a laboratory approved by the

32 department of health for this purpose;

33 (7) A specimen for a drug test may be taken or collected
34 by any of the following persons:

35 (a) A physician, a registered professional nurse or a licensed
36 practical nurse;

37 (b) Any person deemed qualified by the department of
38 health;

39 (8) The department of health may establish a program to
40 train and certify persons to collect specimens and conduct on-
41 site drug tests in the workplace. Employers may designate
42 employees for this training and certification, or may utilize any
43 person so trained and certified;

44 (9) A person who collects or takes a specimen for a drug
45 test conducted pursuant to sections 1 to 15 of this act shall
46 collect an amount sufficient for three drug tests as defined by
47 the department of health;

48 (10) Any drug testing conducted or requested by an
49 employer shall occur during the regular work period of current
50 school bus operators and shall be deemed to be performed during
51 work time for purposes of determining compensation and
52 benefits for current school bus operators;

53 (11) Every specimen that produces a positive confirmed
54 result shall be preserved by the approved laboratory that
55 conducts the confirmation test for a period of ninety days from
56 the time the results of the positive confirmed test are mailed
57 or otherwise delivered to the employer. During this period, the
58 school bus operator or job applicant who has provided the
59 specimen shall be permitted by the employer to have a portion
60 of the specimen retested, at the school bus operator's or
61 applicant's expense, at an approved laboratory chosen by the
62 school bus operator or applicant. The approved laboratory that
63 has performed the test for the employer shall be responsible for
64 the transfer of the portion of the specimen to be retested, and
65 for the integrity of the chain of custody during such transfer;

66 (12) Within five working days after receipt of a positive

67 confirmed test result report from the testing laboratory, an
68 employer shall, in writing, inform a school bus operator or job
69 applicant of such positive confirmed test result and in form the
70 school bus operator or applicant, in writing, of the consequences
71 of such a report and the options available to him;

72 (13) A school bus operator or job applicant may request and
73 receive from the employer a copy of the test result report;

74 (14) An employer may not discharge, discipline, refuse to
75 hire or discriminate against a school bus operator or job
76 applicant on the basis of a positive test result that has not been
77 verified by a confirmatory test; and

78 (15) An employer who performs on-site drug tests or
79 specimen collection shall establish chain-of-custody procedures
80 to ensure proper recordkeeping, handling, labeling and
81 identification of all specimens to be tested.

Section 6. 1. The employer shall pay the costs of all drug
82 tests required, or requested, of a school bus operator or job
83 applicant. The school bus operator or job applicant shall pay the
84 costs of any additional drug tests requested by the school bus
85 operator or job applicant.

2 Any local board of education which undertakes a drug
86 testing program or which pays an employer's drug testing costs
87 shall pay for such program out of local revenues and shall not
88 be reimbursed by the state.

Section 7. Only approved laboratories shall conduct
89 confirmation drug tests. All confirmation tests shall use an
90 alternate method of equal or greater sensitivity than that used
91 on the initial drug test. If an initial drug test is negative, there
92 shall be no confirmation drug test.

Section 8. 1. A school bus operator or job applicant whose
93 drug test result is confirmed as positive in accordance with the
94 provisions of sections 1 to 15 of this act shall not, by virtue of
95 the result alone, be defined as a person with a "handicap."

2. An employer who discharges or disciplines a school bus
96 operator on the basis of a positive confirmed drug test in

7 accordance with sections 1 to 15 of this act shall be considered
8 to have discharged or disciplined the employee for good cause.

9 3. A physician-patient relationship is not created between
10 a school bus operator or job applicant, and an employer or any
11 person performing or evaluating the drug test, solely by the
12 establishment or implementation of a drug testing program.

13 4. Sections 1 to 15 of this act shall not prevent an employer
14 from establishing reasonable work rules related to employee
15 possession, use, sale or solicitation of drugs, including
16 convictions for drug-related offenses and from taking action
17 based upon a violation of any of those rules.

18 5. Sections 1 to 15 of this act shall not be retroactive and
19 shall not abrogate any right of an employer under state law to
20 conduct drug tests prior to the effective implementation date
21 sections 1 to 15 of this act. A drug test conducted by an employer
22 before the effective date is not subject to sections 1 to 15 of this
23 act.

24 6. An employer may temporarily suspend a school bus
25 operator or may transfer a school bus operator to another
26 position which does not involve operation of a school bus after
27 obtaining the results of a positive on-site initial test or positive
28 confirmed test.

Section 9. 1. All information, interviews, reports,
2 statements, memoranda and test results, written or otherwise
3 received by the employer through its drug testing program are
4 confidential communications and may not be used or received
5 in evidence, obtained in discovery, or disclosed in any public or
6 private proceedings, except in accordance with sections 1 to 15
7 of this act.

8 2. Any information obtained by an employer pursuant to
9 sections 1 to 15 of this act shall be the property of the employer.

10 3. An employer shall not release to any person other than
11 the school bus operator or job applicant, except as provided by
12 section 14 of this act, information related to drug test results
13 unless:

14 (1) The school bus operator or job applicant has expressly,
15 in writing, subsequent to the testing and with knowledge of its
16 results, granted permission for the employer to release such
17 information; or

18 (2) It is necessary to introduce a positive confirmed test
19 result into an arbitration proceeding pursuant to a collective
20 bargaining agreement, an administrative hearing under
21 applicable state law, or a judicial proceeding, provided that
22 information is relevant to the hearing or proceeding to cancel
23 the school bus operator's permit, or the information must be
24 disclosed to a federal agency or other unit of United States
25 government as required under law, regulation or order, or in
26 accordance with compliance requirements of a federal
27 government contract.

Section 15. No laboratory may be approved by the
2 department of health for confirmation drug tests unless the
3 laboratory follows proper quality control procedures, including,
4 but not limited to:

5 (1) The use of internal quality controls including the use of
6 samples of known concentrations which are used to check the
7 performance and calibration of testing equipment, and periodic
8 use of blind samples for overall accuracy;

9 (2) An internal review and certification process for test
10 results, conducted by a person qualified to perform that function
11 in the testing laboratory;

12 (3) Security measures implemented by the testing
13 laboratory to preclude adulteration of specimens and test
14 results; and

15 (4) Other necessary and proper actions are taken to ensure
16 reliable and accurate test results.

Section 11. 1. A laboratory shall disclose to the employer
2 a written test result report within five working days after the
3 test.

4 2. All laboratory reports of a test result shall, at a
5 minimum, state:

6 (1) The name and address of the laboratory that performed
7 the test and the positive identification of the person tested;

8 (2) Any positive confirmed drug test results on a specimen
9 which tested positive on an initial test, or a negative drug test
10 result on a specimen. Reports should not refer to initial or
11 confirmatory tests when reporting positive or negative results;

12 (3) A list of the drugs tested for;

13 (4) The type of tests conducted for both initial and
14 confirmation tests and the cutoff levels of the tests;

15 (5) The report shall not disclose the presence or absence of
16 any physical or mental condition or of any drug other than the
17 specific drug and its metabolites that an employer requests to
18 be identified.

Section 12. The department of health shall adopt rules
2 concerning:

3 (1) Standards for approval of drug testing laboratories;

4 (2) Methods of analysis and procedures to ensure reliable
5 drug testing results, including standards for initial tests and
6 confirmatory tests;

7 (3) Guidelines on how to establish cutoff detection levels for
8 drugs or their metabolites for the purposes of determining a
9 positive test result;

10 (4) Chain-of-custody procedures to ensure proper
11 identification, labeling and handling of specimens being tested;
12 and

13 (5) Retention and storage procedures to ensure reliable
14 results on confirmation tests and retests.

Section 13. 1. Any employer who exercises the provisions
2 of sections 1 to 15 of this act shall be without liability from all
3 civil actions arising from any drug testing programs or
4 procedures performed in compliance with sections 1 to 15 of this
5 act.

6 2. No cause of action for defamation of character, libel,
7 slander or damage to reputation arises in favor of any person
8 against an employer who has established a program of drug

testing in accordance with sections 1 to 15 of this act, unless:

(1) Information regarded as confidential is released not in accordance with an information release form signed by the person or otherwise not in accordance with sections 1 to 15 of this act; and

(2) The incorrect test result was disclosed with malice; and

(3) All other elements of an action for defamation of character, libel, slander or damage to reputation as established by statute or common law, are satisfied.

3. No cause of action shall arise in favor of any person based upon the failure of an employer to establish a program or policy for drug testing.

Section 14. 1. Any local board of education and the state board of education shall report to the director of revenue any confirmed positive drug test result for any school bus operator employed by the board or for any job applicant.

2. Any corporation, partnership, proprietorship or association which provides transportation for pupils pursuant to contract or agreement with any local board of education or the state board of education shall report to the director of revenue and to the board with whom it has a contract or agreement any confirmed positive drug test result for any school bus operator whom it employs if that school bus operator transports pupils for that board. Any such corporation, partnership, proprietorship, or association shall report to the director of revenue the confirmed positive drug test result of any job applicant.

Section 15. 1. The director of the department of revenue shall immediately cancel the school bus operator's permit held by any person upon receipt of notice that such person has had a confirmed positive drug test according to the provisions of sections 1 to 15 of this act. The cancellation shall be in effect for a one-year period, after which the operator may re-apply for a permit if he or she has successfully completed a drug rehabilitation program approved by the director of revenue. A

9 second cancellation for a confirmed positive drug test shall be permanent.

11 2. Whenever the director of revenue becomes aware that a holder of a school bus operator's permit is not eligible for issuance or renewal of such permit pursuant to section 302.272, RSMo, the director shall immediately cancel such permit.

15 3. The director of revenue shall notify by registered mail any such school bus operator of such cancellation.

17 4. Upon notice of such cancellation, if any such school bus operator shall neglect or refuse to surrender his school bus operator's permit, the director shall direct the state highway patrol or any police officer to secure possession thereof and return it to the director.

22 5. In the event that the permit of any school bus operator is canceled pursuant to this section, the school bus operator may appeal to the circuit court of the county of his residence as provided in section 302.311, RSMo.

26 6. Any person who wishes to re-apply for a permit under subsection 1 shall pay the director a reinstatement fee of twenty dollars in addition to all other fees provided by law.

Subtitle 17 MOTOR VEHICLE
ADMINISTRATION — DRIVER LICENSING AND
IDENTIFICATION DOCUMENTS

11.17.13 Point System: Definition of Moving
Violation and Assessment of Points

Authority: Transportation Article, §18-402,
Annotated Code of Maryland

Notice of Proposed Action
(92-019-P)

The Administrator of the Motor Vehicle Administration proposes to amend Regulation .02 under COMAR 11.17.13 Point System: Definition of Moving Violation and Assessment of Points.

Statement of Purpose

When COMAR 11.17.13 was originally promulgated, the violation "failing to yield to an emergency vehicle" was a one point violation. Chapter 431 of the Acts of 1991 changed this to a two-point offense, "passing an emergency or police vehicle", so the original offense is being deleted from these regulations. In addition, Chapter 179 of the Acts of 1991 establishes a new offense "exceeding speed limit within highway work zone", and exceeding this limit by 1 - 9 miles per hour automatically becomes a 1-point violation under Transportation Article, §18-402(a)(1), Annotated Code of Maryland. Speeds in excess of 9 miles per hour over the limit are also assigned points under Transportation Article, §18-402, Annotated Code of Maryland.

Estimate of Economic Impact

The proposed action has no economic impact.

Opportunity for Public Comment

Written comments may be sent to Victoria D. Whitlock, Director, Division of Driver Control and Records, 6801 Ritchie Highway, N.E., Glen Burnie, Maryland, 21062 or by telephoning (410) 788-7681, Monday through Friday, 8:30 a.m. to 4:30 p.m. These comments must be received by February 11, 1992. No public hearing has been scheduled.

.02 Assessment of Points.

A. (text unchanged)

B. Section Moving Violation

(1) - (25) (text unchanged)

[(26) 21-405 Failure to yield right-of-way to emergency vehicle]

[(27)] (26) - [(46)] (45) (text unchanged)

(46) 21-802.1 Exceeding maximum speed limit by 1 - 9 miles per hour in a highway work zone

(47) - (73) (text unchanged)

C. (text unchanged)

W. MARSHALL RICKERT
Administrator
Motor Vehicle Administration

Title 13A
STATE BOARD OF EDUCATION

Subtitle 06 SUPPORTING PROGRAMS
13A.06.07 Student Transportation

Authority: Education Article, §§2-203(f), 5-201, 5-203, 9-411 - 9-412,
Annotated Code of Maryland

Notice of Proposed Action
(92-012-P)

The State Board of Education proposes to repeal current Regulations .01 - .12 and to adopt new Regulations .01 - .17 under COMAR 13A.06.07 Student Transportation.

Statement of Purpose

These new regulations govern the safe transportation of students by the local school systems. Many of the current regulations have been in effect since 1981. Language throughout the chapter has been changed to reflect the current terminology in use in specific areas ("handicapped student" replaced with "student with disabilities," "Level V" replaced with "Intensity V," etc.). Regulations that were considered redundant to other State or federal regulations have been repealed.

The proposed new regulations include drug testing requirements for school vehicle drivers. The tests include mandatory pre-service, random, and probable cause testing, and post-accident testing at the discretion of the local supervisor.

The psychophysical tests for school bus drivers have been replaced by performance tests for both drivers and attendants. Most of the equipment used to perform and score the psychophysical tests is old and no longer available from the manufacturers; the one piece that is still available has been modified so that the former method of scoring the tests is no longer valid (the new scoring requires scaling for age and sex of the individual taking the test). The performance tests are more objective, clearly demonstrating that the driver and attendant either can or cannot perform the tasks required by the job.

In the instructional area, the proposed new regulations require that each school bus driver and attendant be certified each year in cardio-pulmonary resuscitation (CPR).

Estimate of Economic Impact

I. Summary of Economic Impact. These proposed new regulations are expected to result in increased expenditures by the local school systems ranging from negligible to moderate. A slight to moderate benefit to medical laboratories is expected to result from the drug testing requirement. Although difficult to quantify, a moderate to significant benefit should accrue to the public through increased confidence in the drug-free status of the school bus drivers and attendants who have responsibility for the daily transportation of the public school students.

II. Types of Economic Impacts.	Revenue (+) Expense (-)	Magnitude
A. On issuing agency	NONE	
B. On other State or local agencies		
Local school systems:		
1. Driver skills tests	(-)	Slight
2. CPR for school bus drivers and attendants	(-)	\$1,059,338
3. Drug testing for school bus drivers	(-)	\$107,125

	Benefit (-) Cost (-)	Magnitude
C. On regulated industries or trade groups:		
1. Drug testing laboratories	(-)	Moderate
2. American Red Cross	(-)	\$36,000
D. On other industries or trade groups:		
	NONE	
E. Direct and indirect effects on public:	(-)	Moderate

III. Assumptions. (Identified by Impact Letter and Number from Section II.)

2.1. The driver skill tests are expected to impact negligibly on the local school systems. The equipment needed to perform these tests will likely cost less than \$30 per local school system, and no more time will be required to perform these tests than is currently used to perform the psychophysical tests.

2.2. Certification in CPR for school bus drivers and attendants will require a considerable expenditure for the local school systems. The figure shown includes the training of one or more school bus driver instructors to become certified CPR instructors, training time and costs for all regular and substitute school bus drivers; and training time and costs for all regular and substitute school bus attendants. The cost to certify school bus driver instructors to become CPR instructors is a one-time cost; as long as they continue teaching the course, they retain the certification. For school bus drivers and attendants, however, the certification is only good for one year; thus, it must be given to every individual every year.

Costs were calculated as follows: For a school bus driver instructor to become a certified CPR instructor, 26 hours of instruction is necessary. An average of \$15 per hour was used times 26 hours; the number of school bus driver instructors to be certified was determined by using one instructor for each 50 classes (number of classes determined by dividing the total number of regular and substitute drivers and regular and substitute attendants by 10, the maximum allowed per class). The cost to certify instructors was \$12,480.

CPR instruction for school bus drivers and attendants requires an 8-hour course every year. Costs for this instruction were calculated by assuming an average hourly salary of \$12 for drivers and \$10 for attendants. This provided a cost of \$702,336 for driver instruction and \$133,200 for attendant instruction.

Also included in the cost is \$36,000 for purchase of "Resusc-Annle" mannequins necessary to CPR instruction. The American Red Cross recommends 1 mannequin for every 3 students in a class; therefore, 3 mannequins have been assumed for each local school system based on a maximum class size of 10.

2.3. The expense shown for drug testing for school bus drivers includes only the actual amount necessary to perform the pre-service and random tests. It does not include the cost for probable cause tests, since it would be impossible to quantify these; nor does it include the cost for post-accident testing, since this type of test is left to the supervisor's discretion. It also does not include the administrative costs involved in establishing a drug testing program in the school systems. The calculations were derived by calculating the total number of regular and substitute drivers, dividing it in half (since the regulation requires that 50 percent be tested every year), and adding 10 percent to allow for turnover. This figure was then multiplied by \$36, the anticipated cost per test.

C.1. The laboratories certified to perform drug tests will benefit from the regulation.

C.2. The American Red Cross is the sole source for the "Resusc-Annle" mannequin used for CPR training and would be the beneficiary of this amount of money for purchasing the mannequins.

E. With an additional 7,000 people trained in CPR as a result of these regulations, there could be a nonquantifiable benefit to the public in the event of an emergency requiring the presence of someone so trained. There should be improved public confidence in the school bus drivers and school bus attendants as a result of the drug testing regulation.

Opportunity for Public Comment

Pursuant to State Government Article, §10-506(c), Annotated Code of Maryland, the State Board of Education will hold a hearing concerning the repeal and new regulations on January 28, 1992 at 1:30 p.m. in the Maryland State Education Building, 200 West Baltimore Street, Baltimore, Maryland. All interested persons are invited to attend and give their views.

Written comments may be sent to Nancy S. Grammick, State Superintendent of Schools, Maryland State Education Building, 200 West Baltimore Street, Baltimore, Maryland 21201. These comments must be received not later than February 11, 1992.

Open Meeting

Action on the repeal and new regulations proposed below will be considered by the State Board of Education during a public meeting to be held February 26, 1992, in the Maryland State Education Building, 200 West Baltimore Street, Baltimore, Maryland, pursuant to State Government Article, §10-506(c), Annotated Code of Maryland.

21 Definitions.

A. In this chapter, the following terms have the meanings indicated.

B. Terms Defined.

(1) "Accident" means an occurrence or action involving a driver of a school vehicle operated by or under contract to a local school system which results in an injury or fatality to an individual or damage to a motor vehicle or property. Buses not registered as school buses or school charter vehicles are excluded from this definition.

(2) "Appreciable damage" means property damage in excess of \$500.

(3) "Incapacitating injury" means an injury, other than fatal, that prevents the injured individual from walking, driving, or normally continuing the activities that the individual was capable of performing prior to the accident.

(4) "Loading zone" means an area on or adjacent to a highway, but not on the roadway, where a school vehicle stops to load or unload passengers.

(5) "Personal injury" means an injury treated by a physician, dentist, or nurse, or in a hospital.

(6) "Preventable accident" means an accident in which the driver failed to do everything the driver reasonably could have done to prevent it according to accepted standards of the National Safety Council.

(7) "School charter vehicle" means a vehicle as described in Transportation Article, §13-420(c), Annotated Code of Maryland.

(8) "School vehicle" means a vehicle as defined in Transportation Article, §11-164, Annotated Code of Maryland.

(9) "Type I vehicle" means a vehicle as described in Transportation Article, §11-173, Annotated Code of Maryland.

22 Program.

Each local school system is responsible for the safe operation of its student transportation system and shall conform to the regulations promulgated by the State Board of Education and the procedures and guidelines established by the State Department of Education. Local school systems may adopt policies and procedures which do not conflict with existing federal and State rules, regulations, policies, and procedures. Local policies and procedures may exceed the minimum requirements established in these regulations.

(a) At least 1 hour shall be instruction in first aid,
 (b) 8 hours shall be for certification in CPR; and
 (c) 1 hour shall be instruction appropriate to the duties of the school vehicle attendant.

(2) In-service. A school vehicle attendant shall complete 10 hours of in-service instruction annually, as follows:

(a) 8 hours shall be for certification in CPR; and
 (b) 2 hours shall be in topics appropriate to the duties of the school vehicle attendant.

(3) At least 1 hour of instruction in first aid shall be provided every 3 years.

D. *Instructional Records.* Each local school system shall maintain attendance records of all pre-service and in-service instructional sessions. The attendance school records shall contain all of the following information:

- (1) Name of trainee, driver, or attendant;
- (2) Name of instructor;
- (3) Dates of instruction;
- (4) Number of hours of classroom instruction and topics of instruction; and
- (5) Number of hours of behind-the-wheel instruction.

.08 Drug Testing Program.

A. Each local school system shall implement a drug testing program for school vehicle drivers by July 1, 1993. The drug testing procedures shall meet or exceed the standards established by the U.S. Department of Transportation in 49 CFR Part 40, which is incorporated by reference. A local school system may also adopt the guidelines for testing conditions established by the U.S. Department of Transportation in 49 CFR §§301.81-391.116, so long as they also meet the requirements of this regulation.

B. *Conditions for Testing for Illegal Use of Drugs.*

(1) A school bus driver trainee shall pass a drug test before being permitted to transport any student in a school vehicle.

(2) Random drug tests shall be administered to school vehicle drivers as follows:

(a) The number of tests administered annually shall equal at least 50 percent of the total number of driver names provided by the local school system to the Motor Vehicle Administration on its October roster;

(b) During each of the testing time periods in §B(2)(c), the pool of names from which the selection is made shall include the names of all drivers, including those previously tested; and

(c) Approximately 20 percent of the tests are to be administered in each of the following periods:

- (i) July - October,
- (ii) November - December,
- (iii) January - February,
- (iv) March - April, and
- (v) May - June.

(3) A drug test is to be administered as soon as practicable when a supervisor of transportation has reasonable cause to believe that a school vehicle driver is using an illegal drug.

(4) A drug test may be administered following any school vehicle accident.

C. A school vehicle driver may not be given more than 24 hours notification of the drug test. A driver who fails to take a drug test within 24 hours of notification is permanently disqualified from operating a school vehicle unless the supervisor of transportation determines and documents in writing that the driver had good and sufficient reason not to take the test within 24 hours. In this case, the driver may not operate a school vehicle until the driver has passed a drug test, which is to be administered at a time determined by the supervisor of transportation.

D. A school vehicle driver or trainee who tests positive for illegal drugs is permanently disqualified from operating a school vehicle.

.09 General Standards.

A. A school vehicle or school charter vehicle may not be used to transport students unless a Vehicle Acceptance Sheet as required by the State Department of Education has been completed by the supervisor of transportation and is on file in the local transportation office.

B. Type I vehicles shall be used to transport students to and from school. Vehicles other than Type I shall be used only when special approval in writing has been given by the Chief of Pupil Transportation, State Department of Education, unless:

- (1) The vehicle is a taxicab; or
- (2) Only one student is transported.

C. Vehicles used to transport students on regular routes shall be:

- (1) New; or
- (2) Previously registered school vehicles originally used to transport Maryland public school students.

D. Spare Vehicles.

(1) Spare vehicles shall be available during the time route vehicles are in operation.

(2) Spare vehicles shall be either:

- (a) New;
- (b) Previously registered regular route vehicles; or
- (c) Vehicles purchased new after July 6, 1983, and verified in writing by the Motor Vehicle Administration as originally used in Maryland to transport private or parochial school students.

E. An electric-powered wheelchair may be transported in a school vehicle if it meets all of the following conditions:

- (1) The battery is not of the liquid-acid type;
- (2) The battery is encased in an impact-resistant container;
- (3) The battery container is securely fastened to the wheelchair;
- (4) The battery container lid is securely fastened to the battery container; and
- (5) All electrical terminals not inside the battery container are protected from accidental contact.

F. At least twice during each school year, each student who is transported in a school vehicle shall participate in emergency school vehicle evacuation drills.

.10 Vehicle Inspections.

A. Three safety inspections and a preventive maintenance inspection shall be conducted on each public school vehicle annually in accordance with Motor Vehicle Administration regulations and inspection standards.

B. The supervisor of transportation or the Chief of Pupil Transportation, State Department of Education, may require additional inspections of individual vehicles at any time.

C. A preoperational check of each vehicle shall be performed at a designated time each day the vehicle is operated.

D. A vehicle that is found at any time to be mechanically unsafe shall be immediately discontinued from use until made safe and authorized to be placed in service again by the supervisor of transportation.

.11 Routing and Scheduling.

A. The prime consideration is the safety of riders.

B. Stops shall be approximately 1/4 mile apart. This does not apply to routes exclusively designated for students with disabilities.

FISCAL NOTE

STATE OF ALASKA
1993 LEGISLATIVE SESSION

BILL NO. HB 2

Revision Date: _____ Dept. Affected: Education
 Title: Drug/Alcohol Tests for BRU: Executive Administration
School Bus Drivers Component: Administrative Services
 Sponsor: Rep. Gail Phillips
 Requestor: _____ COMPONENT SERIAL NO. 157

Expenditures/Revenues:

(Thousands of Dollars)

OPERATING	FY94	FY95	FY96	FY97	FY98	FY99
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL	135.6	135.6	135.6	135.6	135.6	135.6
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	135.6	135.6	135.6	135.6	135.6	135.6
CAPITAL						
REVENUE FUND SOURCE:	GF	GF	GF	GF	GF	GF

FUNDING:

(Thousands of Dollars)

FUNDING	FY94	FY95	FY96	FY97	FY98	FY99
1002 Federal Receipts						
1003 GF Match						
1004 GF	135.6	135.6	135.6	135.6	135.6	135.6
1005 GF/Program Receipts						
1006 GF/MHTIA						
Other						
TOTAL	135.6	135.6	135.6	135.6	135.6	135.6

POSITIONS:

POSITIONS	FY94	FY95	FY96	FY97	FY98	FY99
FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year (FY93) impact: \downarrow None

ANALYSIS: (Attach a separate page if necessary)

SEE ATTACHED

Prepared by: Garv Bader *Doug M. Bader* 1/25/93
 Division: Administrative Services
 Approved by Commissioner: *Hal McMan*
 Agency: Education

Phone: 465-2875
 Date: 1/25/93
 Date: 1/26/93

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STATE OF ALASKA
DEPARTMENT OF EDUCATION

HB 2
Fiscal Note - 1/25/93

\$135,600 Annual Cost

ASSUMPTIONS:

1. Each driver would receive an alcohol/drug test prior to his/her employment as a school bus driver.
2. An alcohol/drug test would be required annually for each individual employed as a school bus driver. All drivers in a district would be tested. Selection of districts would be random, with each district selected sometime during each year.
3. Post-accident and reasonable cause testing could also be conducted.
4. The alcohol/drug test would be a urine test.
5. The estimated cost for one test is \$80 to cover initial testing, shipping to lab, record keeping, and follow-up testing if results come back positive. A more accurate estimate of actual cost could be made after the question listed below is answered and quotations are obtained from laboratories.

CALCULATION OF \$135,600 ANNUAL COST:

Pre-Hire Tests:

Estimated number of pre-hires based on number of original school bus driver permits issued annually by Department of Public Safety, Division of Motor Vehicles:	480
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Random Tests:

Estimated number of individuals employed as school bus drivers on any day of the school year:	+	840
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Estimated total number of annual alcohol/drug tests to be conducted:	1,320
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X estimated cost for test	X	<u>\$80</u>
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Estimated annual cost for tests	\$ 105,600
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Estimated annual cost to contract for administration of program	<u>30,000</u>
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TOTAL ESTIMATED ANNUAL COST TO STATE	\$ 135,600
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QUESTION:

What constitutes "improper use of drugs and alcohol?" The answer is needed to determine: (a) what we are testing for, such as illegal use of drugs, blood alcohol content above a certain level, presence of any kind of medication that would have an adverse effect on psycho-motor skills to safely operate a school bus, etc.; (b) the method of testing required, such as blood, urine, saliva or combination thereof; (c) regulations that would need to be promulgated; and (d) determination of cost to state for tests conducted and administration of program.