



Kansas RTAP Fact Sheet

A Service of The University of Kansas Transportation Center for Rural Transit Providers

The Two Hour Myth

Requirements for employees reporting for random drug and alcohol testing differ from post-accident testing. Don't confuse the two.

by Laura Snyder

For transit drivers who fall under the FTA's drug and alcohol testing rules, there is a rule that employees should report for post-accident drug and alcohol testing within the first two hours of an accident. However, employees have been known to confuse rules for post-accident testing and random testing. There is no two-hour rule for random testing; the reporting timeframe is: immediately.

Here's how random testing works: Most random testing is done using mobile collectors, says Sandy Flickinger, drug and alcohol program manager at the Kansas Department of Transportation. The Mental Health Consortium has a roster of all transit employees in Kansas, and at the beginning of each quarter, their computer randomly selects certain employees to be tested. "It's strictly random, so every employee has an equal chance of being chosen each quarter," says Flickinger. This means that an employee could be selected for testing four times in one year, or not at all.

The Consortium then mails letters to transit employers and regional mobile collectors with lists of the employees selected for testing. The employer and the mobile collector have until the end of the quarter to set up a



time to have the collector visit the agency to test the employees. However, if no time can be worked out*, the employer can also choose to send employees to a fixed collection site at the time they are notified they have been selected for random testing.

Employees are given no warning about the testing. An employer may request that all employees be present at a certain time for a "meeting," or the employer may call drivers out on route and instruct them to report immediately to a collection site.

Each agency's drug and alcohol policy states the maximum amount of time allowed for an employee to arrive

at a fixed site once notified to report for testing. This time frame is normally based on the distance between the service area and the designated testing site. The purpose for immediately reporting to the site is to preserve the integrity of the collection and results.

For more information, contact Sandy Flickinger at KDOT at (785) 368-7091.

Source:

"The Two Hour Rule: Fact or Urban Legend?" ODAPC Dispatches, June 24, 2005.

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