

ORDER

U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
SOUTHERN REGION

SO 3750.3

May 4, 1990

SUBJ: POST ACCIDENT DRUG TESTING (FLIGHT STANDARDS PERSONNEL)

1. PURPOSE: This order identifies the procedures and requirements for post-accident drug testing of Southern Region Flight Standards personnel.
2. DISTRIBUTION: This order is distributed to the branch level in the Flight Standards Division, to all Southern Region Flight Standards District Offices, and the Technical Evaluation Office.
3. BACKGROUND: Various drug testing programs are in effect ranging from pre-employment testing for FAA new hires to the anti-drug plan for aviation personnel. This order is intended to identify procedures concerning Post-Accident Drug Testing of Flight Standards personnel in duty status, only.
4. FLIGHT STANDARDS EMPLOYEES FOR WHOM TESTING IS REQUIRED: Management, supervisory, and non-supervisory employees in the GS-1825 series are subject to post-accident drug testing if an accident occurs while in a duty status, provided the event meets the definitions defined in this order.
5. COVERED EVENTS: The DOT publication entitled, "Drug Testing Guide," previously distributed to all managers and supervisors defines post-accident drug testing in Chapter VI. In general terms, any accident involving a fatality, serious injury, substantial damage to vehicles, and/or substantial damage to other property is an event which may require testing. Aircraft accidents and accidents involving government vehicles almost always are covered events if a fatality, serious injury, or substantial damage is involved.
6. DETERMINATION THAT DRUG TESTING WILL BE CONDUCTED: If the accident meets the definition of a covered event, the supervisor or his/her designee, shall take all practical steps to identify each employee, in the GS-1825 series, whose work performance may have been a contributing factor to the accident. After this identification process, the supervisor shall exclude from testing, any employee when specific and objective information indicates the employee's work performance could not have been a contributing factor.
7. PROCEDURES: After following the process above, if the supervisor concerned determines that post-accident drug testing will be conducted, the following procedure will apply:
 - a. Notify the Flight Standards Division Manager through channels. (The Duty Officer system will be utilized during non-duty hours.)

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b. If the division manager (or his designee) concurs, the supervisor shall immediately issue a notice to any employee involved that post-accident drug testing is required (see sample letter, page VI-9, in Drug Testing Guide).

c. The supervisor shall ensure that the Substance Abuse Officer (ASO-16, FTS 246-7666) is notified immediately, when the decision is made that drug testing will occur. During non-duty hours this notification will be accomplished through the Regional Operations Center, FTS 246-7541.

8. TIMELINESS OF ACTIONS. All of the above actions must be accomplished in an expeditious manner. The appropriate determination, coordination, notification to employee and procedures for scheduling urine collection must begin within 8 hours of receipt of notice by the FAA of a covered event.

9. SPECIFIC PROCEDURES. This order is intended to give general guidance for post-accident drug testing. Each manager and supervisor should review and become thoroughly familiar with the DOT Drug Testing Guide.



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