

Notice of Change to Controlled Documents #58---23 June 2011

NOC #58

SMM Chapter 2 General Company Policies Section 4.4 Reasonable Cause Testing

Topic: What happens if a field drug test result is positive.

All Chapters	All Topics
<p>New Changes: Revision #7</p> <p>Because the Master performs a safety-sensitive function and cannot test himself--></p>	<p>4.4 Reasonable Cause Testing</p> <p>Reasonable cause testing will be undertaken whenever a supervisor determines that there is a reasonable cause to believe that an employee is under the influence of drugs or alcohol. The supervisor will base their assumption on physical, behavioral, and performance issues. The supervisor will discuss their decision with TDI-Brooks management and follow-up the incident with a written report. If the crew/vessel is in a location that an employee cannot be transported to an approved clinic or hospital for testing, reasonable cause testing may be conducted aboard the vessel, and will be administered by the Master, HSE officer or Party Chief. If an employee refuses to comply with reasonable cause testing, that employee can be removed from the job and may face termination. An employee tested under these circumstances will not be allowed to return to work until test results are known.</p> <p style="text-align: center;">Per CFR 49 Section 40.23(a), if the results of a field drug test are positive, the employee will be removed from performing safety-sensitive functions for 24 to 48 hrs. Before returning to duty, the employee must retest with negative results. Any potential disciplinary action is at the discretion of management.</p> <p>4.5 Retesting</p> <p>If a drug or alcohol test is confirmed as positive and there is no legitimate medical explanation, the employee can request a retest of the original specimen. All requests for retests must be submitted in writing no later than 15 days from the date of the result. If the retest is positive the employee can expect to be dismissed. If the retest is negative the employee will be advised that any future positive tests can result in their dismissal without the option of a retest.</p>

ellipses indicate unchanged material has been skipped for the sake of brevity.