

## PHMSA-Covered Employee

### Learner Outcomes

*199.239 Operator obligation to promulgate a policy on the misuse of alcohol*

At the end of each training session, the attendee will:

1. Be able to name the company's Designated Employer Representative(s).
2. Understand the categories of employees subject to the provisions.
3. Know when an employee is required to be in compliance and under which circumstances a covered employee will be tested.
4. Identify what conduct is prohibited to the employee, including what constitutes a refusal to test and the consequences.
5. Become aware of testing procedures, including information regarding the integrity of the testing process, safeguarding the validity of the test results, and getting correct results.
6. Understand consequences of failing a drug or alcohol test (at both .02-.039; and at .04 or >).
7. Be able to recognize the signs, symptoms and effects of alcohol and controlled substance use.
8. Have information concerning referral/recovery services (Employee Assistance Program or EAP).
9. Know aspects of a company anti-drug plan, including methods for compliance, laboratories used, MRO and SAP information, and how to notifying employees of provisions of the plan.

In addition, an employer will receive Certificates of Receipt signed by the employee and trainer.

### Presenter Biography

John Throckmorton is a Senior Trainer and Account Executive with Tomo Drug Testing. He has been with Tomo since December 2000, serving as a collection technician, field manager, breath alcohol and drug collection trainer, and operations manager. Often referred to as "JT", John assists businesses with the development and implementation of substance abuse testing programs, performs program reviews for compliance with State and Federal drug testing regulations, and annually conducts over 100 educational and training seminars. John is a 1979 graduate of Baptist Bible College, where he met his wife of 39 years, Carol. They reside in Springfield, Missouri, have two grown children and two grandchildren. John has been involved in public speaking for over 40 years.

