



Alcohol/Drug Program Status

RSAC – Washington, DC
Sept 22, 2004



All Federal Drug Tests Results

Year	Collec- tions	Positive	Refusals	Positive Rate
2003	45,454	428	40	1.03%
2002	38,431	321	21	0.89%
2001	38,310	332	36	0.96%
2000	39,046	306	28	0.86%



All Federal Tests – Identified Drugs

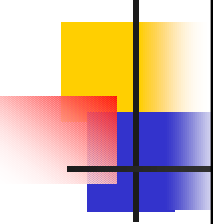
Year	THC	Cocaine	Amp	Opiates	PCP
2003	238	146	44	6	2
2002	188	117	27	4	2
2001	192	93	36	4	4
2000	188	89	36	1	0



Random Drug Test Results

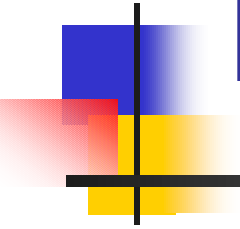
Year	Collec- tions	Positive	Refusals	Positive Rate
2003	29,021	246	24	0.93%
2002	28,342	216	9	0.79%
2001	29,942	213	18	0.77%
2000	27,663	202	16	0.79%

All Federal Alcohol Test Results

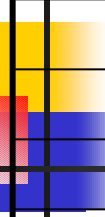


Year	Collec- tions	Refusals	Violations (0.04 or more)	Other Positives (0.02-0.039)
03	34,891	8	91 (0.28%)	49 (0.14%)
02	33,503	12	50 (0.19%)	43 (0.13%)
01	33,384	8	80 (0.26%)	59 (0.18%)
00	29,244	10	50 (0.21%)	36 (0.12%)

FRA Post-Accident Test Results



FRA Post Accident Testing



YEAR	# EVENTS	# TESTED	# POSITIVES
1987	179	770	42 (39 D – 3A)
1988	178	682	41 (38D – 3A)
1989	161	607	24 (18 D – 6A)
1990	149	534	17 (16 D – 1A)
1991	157	552	8 (6D – 2 A)
1992	109	332	7 (6D – 1 A)
1993	128	403	8 (6D – 2 A)
1994	115	294	7 (5D – 2A)
1995	82	225	2 (2D – 0A)
1996	73	197	1 (1D – 0A)
1997	86	240	3 (1D – 2A)
1998	68	153	4 (4D – 0A)
1999	80	200	2 (2D – 0A)
2000	91	255	5 (5D – 0A)
2001	82	210	3 (3D – 0A)
2002	73	189	2 (2D - 0A)
2003	100	249	7 (6D -1A)



Post-Accident Testing 2004

- 1 Jan-14 Sept, 2004--- 82 events
- 3 drug and 1 alcohol positive(s), plus 1 refusal
- 2 of the positives are considered contributory



Other Indicators

- Company authority testing results reveal an increasing number of drug and alcohol positives
- Self-help program utilization is increasing
- Refusals are increasing
- Other DOT Industry Program Managers indicate similar increases



Some Possible Reasons

- Workforce changeover
- Tighter abatement programs
- Looser abatement programs
- Increased marketing/access of products to “beat” the testing
- Less supervisory oversight



FRA Recommendations

- Evaluate each program element for compliance and effectiveness
- Ensure this critical safety program is an on-going priority with visible management support
- Include meaningful supervisory observations in programs of operational testing
- Actively involve labor organizations in helping to establish positive expectations



FRA Recommendations

- Enhance education of employees through marketing of programs and policy
- Through joint labor-management action, reinvigorate peer intervention programs
- Ask FRA for assistance!



“REDBLOCK” Programs

- Redblock and similar programs strongly support good outcomes
- Founded on labor-management cooperation
- Fosters the highest level of involvement in “responsible decision making” regarding reporting for duty
- Provides a tool for fit employees to secure their own safety while assisting others
- Employees understand their employment culture supports “marking off” when the circumstances warrant that decision



It's not over...

- Since the early 1980's, the railroad industry has made substantial progress
- The problem is never "solved," because we are human beings
- Vigilance and mutual support are required to manage this risk
- It's worth the effort, because...
- Controlling use of alcohol and other drugs promotes safety, health, and productivity