

**Federal Administrations covered under
the DOT drugs and alcohol testing and
Return-to-Duty Process:**

- Federal Motor Carriers Safety Administration (**FMCSA**)
- Federal Aviation Administration (**FAA**)
- Federal Railroad Administration (**FRA**)
- Federal Transit Authority (**FTA**)
- United States Coast Guard (**USCG**)
- Pipeline and Hazardous Materials Safety Administration (**PHMSA**)

**Call 985-637-5041
to inquire or to schedule an
evaluation**

**Please have the following information
available when referring yourself or an
employee for services :**

- 1) Client (or employee) name, location & phone number.
- 2) DOT Regulating Administration (FMCSA, FRA, FTA, FAA, RSPA or USCG).
- 3) Violation and date of violation, or other reason for the evaluation.
- 4) Current employment and status of employee.
- 5) Name of Designated Employee Representative ("DER") .
- 6) Person responsible for payment: the employee or the employer.

**We will meet you where you're at! We
travel to meet the employee at various
locations from Grand Isle to New Orleans
to Houma to Lake Charles**

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ADDICTION PROFESSIONALS OF LOUISIANA



SAP/EAP SERVICES

**Return-To-Duty to
perform Safety Sensitive
Functions**

*Department of Transportation
Substance Abuse Professional and
Employee Assistance Services*



Assisting **49 CFR Part 40** regulated employees and employers with the successful completion of the **Return-to-Duty to Safety Sensitive Functions** process.

as encompassed in 49 Code of Federal Regulations (CFR) Part 40

**We are a registered provider of SAP
Return-to-Duty Services for oilfield,
transportation, production plants, and
safety companies that are assisted by:**

**DISA
Magellan Healthcare
ComPsych
First Advantage
NASAP
(North American Substance Abuse Program)**

Tel: 985 637 5041
Fax: 337 680 3008

RETURN TO DUTY

In the late 1980's, ODAPC was established to advise the Secretary & DOT Agencies on drug enforcement and drug testing issues. As a result of the 1991 Omnibus Transportation Employee Testing Act, ODAPC's role was expanded, and today, employers in aviation, trucking, railroad, transit, pipeline and maritime industries are covered by ODAPC regulations.



In accordance with 49 CFR Part 40, the U.S. Department of Transportation's (DOT) primary safety objective regarding substance abuse is to prevent alcohol and other controlled substance abusers from performing transportation safety sensitive functions.

To assist in the process, the substance abuse professional (SAP) is charged with duties important to the evaluation, referral and treatment of employees identified as being positive for alcohol and/or controlled substances or who have refused to be tested.

Issues that we Address

- Helping employees to successfully address substance abuse issues
- Serving EAP programs in maintaining performance and safety standards
- Compliance with State and Federal Regulations
- Getting help for those who need it
- Maintaining public safety
- Improved production and morale
- Reduced losses due to inefficiency and theft
- Continued employment, thereby avoiding re-hire and training costs
- Lower healthcare costs
- Reduced risks of litigation and lawsuits

DOT REGULATIONS

Why is a SAP required?

Any DOT regulated employee who violates these regulations must be immediately removed from safety-sensitive functions, and may not be returned to any safety sensitive functions in the transportation industry until the DOT return-to-duty process is successfully completed.

When can an employee return to safety sensitive duties?

An DOT regulated employee who has violated one or more of the DOT regulations must receive a follow-up evaluation by the original SAP evaluator to be considered for return to duty status.

If the evaluator finds him in compliance with the treatment recommendations and deems him appropriate for consideration for safety sensitive duty, a recommendation may be made to the employer for consideration.

Must employers give SAP referrals to applicants that test positive?

Yes, the DOT regulations mandate that employers provide a SAP referral to any employee performing duties in a safety sensitive position that test positive or violate the regulations.

NOTE: A SAP is NOT "certified, "accredited" or "employed" by the Department of Transportation.

A SAP is required to provide verification of the completion of specific training and examination process as outlined by 49 CFR part 40 to verify knowledge & competency in the skills necessary to assist employees & employers regulated by 49 CFR Part 40

For more information on this matter please see section 281 of 49 CFR Part 40 (49 CFR Part 40.281) describing the requirements, training and examination requirements and responsibilities of a SAP.

SAP PROCESS

SAP services include

- **Initial Evaluation** In-depth clinical evaluation and treatment recommendations, reported to the employer and/or federal administration
- **Referral** taking into account, the severity of need, work schedule, location and cost.
- **Tracking** follows employees through treatment, or recommendations to ensure compliance and reports progress to employer.
- **Follow-Up Evaluation** to determine if the employee has complied with the Substance Abuse Professional's recommendations. Follow-up testing and an after care plan may be scheduled at this point.
- **Continuing Treatment / Aftercare Recommendation** when appropriate once the employee has returned to a safety-sensitive position
- **Follow-Up Testing Plan** provided to the employer

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