

# CT Statewide Drug and Alcohol Testing Consortium Newsletter

## Holiday Draw

This year's Holiday Draw is currently taking place until January 2<sup>nd</sup>, 2019. The focus of the Holiday Draw is to make safety-sensitive employees aware that they can be tested at any time during the Holidays.

Tests should be conducted on or near the upcoming holidays including weekends.

In addition, they can be scheduled on-site via ODT mobile unit or utilizing a collection site. Should DERs decide to schedule an on-site test on Christmas Day or New Year's Day, make sure you give ODT at least five-days advance notice. This will allow them to better accommodate your scheduling request.

## Random Testing Rate to Increase Effective January 1<sup>st</sup>, 2019

On October 17, 2018, the Federal Transit Administration (FTA) issued a "Dear Colleague" letter announcing that effective January 1, 2019, the minimum rate of random drug testing will increase from 25 percent to 50 percent of covered employees for employers who subject to FTA's drug and alcohol regulation.

This change is due to an increase in the industry's "positive rate" as reflected in random drug test data for calendar year 2017. The alcohol testing rate is unchanged for 2019 and will remain at 10 percent.

The Connecticut Statewide Drug and Alcohol Testing Consortium (the

"Consortium") will test at a rate that will meet or exceed the minimum FTA random testing rates. The Consortium rate of random testing is as follows:

### CURRENT

Drug 25%  
Alcohol 10%

### EFFECTIVE 1/1/2019

Drug 50%  
Alcohol 10%

### December 2018 Inside This Issue:

Holiday Draw	Pg1
Random Testing Rate Increase	Pg1
2018 MIS Reporting	Pg2
FTA Conference April 2 – 4, 2019	Pg2
Consortium Training	Pg3
Drug & Alcohol TPA Info	Pg4
Enhance Awareness of EAP	Pg5
Contact & Resource Info	Pg6

## 2018 MIS Reporting



Federal regulations require recipients of specific FTA funds establish and implement an anti-drug and alcohol misuse testing program. Recipients are required to annually prepare and maintain a summary of these results during the previous calendar year. This report shall be submitted to FTA's Office of Transit Safety and Oversight or its designated agent.

Each recipient shall be responsible for ensuring the accuracy and timeliness of each report prepared by ODT and submitted by the Consortium acting on the recipient's behalf. The due date for returning your completed 2018 MIS report to ODT will be in early February 2019. More information on the MIS reporting will be coming out in early January 2019.

## FTA 14th Annual Drug & Alcohol Program National Conference

### "Save The Date"



FTA is hosting the 14th Annual Drug and Alcohol Program National Conference on **April 2-4, 2019** at:

Hyatt Regency Milwaukee,  
333 West Kilbourn Avenue  
Milwaukee, WI.

This **FREE** three-day Conference will provide attendees with a background on 49 CFR Part 655 (Prevention of Alcohol Misuse and Prohibited Drug Use in Transit Operators) and 49 CFR Part 40 (Procedures for Transportation Workplace Drug and Alcohol Testing Programs).

The Conference will offer attendees the opportunity to choose from a variety of sessions, allowing each

participant to customize their experience as they see best appropriate for the specific needs of their employer and knowledge level of the regulations.

There is no charge for this conference. Attendees are financially responsible for all travel related expenses, including all meals. Registration will begin on February 4, 2019. Information related to this conference can be found at:

**<https://transit-safety.fta.dot.gov/DrugAndAlcohol/Training/NatConf/2019/Default.aspx>**

# Consortium Training

**“Save  
The  
Dates”**

## **SEXUAL HARASSMENT AWARENESS & PREVENTION TRAINING**

**Presented by:  
The Lexington Group  
FRIDAY, JANUARY 18, 2019  
8:30AM – 10:30AM**

**Location: MIDDLETOWN  
AREA TRANSIT TRAINING  
ROOM  
91 N. MAIN STREET  
MIDDLETOWN, CT 06457**

The Lexington Group Employee Assistance Program will present a training session designed to provide attendees with an interactive and informative session on Prevention of Sexual Harassment in the workplace. This training meets the CT State Requirement and helps to ensure a less hostile, more productive workplace.

## **CONFLICT RESOLUTION STRATEGY TRAINING**

**Presented by:  
The Lexington Group  
FRIDAY, JANUARY 18, 2019  
10:45AM – 12:45PM**

**Location: MIDDLETOWN  
AREA TRANSIT TRAINING  
ROOM  
91 N. MAIN STREET  
MIDDLETOWN, CT 06457**

The Lexington Group Employee Assistance Program will present a training session designed to provide supervisors with an interactive and informative session which includes how to use effective conflict resolution strategies to engage with difficult employees. There is a rise in the incidences of workplace conflicts and bullying.

This workshop is designed to provide information on how to maintain a healthy workplace by understanding the definition and signs of conflict, and the remedies to facilitate a positive working environment. The impact of conflict related behavior and bullying is examined along with tools for prevention are introduced to ensure a productive and safe workplace.

**RSVP to Nhan Vo-Le,  
Drug and Alcohol  
Program Coordinator, at  
[nhvole@ghtd.org](mailto:nhvole@ghtd.org) or  
860-247-5329 extension  
3009 by Friday, January  
11, 2019.**

# **Drug and Alcohol Testing Program Third Party Administrator**

## **Occupational Drug Testing, LLC**

### **Contacts:**

#### **Program Administrator**

James Bernier

[jbernier@occupationaldrugtesting.com](mailto:jbernier@occupationaldrugtesting.com)

1-800-211-4469 X 1031

Fax# 603-218-6874

#### **Medical Review Officers:**

Dr. Joseph H. Ray

Dr. Patrick Leong

#### **Assistant Medical Review Officer**

Brittany Park

[MROA@occupationaldrugtesting.com](mailto:MROA@occupationaldrugtesting.com)

1-800-211-4469 X 1021

Fax# 603-218-7779

#### **On-Site Scheduling**

Jason Allen

[Scheduling@occupationaldrugtesting.com](mailto:Scheduling@occupationaldrugtesting.com)

1-800-211-4469 X 1041

Fax# 603-218-6511

#### **24-Hour Drug & Alcohol Testing On-Site**

Post-Accident

Reasonable Suspicion

1-800-967-3135 Toll-Free Emergency Line

Be prepared to provide the following information:

Your Name

Agency Name

Phone Number

Location of Incident

Reason for Call (Post-Accident or Reasonable Suspicion)

# Enhance Awareness of Employee Assistance Program (EAP)

*Note: This letter from The Lexington Group should be made available to safety-sensitive employees and also posted in the Break Room.*



## *The Lexington Group, Inc.*

*Providing Employee Assistance and Organizational Development Services Nationwide  
A CT DAS Certified Small Business and Woman Owned Enterprise*

December 2018

Dear CT Drug Consortium Employees and Family Members:

The Lexington Group Employee Assistance Program (EAP) provides CONFIDENTIAL services to assist employees in identifying and resolving personal problems. Examples include marriage and family issues, job stress, alcohol and drug abuse, depression and other emotional problems. This confidential service also includes referral resources for legal, financial, eldercare, and childcare services. While the CT Statewide Drug & Alcohol Testing Consortium (Consortium) has no desire to interfere in your private lives, this service is offered to help you resolve any of your personal problems.

Because employee lives may be affected by problems with a spouse or other family members, this program is extended to household family members. You or your family members may contact the EAP directly at any time. No matter what your situation, any assistance you seek through the EAP is held in the strictest confidence. Involvement will not jeopardize your job security, future promotional opportunities or reputation.

The Consortium uses The Lexington Group, an Employee Assistance Program, to provide confidential EAP services to all of its employees and their families. You may call The Lexington Group 24/7 for immediate and confidential access at:

**1-800-676-HELP (4357)**

You may also request clinical services online directly from the web site at:

**[www.The-Lexington-Group.com](http://www.The-Lexington-Group.com)**

To log on, your customer name is “**CT Drug Consortium**”  
And your unique employee password is “**CTDrugConsort**”

We know you will share our enthusiasm for the Employee Assistance Program, and for the opportunity it presents to help you and your family.

Sincerely,

*The Lexington Group, Inc.*

# Contact & Resource Info

Occupational Drug Testing, LLC

[www.occupationaldrugtesting.com](http://www.occupationaldrugtesting.com)

Toll Free # 800-211-4469

The Lexington Group

[www.The-Lexington-Group.com](http://www.The-Lexington-Group.com)

Toll Free # 800-571-0197

Employee Assistance Program

**1-800-676-HELP (4357)**

**Request clinical services online directly from the web site at:**

[www.The-Lexington-Group.com](http://www.The-Lexington-Group.com)

To log on, your customer name is "CT Drug Consortium"  
And your unique employee password is "CTDrugConsort"

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**Are you aware of the availability of program forms and resource documents on  
GHTD's website?**

Go to [www.hartfordtransit.org](http://www.hartfordtransit.org) Drug and Alcohol Testing Consortium.

**Also, checkout the following materials:**

What Employers Need to Know About DOT Drug and Alcohol Testing

What Employees Need to Know About DOT Drug and Alcohol Testing

Resources For The Designated Employer Representative (DER)

Lexington Newsletters

FTA Regulation Update Issues

**The following FTA website provides a wealth of information such as trainings,  
newsletters, etc. on the Drug and Alcohol Testing Program that you might find very  
helpful:**

**[www.fta.dot.gov/12533.html](http://www.fta.dot.gov/12533.html)**

You may also find Title 49 Parts 40 and 655 (FTA regulations on the drug and alcohol  
testing program) by using the Search engine.