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Moving Public Transportation
Into the Future

Testing Thresholds and Criteria: Reasonable Suspicion Decision Making

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RLS & Associates, Inc.
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WHAT MUST BE EVALUATED?

Must evaluate Specific, Contemporaneous, and Articulate observations concerning:

- Appearance
- Behavior
- Speech
- Body Odors

Only one trained supervisor or company official required

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TYPICAL SUPERVISORY CONCERNS WITH REASONABLE SUSPICION REFERRALS

- Loss of employee confidence/support
- Jeopardizing employee's ability to make a living
- Do not like confrontation
- Possible loss of productivity
- Lack of training on the referral process
- Fear for personal safety



SUPERVISORS MUST KNOW:






SUPERVISORY TRAINING WILL ADDRESS:

- Short-term indicators
- Long-term indicators
- Initiating, substantiating, and documenting the referral
- Employee intervention
- Recordkeeping/document event




rls SHORT-TERM OBJECTIVE FACTS
PHYSICAL INDICATORS

- Observable physical evidence (drugs and paraphernalia)
- Symptoms of drug use and/or alcohol misuse
- Bloodshot or watery eyes
- Flushed or very pale complexion
- Extensive sweating or skin clamminess
- Dilated or constricted pupils
- Disheveled clothing/Unkempt Grooming
- Unfocused, Blank stare



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rls SHORT-TERM OBJECTIVE FACTS
PHYSICAL INDICATORS



- Runny or bleeding nose
- Possible puncture marks
- Wetting lips frequently - complaining of dry mouth
- Nystagmus (involuntary jerky eye movement)
- Sensation of bugs crawling on skin

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rls EXAMPLES OF DRUG
PARAPHERNALIA



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 Examples of Containers for Drugs

- Plastic baggies
- Small paper bags
- Make-up kits
- Various beverage bottles/ cans
- Plastic film canisters
- Cigarette packs
- Small glass vials
- Pill bottles
- Breath mint containers
- Inside candy or gum wrappers



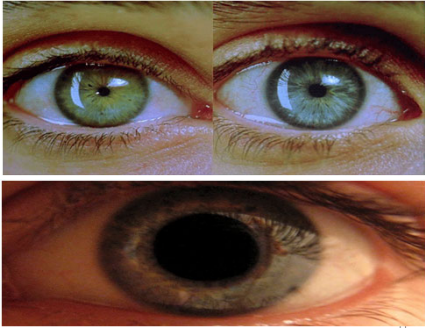
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 DRUG AFFECTS ON PUPILS

Normal

Pinpoint


Dilated



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 SHORT-TERM OBJECTIVE FACTS
 BEHAVIORAL INDICATORS

- Hyperactivity – fidgety, agitated
- Breathing irregularly or with difficulty
- Nausea or vomiting
- Slow reactions
- Unstable walking
- Poor coordination
- Hand tremors



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RLS SHORT-TERM OBJECTIVE FACTS
BEHAVIORAL INDICATORS

- Suspicious, paranoid
- Depressed, withdrawn
- Lackadaisical attitude
- Shaking
- Irritable, moody
- Extreme fatigue/sleeping on the job



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RLS SHORT-TERM OBJECTIVE FACTS
SPEECH INDICATORS




- Slurred or slowed speech
- Loud, boisterous
- Quiet, whispering
- Incoherent, nonsensical
- Repetitious, rambling
- Clicking sound with tongue
- Rapid, pressured
- Excessive talkativeness
- Exaggerated enunciation
- Cursing, inappropriate speech

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RLS SHORT-TERM OBJECTIVE FACTS
PERFORMANCE INDICATORS

- Inability to concentrate
- Impulsive, unusual risk-taking
- Lack of motivation
- Delayed decision-making
- Diminished concentration
- Impaired mental functioning
- Reduced alertness
- Significant increase in errors



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RLS SHORT-TERM OBJECTIVE FACTS
BODY ODORS

Odor of Alcohol on Breath or Clothes

Distinct Pungent Aroma on Clothing or Person

Smell of Cat Urine

Strong Chemical Odor



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RLS EFFECTS OF ALCOHOL CONSUMPTION

Flushing

Dizziness

Dulling of senses

Multiple Impairments

Loss of inhibitions


Staggering

Slurred speech

Double vision

Sudden mood changes

Unconsciousness



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RLS HEALTH RISKS ASSOCIATED WITH ALCOHOL CONSUMPTION

Alcoholism

Cancer

Brain Damage

High Blood Pressure, Stroke

Hepatitis and Cirrhosis of the Liver

Impotence and Infertility

Birth defects and Fetal Alcohol Syndrome

Premature aging

Kidney Damage

Pancreas Damage

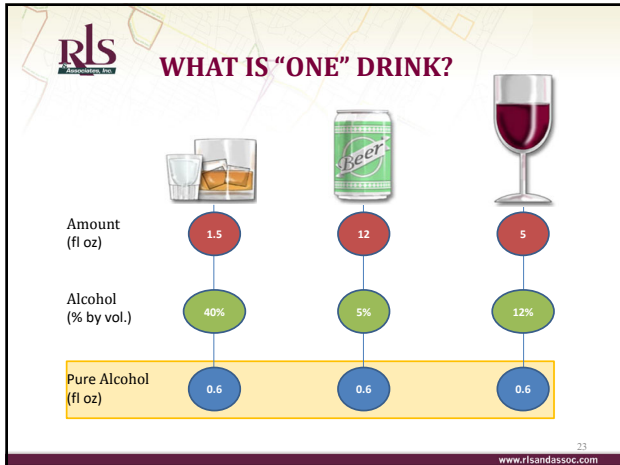
Stomach & Duodenal Ulcers

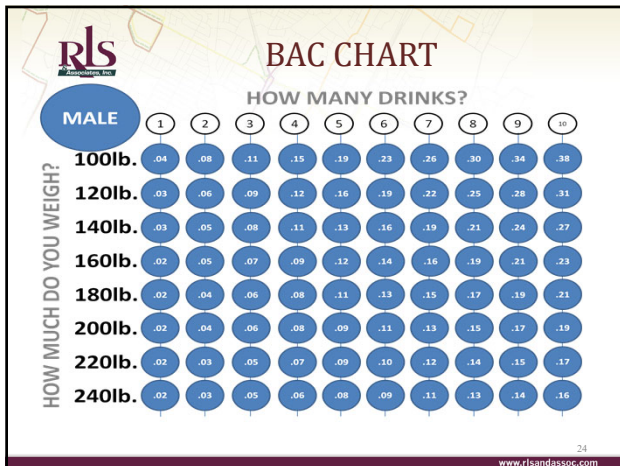
Colitis

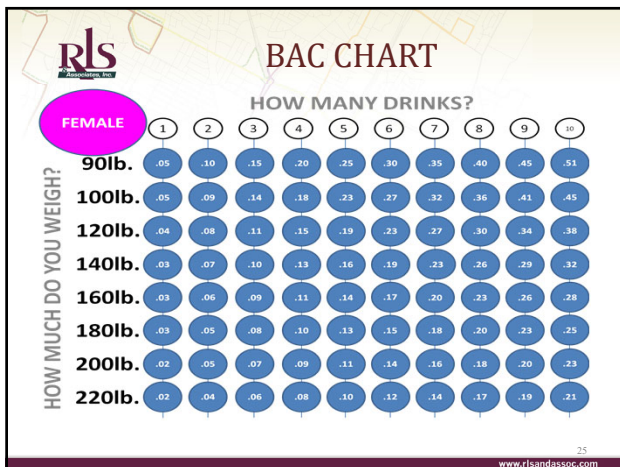
Many others



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BAC CASE STUDY: MARGARET

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RLS BAC CASE STUDY: MARGARET



Margaret is a 140lb Female Paratransit Operator celebrating a friend's birthday on Thursday night.

Margaret has a total of {} of wine with her friends. ★

Margaret has to work Friday morning, so she has her last drink at Midnight and takes a taxi home.

Will Margaret be sober for her 9:00 AM Route on Friday?

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RLS BAC CASE STUDY: MARGARET

Margaret drank 33oz of wine

- This is equivalent to about 6 glasses of wine (5oz per glass)
- What was her BAC at midnight?

HOW MANY DRINKS?

	1	2	3	4	5	6	7	8	9	10
FEMALE										
90lb.	.05	.10	.15	.20	.25	.30	.35	.40	.45	.51
100lb.	.05	.09	.14	.18	.23	.27	.32	.36	.41	.45
120lb.	.04	.08	.11	.15	.19	.23	.27	.30	.34	.38
140lb.	.03	.07	.10	.13	.16	.19	.23	.26	.29	.32
160lb.	.03	.06	.09	.11	.14	.17	.20	.23	.26	.28

I DO YOU WEIGH?

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At Midnight, Margaret had a BAC of 0.19

- Is she sober for her 9:00AM Route?

↓

How many hours are required to have a BAC of 0.00?

- Alcohol metabolizes at a rate of around 0.015 BAC per hour
- Margaret's BAC = 0.19
- Lets divide that by 0.015
- $0.19 \text{ BAC} \div 0.015 \text{ per hour} = 12 \text{ hours } 40 \text{ minutes}$

↓

Margaret drove her transit bus at 9:00 AM

- After 9 hours of no drinking, her BAC would've still been at 0.055

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DISCUSSION POINTS

What driving skills are affected by alcohol use?

Is the alcohol found in beer, wine, and liquor the same? Do they have the same impact?




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DISCUSSION POINTS (CONTINUED)

Can drinking coffee, taking a cold shower, or getting fresh air help a person get sober before reporting to work?

What is the difference between alcohol use and alcohol abuse?



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DISCUSSION POINTS (CONTINUED)

According to State law, what is the Blood Alcohol Content (BAC) that is considered illegal? What is the level established for a Commercial Driver's License? What is accepted by your transit system?

When does a hangover start and when does it end?

What skills required of public transportation employees are impaired by a hangover?

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MARIJUANA



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EFFECTS OF MARIJUANA USE

Slows reaction time

Decreases awareness of the road

Decreases awareness of vehicle control

Reduces peripheral vision

Diminishes estimates of time and distance

Impairs coordination



Impairs judgment

Impairs concentration

Diminishes capacity to perform complex functions

Reduces short term memory

Reduces awareness and perception of diminished skill levels

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CONTINUED EFFECTS

Effects are felt within minutes and reach peak in 10-30 minutes

"Typical" smoker experiences a high for approximately 2 hours

It is debated whether the physiological effects return to baseline in 3-5 hours or after 24 hours

Psychomotor impairment may persist after the high has dissipated



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DISCUSSION POINTS

What are common names for marijuana?

What health risks are associated with the smoking of marijuana?

How much marijuana is smoked before an individual is impaired?

How long do the effects of marijuana remain after smoking a joint?

How long does it take for the drug to leave a person's system?

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COMMON NAMES FOR MARIJUANA

Pot

Grass

Weed

Joint

Reefer

Budder

Blunt

Afghan

Broccoli

Sativa



Wax

Roach

Hash

Bud

Mary Jane

Ganja

420

Herb

Hemp


Spliff

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RLS HEALTH RISKS ASSOCIATED WITH MARIJUANA

- Lung cancer**
- Toxic effects of chemicals in marijuana smoke
- Effects of other unknown drugs added to joints
- Brain damage
- Accelerated heartbeat
- Increased blood pressure
- Decrease in body's immune system
- Birth defects



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RLS EFFECTS ON DRIVING

After Alcohol- Marijuana is the most frequently detected psychoactive substance amongst driving populations

- Impairs driving performance for approximately 3 hours
- Decreased car handling
- Decreased reaction times
- Impaired distance estimation
- Inability to maintain headway
- Subjective sleepiness



Mixing alcohol and marijuana may dramatically produce effects greater than either drug on its own.

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RLS SAMPLE PICTURES OF MARIJUANA



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COCAINE



Cocaine

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EFFECTS OF COCAINE USE

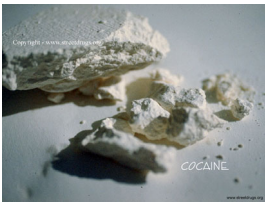
Accelerated heart rate	Addiction
Constricted blood vessels	Seizures
Dilated pupils	Cardiac arrest
Increased blood pressure	Respiratory arrest
Nasal congestion	Stroke
Runny nose	Death
Loss of mucous membranes in the nose	Collapsed nasal septum

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PERSONAL CHARACTERISTICS ASSOCIATED WITH COCAINE USE

Reckless	Impulsive
Unpredictable	Paranoid
False sense of power, control, alertness, well-being, confidence, and strength	



COCAINE

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DURATION OF EFFECTS

Injecting cocaine produces an effect in 15-30 seconds

A hit of smoked crack produces an almost immediate intense experience and will typically produce effects lasting 5-15 minutes

Snorting cocaine produces effects almost immediately and the resulting high many last 15-30 minutes



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AFTER-EFFECTS OF COCAINE USE

Restlessness

Anxiety

Depression

Exhaustion

Mental Fatigue

Irritability

Paranoia

Intense craving for drug

Preoccupation with drug

Overall discomfort



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OTHER CONDITIONS

Some other conditions may cause similar symptoms.

- Hyperactivity
- Nervousness
- Stress
- Fear
- Hypertension

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EFFECTS OF CRACK USE

Short, intense high

Abrupt halt to high

Deep depression

Intense craving for more drug



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EFFECTS OF WITHDRAWAL

“Crash” can last from 9 hours to 4 days

- Agitation
- Depression
- Insomnia
- Intense drug cravings

Withdrawal symptoms last from 1-3 weeks

- Fatigue
- Anxiety/ Irritability
- Paranoia
- Disorientation



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DISCUSSION POINTS

What are common names for cocaine?

Besides the addiction and physical risks directly related with cocaine use, what are other risks?

Who are the potential victims of cocaine use by public transit professionals?

Why is crack considered so much more dangerous than cocaine?

Why do people become addicted?

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COMMON NAMES FOR COCAINE

Coke	Freebase
Blow	Base
Snow	Eight-ball
Speedball	King's Habit
Flake	Devil's Dandruff
Crack	Mighty White
Rock	Electric Kool-Aid
Snort	Uptown
White Girl	Butter

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POTENTIAL VICTIMS OF COCAINE USE BY PUBLIC TRANSIT PROFESSIONALS

Passengers
Others on the road
Co-workers
Transit system
Public confidence
Drug user
User's family
User's friends
Pedestrians
Society



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EFFECTS ON DRIVING

Speeding
Losing control of vehicle
High-risk behaviors
Poor impulse control
Inattentive
Fatigue
Falling asleep at the wheel



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AMPHETAMINES



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EFFECTS OF AMPHETAMINE USE

- Restlessness
- Irritability
- Talkativeness
- Tenseness
- Hyperactivity
- Violent behavior
- Impaired judgment



- False sense of alertness
- Diminished concentration
- Over self-confidence
- Psychological addiction
- Brain damage
- Suicidal depression

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DURATION OF EFFECTS

- Typically 4-8 hours
- Residual effects can last up to 12 hours



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AFTER-EFFECTS OF AMPHETAMINE USE

Depression

Confusion

Intense fatigue



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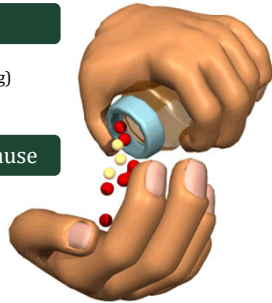
EFFECTS OF WITHDRAWAL

“Crash” can last 1-3 days

- Intense fatigue
- Uncontrollable sleepiness (catnapping)
- Continuing stimulation
- Drug cravings

Abrupt discontinuation can cause

- Extreme fatigue
- Mental depression
- Apathy
- Long sleeping periods
- Irritability/ Disorientation



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METHAMPHETAMINES




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CHARACTERISTICS OF METHAMPHETAMINES

- Synthetic drug
- Stimulates movement and speed
- Generates feelings of excitement
- Results in nervousness, insomnia, and paranoia
- Post use depression, fatigue, and inability to experience pleasure
- Addictive



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DISCUSSION POINTS

- What are common street names for amphetamines and methamphetamines?
- Why are amphetamines so commonly used in the transportation industry?
- What is the difference between amphetamines and methamphetamines?

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COMMON STREET NAMES FOR AMPHETAMINES/METHAMPHETAMINES

Speed		Crystal
Uppers		Tweak
Poppers		Black Beauties
Meth		Dexies
Bennies		Chalk
Crank		Glass
White crosses		Truck Drivers
Ecstasy		

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RLS **FACES OF METH**

2000 "Faces of Meth" Theresa 2.5 Years Later

"Meth Face of Meth" 2.5 Years Later

"Meth Face of Meth" 2.5 Years Later

"Meth Face of Meth" 2.5 Years Later

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RLS **EFFECTS ON DRIVING**

- Driving off the road
- High speeds
- Failing to stop
- Diminished attentiveness
- Driving impatience
- High risk driving

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RLS **Ecstasy (MDMA)**

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Common Effects of Ecstasy

- | | |
|--------------------------|-----------------------------|
| Impaired judgment | Muscle tension |
| False sense of affection | Fearlessness |
| Confusion | Chills and sweating |
| Depression | Involuntary teeth clenching |
| Sleep Problems | Blurred vision |
| Severe Anxiety | Nausea |
| Paranoia | Drug cravings |



Discussion Points

- What is Ecstasy made from?
- Why is ecstasy dangerous and can it be lethal?
- Why is it dangerous to drive while using ecstasy?
- Why did the FTA start testing for ecstasy?
- What are some street names for ecstasy?



Ecstasy Street Names

- | | | |
|--------------------|---|---------------|
| Adam |  | Elephants |
| Eve | | Skittles |
| Molly | | Hug |
| Beans | | Hug Drug |
| X | | Roll |
| XC | | Lovers Speed |
| XTC | | Snow Ball |
| California Sunrise | | Scooby Snacks |
| Clarity | | Love Pill |



DURATION OF EFFECTS

After oral ingestion, effects begin in 20-30 minutes and last an hour or more depending on the dosage

General effects last for 2-3 hours

Residual effects are usually gone within 24 hours but some effects last for several weeks

- Confusion
- Depression
- Anxiety



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SIMILAR CONDITIONS

Some conditions may have similar symptoms

- Mental illness
- High fever



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EFFECTS OF WITHDRAWAL

This drug is usually taken over the weekend

Effects occurring the following week include:

- Exhaustion
- Apathy
- Depression
- Insomnia
- Irritability
- Muscle tensions
- "Terrible Tuesdays"



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EFFECTS ON DRIVING

Moderate effects on vehicle control

Acceptance of higher risk situations

Acute changes of cognitive performance

Impaired information processing



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OPIOIDS



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EFFECTS OF OPIOID USE

Relief of pain

Drowsiness

Restlessness

Disfigurement

Indifference

Relaxation

Slow reflexes

Accident prone

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DISCUSSION POINTS

What are common street names for opioids?

How can opioids be obtained legally?

What other risk factors are associated with heroin use?

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COMMON STREET NAMES FOR OPIOIDS

Heroin

Boy

Tar

Dog

Dog Food



Dope

Smack

Mexican brown

H

China white

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DURATION OF EFFECTS

Intense euphoria lasts from 45 seconds to several minutes

Peak effects last 1-2 hours

Overall effects wear off in 3-5 hours, depending on the dosage



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EFFECTS OF WITHDRAWAL

Can begin 6-13 hours after the last dose

- May last 5-10 days

Early symptoms include

- Watery eyes
- Runny nose
- Yawning
- Sweating



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EFFECTS ON DRIVING

Slow

Weaving

Poor vehicle control

Poor coordination

Slow response times

Delayed reactions

Difficulty following directions

Falling asleep at the wheel

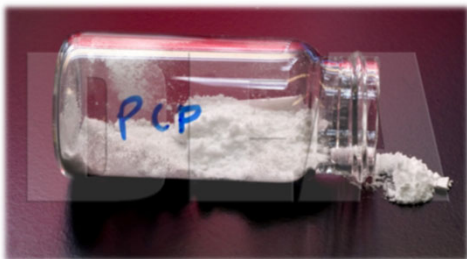


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PHENCYCLIDINE




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Phenacyclidine Use

EFFECTS OF PHENCYCLIDINE USE

Unpredictable behavior		Alters mood and consciousness
Departure from reality		Disorientation
Memory loss		Disturbed perception
Diminished concentration		Impaired judgment
Decreased sensitivity to pain		Temporary insanity
Extreme violence		Suicidal behavior
Distorted senses		

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Phenacyclidine Use

DURATION OF EFFECTS

- 1-30 minutes depending on the route of administration
- Gradual decline of major effects over 4-6 hours
- Return to "normal" may take 24 hours
- Long-term effects may precipitate a psychotic reaction similar to schizophrenia


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Phenacyclidine Use


SIMILAR CONDITIONS

Other conditions that may cause similar symptoms

- Mental disorders (e.g., schizophrenia)




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Intervention, Interaction, Referral

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SUPERVISORY FUNCTIONS


Supervisor's role

- Realization/awareness of potential problem
- Looks for presence of other indicators

Supervisors should:

- Document changes over time
- Look for multiple indicators, since taken alone, each indicator could be caused by something other than substance abuse
- Document each reasonable suspicion testing referral as soon as possible following the observation

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REFERRALS MUST SATISFY THREE KEY CRITERIA

Objective facts

Could another equally-trained supervisor come to the same conclusion

Less responsible not to require a test


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INITIATING THE REFERRAL

Non-confrontational	Non-accusatory	Never solicit a confession
Private location	Think through what you are going to say	Anticipate questions/denials/threats


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REASONABLE SUSPICION INTERVENTION AND REFERRAL

- Primary issue is safety
- Inquire and observe
- Review your findings
- Verify facts
- Make the reasonable suspicion decision
- Isolate and inform the employee
- Transport the employee (optional)
- Document events

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FOCUS ON PERFORMANCE ISSUES!

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SUPERVISORY DO'S

Know your employees

Document job performance regularly

Take action whenever job performance fails

Document objective facts that justify the test

Make sure unfit employees don't perform safety-sensitive job functions

Know how to get help for an employee

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SUPERVISORY DON'TS

Try to get a confession

Diagnose an employee's problem as drug use and/or alcohol abuse

Discuss your suspicions with other non-supervisory employees

Accuse employee of having a substance abuse problem

Put in writing that an employee has a substance abuse problem

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FRAMING THE INTERACTION

How you begin the conversation with the employee will determine:

- Win/lose outcome
- Win/win outcome



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WIN/LOSE OUTCOME

“I think that you are under the influence of... I am sending you for reasonable suspicion testing.”

- Positive test result :Employee 0, **Employer 1**
- Negative test result: **Employee 1**, Employer 0



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WIN/WIN OUTCOME

“I am concerned about your readiness to perform safety-sensitive functions. I am required to refer you for a test to rule out chemical impairment.”

- Positive test result: Employee 0, **Employer 1**
- Negative test result: **Employee 1**, **Employer 1**



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