

## PHMSA /Pipeline Drug & Alcohol Questions

### Instructions

1. Use in conjunction with Unit inspections
2. Interview the primary operator contact for the Unit inspection you are conducting and enter their responses. Do not request the operator substance abuse expert to provide responses to these questions.
3. Send completed form to [Stanley.kastanas@dot.gov](mailto:Stanley.kastanas@dot.gov)

<b>Name of Operator</b>	Avista	<b>Op ID #</b>	31232
<b>Inspector</b>	Anthony Dorrough	<b>Unit #</b>	Transmission
<b>Date of Inspection</b>	9/22/2020		
<b>Inspection Location City &amp; State</b>	Spokane WA		
<b>Operator Employee Interviewed</b>	Randy K. Bareither	<b>Phone #</b>	509-495-8716
<b>Position/Title</b>	Pipeline Safety Engineer		
<b>Operator Designated Employer Representative (DER), (a.k.a. Substance Abuse Program Manager)</b>		Hallie Rowland	
<b>DER Phone #</b>	509-495-8939		

§199	Pipeline Safety Regulations Drug and Alcohol Testing	Yes	No	Does Not Know
.3, .101 .201, .245	<b>1. Does the company have a plan for drug and alcohol testing of employees and contractors performing, or ready to perform, covered functions of operations, maintenance, and emergency response?</b>	X		
Comments	<i>Avista has a DOT Anti-Drug &amp; Alcohol Misuse Prevention Plan in place for all covered employees (last update was January 2020). Contractors are not included in Avista's program and are required to have their own separate program. Avista utilizes the services of National Compliance Management Services (NCMS) help monitor contractor compliance for the company.</i>			
.3 .105(c) .225(b)	<b>2. Does the company perform random drug testing and reasonable suspicion drug and alcohol testing of employees performing covered functions? For random drug testing, enter the number of times per year employees are selected and the number of employees in each selection in Comments below.</b>	X		
Comments	<i>Avista performs random drug testing, reasonable suspicion testing and all other types of testing required under DOT regulations. Avista's random testing program generates names of candidates required to be tested on a monthly basis. The PHMSA average pool size for 2019 was 330 and testing at 50% rate is accomplished.</i>			
.3 .105(b)	<b>3. Does the company conduct post-accident/incident drug and alcohol testing for employees who have caused or contributed to the consequences of an accident/incident? Enter the position/title of the employee who would make the decision to conduct post-accident/incident testing in Comments below.</b>	X		
Comments	<i>Once it has been determined an incident meeting the definition of an "Accident" has occurred, post-accident testing is required. The On Call Gas Engineer works with the applicable Gas Manager or Duty Gas Supervisor to ensure a post-accident testing for the employee or contractor employee in the event of a Federal Reportable incident. This testing must include all employees whose performance either contributed to the "Accident" or cannot be completely discounted as a contributing factor to the accident.</i>			
.113(c) .117(a)(4) .227(b)(2) .241	<b>4. Does the company provide training for supervisors on the detection of potential drug abuse (minimum 60 minutes) and alcohol misuse (minimum 60 minutes)?</b>	X		
Comments	<i>Avista utilizes a Learning Management System (LMS) to deliver e-learning to all supervisors in order to meet the above requirement. In addition to the 60/60 training requirement (The US DOT (49 CFR 382.603) requires that "each employer shall ensure that all persons designated to supervise receive at least 60 minutes of training on alcohol misuse and receive at least an additional 60 minutes of training on controlled substance use.), additional required training is available for Avista supervisors which can be provided via online learning, recorded videos or with the DER who can provide one-on-one consultations to coach and advise supervisors and managers as needed</i>			
.3 .113(b)	<b>5. Does the company give covered employees an explanation of the drug &amp; alcohol policies and distribute information about the Employee Assistance</b>	X		

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.117(a)(4) .239(b)(11)	<b>Program, including a hotline number? Provide details in Comments below.</b>			
Comments	<p><i>Avista makes all new employees aware of our drug free company policies starting with the application process. Information regarding our drug and alcohol free company is printed on the application forms. Upon successfully completing the hiring process including a negative pre-employment drug test result, the new employee receives an information packet inclusive of the Employee Assistance Program (EAP) and the hotline number. EAP brochures and hotline number are posted throughout the company, on-line and through Avista's Benefits Department. New employees receive a DOT policy statement and are required to sign-off that they've received and understand the information. The DOT anti-drug and alcohol policy information is available on-line also.</i></p>			