MoDOT Policy 2511

Reasonable Suspicion Testing Alcohol Flowchart

Is the Employee about to perform, performing, or just finished performing Safety-Sensitive Duties?

No

Don't Test

Yes

Was behavior, conduct or appearance observed, documented, and discussed with the employee by a supervisor who has successfully completed MoDOT's Drug and Alcohol Supervisory Training?

No

Don't Test

Yes

Proceed to testing -
Alcohol testing should be done in 2 hours,
Must be done in 8 hours.

Note: If unable to test within 2-8 hours, document why on — DOT Required Supplemental Alcohol Testing Information Sheet.
Inform testing facility this is either a DOT or non-DOT required test

Negative

Return to Work

If the test is positive, with a level of 0.02 to 0.039, and the employee has completed their initial probationary period, suspend and send home. If the level is 0.04 or above — Terminate

If a second positive test with level 0.02 or above — Terminate

If the test is positive, with a level of 0.02 or above & employee has not completed their initial probationary period — Terminate

If test is positive, with a level of 0.02 or above, there should be arrangement made for transportation home.