



PART 145 REPAIR STATION WITH ACTIVE A449

As an individual or company that intends to provide safety-sensitive services by contract to a regulated employer¹, you have opted to have your own FAA-mandated drug and alcohol testing program. In doing so, you must comply with the following Code of Federal Regulations:

- Title 49 CFR part 40, Procedures for Transportation Workplace Drug and Alcohol Testing Programs, and
- Title 14 CFR part 120, Drug and Alcohol Testing Program

To initiate your testing program, you must obtain the drug and alcohol paragraph (A449) in your Operations Specification by contacting your FAA Principal Maintenance Inspector. Once your A449 is active, you must implement your FAA-mandated testing program no later than the date you start performing safety-sensitive functions for an employer.

When implementing your testing program, you must ensure that all individuals performing safety-sensitive functions (e.g., aircraft maintenance or preventive maintenance²), directly or by contract (including subcontract at any tier), are subject to testing. The full list of safety-sensitive functions is included in §§ 120.105 and 120.215.

The individuals who are performing these safety-sensitive functions must be subject to the following types of drug and alcohol testing (as described in §§ 120.109 and 120.217):

- pre-employment,
- reasonable cause/suspicion,
- random,
- post-accident,
- return-to-duty, and
- follow-up.

The testing procedures are established in the Department of Transportation's (DOT's) Procedures for Transportation Workplace Drug and Alcohol Testing Programs, Title 49 CFR Part 40.

When developing your FAA-mandated drug and alcohol testing program, you must:

¹ An employer is defined in 14 CFR part 120 as a part 119 certificate holder with authority to operate under parts 121 and/or 135, an air tour operator as defined under 14 CFR part 91, § 91.147, or an air traffic control facility not operated by the FAA or by or under contract to the U.S. military.

² The definitions of maintenance and preventive maintenance are included in 14 CFR § 1.1 and part 43. For more clarification, contact your FAA principal maintenance inspector.

- Ensure that no one is hired for or transferred into a safety-sensitive function without first conducting a pre-employment drug test and receiving a verified negative test result. More information regarding pre-employment drug testing may be found under § 120.109(a). Pre-employment alcohol testing is not required, however, may be implemented according to § 120.217(a).
- Conduct a drug and alcohol records check, after obtaining an employee's written consent, requesting the information included in 49 CFR part 40, § 40.25(b) from DOT-regulated employers who have employed this individual during the two years prior to the date of application or transfer. Further requirements are explained in § 40.25. You must obtain and review this information prior to the first time the employee performs safety-sensitive duties. For a sample form visit http://www.faa.gov/about/office_org/headquarters_offices/avs/offices/aam/drug_alcohol/forms/.
- Educate and train your employees on the effects and consequences of drug abuse and alcohol misuse, as well as your supervisors who will make determinations of whether reasonable cause/suspicion testing is necessary. More information regarding training and materials may be found under §§ 120.115 and 120.223. For a sample policy, visit http://www.faa.gov/about/office_org/headquarters_offices/avs/offices/aam/drug_alcohol/forms/drug_policies/.
- Ensure that employees are included in your random drug and alcohol testing pool and have an equal chance of being tested each time selections are made. You must conduct annual random testing at a minimum rate of 25% for drugs and 10% for alcohol. More information regarding random testing may be found under §§ 120.109(b) and 120.217(c).

Review part 120 and part 40 for all the drug and alcohol testing requirements. Copies of the regulations and additional guidance materials are available at <http://www.faa.gov/go/drugabatement> and www.dot.gov/odapc.

The FAA's web site has a Designated Employer Representative (DER) awareness page that includes a video series, compliance brochure, and several posters to use in your facility or office. We encourage you to subscribe to updates when information becomes available online. You may subscribe on our main page. If you have any questions, please contact the FAA's Drug Abatement Division directly at (202) 267-8442 or drugabatement@faa.gov.

The Drug Abatement Division strives to provide quality service. We invite you to complete a feedback form at http://www.faa.gov/about/office_org/headquarters_offices/avs/stakeholder_feedback/aam/aam800/.