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January 2026

CT Statewide Drug and Alcohol Testing Consortium Newsletter

I'm excited to step into the role of Program Manager for the CT Drug & Alcohol Testing Consortium. I look forward to supporting each of you as we continue to strengthen our compliance efforts and promote safety across our agencies.

Let's work together to make the program even more effective and responsive. I'm here to help—please feel free to reach out anytime.

Andre Welsh - Drug & Alcohol and Insurance Consortia Manager

✉ awelsh@ghtd.org | 860-380-2007

Regulation Spotlight – FTA

§655.45(g) - Random Testing

FTA regulation §655.45(g) requires that covered employers conduct unannounced and unpredictable random drug and alcohol tests throughout the calendar year. **Testing must occur at all times of day when safety-sensitive functions are performed.**

Reminder:

- Random testing must be truly unannounced and unpredictable
 - Selection dates, times, and employees cannot be patterned, scheduled, or anticipated.
- Testing must be spread reasonably throughout the calendar year
 - Randoms may not be clustered in certain months, seasons, or pay periods.
- Employees selected must be tested immediately
 - Delays are only permitted for documented, legitimate operational reasons.
- Failure to appear or refusal to test is treated as a violation
 - Including leaving the site, delaying without justification, or adulteration.

Need Help? Contact:

Jason Allen (Scheduling)

✉ Jason.Allen@disa.com | ☎ 800-211-4469 x6051

Candice Rouisse (Consortium Administrator)

✉ CTFTA@disa.com | ☎ 800-211-4469 x6021

 [Read Full Regulation Here](#)

Regulation Spotlight – DOT §40.25 Drug and Alcohol Testing History

Understanding §40.25 – Pre-Employment Drug and Alcohol Checks

When hiring employees for **safety-sensitive duties**, you must request their DOT-regulated drug and alcohol testing history from any employers they've worked for in the **past 2 years**.

You must request:

- Any alcohol tests ≥ 0.04
- Verified positive drug tests
- Refusals to test
- Other DOT testing violations
- Documentation of successful return-to-duty (RTD), if applicable

Important:

- Must obtain the employee's **written consent**
- Employers must request and review a new safety-sensitive employee's DOT drug and alcohol testing history from prior DOT-regulated employers (covering the previous two years). If the history cannot be obtained before the employee begins work, the employer must obtain it as soon as possible. **An employee may not continue performing safety-sensitive functions beyond 30 days unless the employer has either received the records or has made and documented a good-faith effort to obtain them.** Documentation of these efforts must be retained for three years.

(MIS) Reporting FTA Drug & Alcohol Program

What MIS Reporting Is

An annual statistical report that summarizes your agency's drug and alcohol testing activity for the prior calendar year (CY2025).

2025 MIS Reporting Timeline

1. **Week of 2/2/2026** – Candice (DISA) will send you the draft MIS report for your review.
2. **Week of 2/9/2026** – Candice and DERs will resolve any discrepancies on your draft report.
3. **Week of 2/16/2026** – Candice will provide me with your final MIS report.
4. **Weeks of 2/23/2026 and 3/2/2026** – your agency's CY2025 drug and alcohol testing data will be entered into the FTA website by GHTD.
5. **Week of 3/9/2026** – your agency's MIS report shall be submitted to FTA by GHTD on your behalf. A copy of the submitted report will be provided to you for your records and for FTA auditing purposes.

Note: 49 CFR §655.71(b)(1) requires that you retain copies of your agency's annual MIS reports as part of its drug and alcohol testing program records for five (5) years.

If you have any questions regarding this process, please feel free to contact Candice at CTFTA ctfta@disa.com.

Site Visit Announcements

Important Updates for All Consortium Members



DER Site Visits – Feb 2026 to Dec 2026

Site visits will be scheduled during this period to:

- Review your agency's anti-drug & alcohol testing program
- Provide guidance and support
- Help you stay compliant

Visits are scheduled based on DER availability.

✉ **Contact:**

Andre Welsh – Consortium Manager

✉ awelsh@ghtd.org

All sites will be visited in **Calendar Year 2026** to ensure compliance and operational excellence. These visits will provide essential feedback and support to maintain high standards across our consortium. Stay tuned for specific dates and times for your respective site.

The site visits are an integral part of our strategy to enhance communication and operational efficiency. During these visits, we will assess current practices, offer guidance, and discuss any challenges you may be facing. Your engagement is vital to our collective success.

Training Schedules

📅 Upcoming Trainings – Monday, Mar 16, 2026

📍 Location: Greater Hartford Transit District

📍 Address: One Union Place, Hartford, CT 06103

🕒 Training Details

Topic: Conflict Avoidance & Conflict Resolution

Facilitator: Charlotte Ramseur, LMFT

About the Training

The workshop will focus on:

- Understanding the definition and early signs of workplace conflict
- Effective conflict resolution strategies
- Addressing conflict-related behaviors and bullying
- Tools and remedies to support a positive, safe, and productive work environment

This session is designed to be both informative and interactive, offering participants practical approaches they can apply immediately in the workplace.

✉️ **Register by Mar 11 with Andre: awelsh@ghtd.org**

Space is limited!

Training Schedules

📅 Upcoming Trainings – Thursday, May 21, 2026

📍 Location: CTDOT Conference Room A&B

📍 Address: 2800 Berlin Turnpike, Newington, CT 06111

🕒 DER Training — 8:30 AM – 11:00 AM

For: DERs, DAPMs

Topics:

- Overview of DOT-mandated programs
- Random compliance, lab procedures, MRO role
- Audit prep & best practices

🕒 Post-Accident Training — 11:15 AM – 12:30 PM

For: Supervisors & Transit Officials

Topics:

- Post-accident decision-making
- Documentation & thresholds
- Third-party testing coordination

🕒 Reasonable Suspicion Training — 1:30 PM – 4:00 PM

For: Supervisors & Transit Officials

Topics:

- Substance misuse impact
- Behavioral signs & symptoms
- Referral process & EAP guidance

🍽️ Lunch Provided

✉️ Register by May 14 with Andre: awelsh@ghtd.org

Space is limited!

Program Orientations: New Designated Employer Representative (DER) and/or new Alternate DER

Our Consortium Program Orientations are designed to familiarize new DERs and/or Alternate DERs with the common aspects of federal drug and alcohol testing, including the substance abuse professional process and employee assistance program. It enables the new DER/Alternate DER to manage your agency's drug and alcohol testing program successfully.

**To schedule these program orientations, contact the Consortium
Manager:**

Andre Welsh

awelsh@ghtd.org



The Lexington Group, Inc.

Your Employee Assistance Program

Our Employee Assistance Program (EAP) is here for you and your household members.

The Lexington Group Employee Assistance Program (EAP) offers confidential, 24/7 counseling—both in person and virtual—for employees and their household family members. Services help address personal and work-related challenges such as stress, mental health concerns, substance abuse, and family or marital issues, and also provide legal, financial, eldercare, and childcare referrals through the Life Care program. All assistance is strictly confidential and will not affect employment, promotions, or reputation.

- Stress, alcohol, or drug abuse
- Family, financial, or legal concerns
- Virtual or in-person sessions

☎ 1-800-676-HELP (4357)

🌐 www.The-Lexington-Group.com

🔑 Password: “CTDrugConsort”



Third Party Administrator (TPA): DISA Global Solutions, Inc.

Program Admin & Scheduling

- Candice Rouisse - Consortium Administrator
 - ✉ CTFTA@disa.com | ☎ 800-211-4469 x6021
- Jason Allen - Scheduling
 - ✉ Jason.Allen@disa.com | ☎ 800-211-4469 x6051
- Taylor Leblanc - Scheduling
 - ✉ Scheduling@disa.com | ☎ 800-211-4469 x6041

Mobile Collectors

- Nathan Rice
- William Mauhs
- Noelle Iglesias
- Christopher Fitzpatrick

Medical Review Officer (MRO)

Dr. Richard Weinstein, MD

University Services

Four Neshaminy Interplex, Suite 207, Trevose, PA

☎ 800-624-3784 | 📠 215-637-6998

Accounting & Client Services

Auberey Ramon - Accounting

- ✉ Auberey.Ramon@disa.com | ☎ 800-211-4469
- David Alexander - Sr. Manager Client Services
- ✉ David.Alexander@disa.com | ☎ 281-673-2400
 -

📞 24-Hour Emergency Line

Post-Accident or Reasonable Suspicion

☎ 1-800-967-3135 (Toll-Free)

Be prepared to provide:

Your name & agency

- **Phone number & incident location**
- **Reason for the call (Post-Accident or Reasonable Suspicion)**
-



RESOURCE HUB

Your Program Resources — One Click Away

GHTD Consortium Website -

<https://www.hartfordtransit.org/about/drug-alcohol-testing-consortium/>

Includes access to forms, training materials, and guidance documents.

Key Documents:

- ✓ What Employers Need to Know About DOT Testing
- ✓ What Employees Need to Know
- ✓ Resources for the Designated Employer Representative (DER)
- ✓ FTA Regulation Update Issues
- ✓ Lexington Newsletters

 [FTA Program Page](#)

 [FTA Drug & Alcohol Program Information](#)

Browse DOT regulations, training sessions, and compliance updates.

 [Helpful Regulations | www.fta.dot.gov/12533.html](#)

- [49 CFR Part 40 – Testing Procedures](#)
- [49 CFR Part 655 – FTA Regulations](#)

Employee Assistance Program

 **1-800-676-HELP (4357)**

 www.The-Lexington-Group.com

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DISA Global Solutions, Inc.

 www.Disa.com

 **Toll Free # 800-211-4469**