



Steps to Return to Work after a Positive/Refusal Test

If you test positive for drugs or alcohol or refuse to take a test under the Sound Transit Drug Free Card Program, you will become “Ineligible” to work at any Sound Transit project site for 90 days. At the end of the 90-day ineligibility period, you must have complied with the following requirements in order to return to work at a Sound Transit project site:

1. You will need to complete an assessment personally performed by a professional with expertise in substance use disorders and have that professional submit a “Proof of Assessment Form” on your behalf. If you tested positive on an alcohol test, you must provide the professional performing your assessment the Alcohol Testing Form copy you were provided at the time of your test. If you tested positive on a drug test, you must request the professional performing your assessment to call the Medical Review Officer (MRO) at 866-448-0651 for details on your laboratory drug test results.

The “Proof of Assessment Form” which contains requirements for the assessment is available on the Drug-Free Card Program website www.drugfreebusiness.org/sound-transit.html. Payment for the assessment is your responsibility. You may use any employee assistance program or medical insurance benefits available to you through your union or otherwise. We hope you will follow any education or treatment recommendations the professional conducting your assessment may provide.

2. Once a “Proof of Assessment Form” has been submitted on your behalf, the Drug Free Card Administrator, Drug Free Business, will verify that the assessment meets the requirements of the program. Once your assessment has been verified, you will be authorized to take a Return to Work drug and alcohol test once a contractor/subcontractor has made you an offer of employment to work at a Sound Transit project site. Only after receiving negative test results on a Return to Work drug and alcohol test will you become “Eligible” to work at a Sound Transit project site.
3. If you begin work for a contractor/subcontractor at a Sound Transit project site, you will be required to participate in ongoing Follow-up drug and alcohol testing which will occur without advance notice six (6) times during your first year of continuous employment from your start date. These Follow-up tests are in addition to any other required tests under the Sound Transit Drug Free Card Program (i.e. Random, Post Accident, etc.).

It is our goal to assist all employees in returning to work as soon as possible. If you do not comply with these requirements, however, you will not be eligible to work at a Sound Transit project site for any contractor/subcontractor. Should you return to work at a Sound Transit project site and test positive on a drug or alcohol test or refuse to take a test in the future, you will immediately become ineligible to work at any Sound Transit project site and will be required to repeat these steps in order to seek future eligibility.

If you have questions regarding this process or your test results, please contact the Drug Free Card Administrator, Drug Free Business at 866-448-0651.