



Delta Anti-Drug & Alcohol Misuse Prevention Policy

Anti-Drug Policy

Delta has an unwavering commitment to maintaining the very highest standards of safety in the airline industry. The Company has never tolerated the use of illegal drugs by its personnel and, given that drug abuse presents a discernible threat to safety, Delta is committed to the prevention of illegal drug use by its personnel. There is absolutely no tolerance for the use of unlawful substances by Delta personnel. Thus, any individual who is found to be illegally using drugs will be subject to termination. Any individual who tests positive for illegal drugs, refuses to submit to a drug test or tampers with or attempts to substitute a urine sample is subject to termination.

Voluntary Recovery Option (Effective June 1, 2000)

Delta will not terminate an employee if it learns of that person's illegal drug use as a result of his or her initiative to seek treatment for an illegal drug dependence or addiction. The conditions for use of the Voluntary Recovery Option are as follows:

- The employee must voluntarily seek treatment for an addiction to or dependence on the illegal use of drugs.
- The employee must seek treatment before events that would cause Delta to learn of that person's illegal drug use apart from any effort to seek treatment. For example, an employee who seeks treatment only after he or she is under investigation or arrest, or who faces charges for a criminal offense involving the use of illegal drugs, has not under this policy "voluntarily" sought treatment. In contrast, an employee who seeks treatment on his or her own initiative or who seeks treatment due to the urging or request of co-workers, family members or others in the absence of a criminal investigation is eligible.
- An employee who seeks treatment only after being informed of the need to undergo a drug test, or after actually undergoing a drug test, will not fall within the voluntary recovery option and will be terminated.
- An employee who illegally uses drugs while on duty, or who tests positive for illegal drugs on a DOT-mandated or Delta company policy test, will not be eligible for the voluntary recovery option and will be terminated.
- An employee who voluntarily seeks treatment must fully comply with all requirements identified by the Employee Assistance Program (EAP). These include treatment recommendations, successful completion of all aspects of prescribed treatment, agreement in writing to comply with all aftercare requirements, and abstinence from illegal drug use for the remainder of his or her Delta career.
- An employee is entitled to exercise the voluntary recovery option only once during his or her Delta career.

Delta Alcohol Policy

Any employee who is on duty or reports for duty with alcohol in his system is subject to termination. Additionally, any prohibited conduct involving alcohol, including but not limited to violating rules concerning pre-duty use of alcohol, ingesting alcohol while on duty or during a break, or ingesting alcohol while in a Delta uniform or refusal to submit to an alcohol test, also subjects the employee to termination. The Department of Transportation (DOT) regulations prohibit the use of any type of alcohol and any product or substance containing alcohol. Consequently, the use of a medication containing alcohol, such as cold medicine, or the consumption of food containing alcohol, such as rum cake, could cause a positive test result, and use or consumption of such products is considered alcohol use under the regulations. The discipline assessed under Delta policy will treat such products as alcohol. Delta policy also considers such products or substances to constitute the use of alcohol which can subject the employee to the discipline described above. Employees are therefore advised to take great care before using any product which could contain alcohol before or during duty.

To view a copy of Delta policy manual check with your local management or contact:

**Substance Testing Programs (STP)
Dept. 953, ATG
404 715-6654 or 1 800 325-3799**

To view Delta's Anti-Drug & Alcohol Misuse Prevention Policies click the link below:

<http://dlnet.delta.com/portal/hr/Pages/ec/Employee+Connection+++Policies>

DELTA & COMMUNITY SERVICE HOT-LINE NUMBERS

- | | |
|--|----------------|
| • Delta Air Lines' Employee Assistance Program | 1 800 533-6939 |
| • United Behavioral Health | 1 877 620-6186 |
| • National Alcohol & Drug Referral Hot-line | 1 800 252-6465 |
| • National Drug Information and Treatment Hot-line | 1 800 662-4357 |
| • Alcohol Support for Family and Friends | 1 800 344-2666 |

FAA CONSEQUENCES FOR COVERED EMPLOYEES ENGAGING IN PROHIBITED DRUGS & ALCOHOL RELATED CONDUCT

Prohibited Drug and Alcohol Related Conduct

Covered employees are prohibited from performing safety-sensitive functions if they have engaged in prohibited conduct under the FAA ANTI-DRUG rule (14CFR Chapter I - Part 121) and Alcohol Misuse rule (14 CFR Chapter J - Part 121) or another DOT agency's rule. No covered employee shall return to work until they have undergone the appropriate Substance Abuse Professional (SAP) evaluation and have met all return to work requirements to include a negative return-to-work drug and / or alcohol test.

- **Prohibited drug use.** No covered employee shall perform any safety sensitive function while that person has a prohibited drug in their system
- **Positive drug result.** No covered employee shall perform any safety sensitive function if that person has a verified positive drug test result.
- **Refusal to test.** No covered employee shall perform any safety sensitive function if that person has refused to submit to a drug or alcohol test.
- **Alcohol concentration.** No covered employee shall report for duty or remain on duty while having an alcohol concentration of 0.04 or greater.
- **On-duty use.** No covered employee shall engage in prohibited drug or alcohol use while performing safety-sensitive functions.
- **Pre-duty use.** No covered employee shall perform:
 1. flight crewmember or flight attendant duties within 8 hours after using alcohol.
 2. any other safety-sensitive duties within 4 hours after using alcohol.
- **Use following an aircraft accident.** No covered employee who has actual knowledge of an aircraft accident for which they performed a safety-sensitive function at or near the time of the accident shall use alcohol for 8 hours following the accident, unless he or she has been given a post-accident test, or Delta has determined that the employee's performance could not have contributed to the accident..

Permanent Disqualification from Service:

The following situations will permanently disqualify an individual from being employed at any airline to perform those safety sensitive duties that the employee performed prior to the second test.

- An employee who has a verified positive drug or alcohol test result on two drug or alcohol tests required by Appendix I or J of Part 121 and conducted after September 19, 1994.
- An employee who has engaged in prohibited drug or alcohol use during the performance of a safety-sensitive function after September 19, 1994.
- An employee who is determined to have twice violated the prohibited drug or alcohol-related conduct provisions.

Notice to the Federal Air Surgeon:

Any covered employee who holds an airman medical certificate issued under 14 CFR Part 67 and has a positive drug or alcohol test result will be reported to the Federal Air Surgeon.

Notice of Refusals:

Any covered employee who holds an airman medical certificate issued under 14 CFR Part 61, 63 or 65 and refuses to submit to required random, post-accident, reasonable suspicion or follow-up alcohol or drug test will be reported to: Federal Aviation Administration, Office of Aerospace Medicine, Drug Abatement Division (AAM-800), 800 Independence Ave., SW, Washington, DC 20591. An application for any certificate can be denied for up to one year or an active certificate can be suspended or revoked.

Other Drug Related Conduct:

Any covered employee who is covered under 14 CFR Part 61, 63 or 65 and is convicted for the violation of any Federal or State statute relating to the growing, processing, manufacture, sale, disposition, possession, transportation, or importation of narcotic drugs, marijuana, or depressant or stimulant drugs or substances is grounds for:

- Denial of an application for any certificate, rating or authorization issued under this part for a period of up to 12 months after the date of final conviction, or
- Suspension or revocation of any certificate, rating, or authorization issued under this part.

Other Alcohol Related Conduct

If a covered employee is found to have an alcohol concentration of 0.02 or greater but less than 0.04, that employee will be immediately removed from performing those duties until:

- the employee is retested with a result below 0.02, or
- until the start of the employee's next regularly scheduled duty period, if it occurs at least 8 hours following administration of the test.

DRUG DETECTION CHART

| DRUG | MARIJUANA CANABIS | COCAINE STIMULANT | AMPHETAMINES STIMULANT | OPIATES NARCOTICS | PHENCYCLIDINE HALLUCINAGEN |
|------------------------|--|---|---|--|---|
| TRADE AND STREET NAMES | THC, GRASS, WEED, HASHISH, JOINT, REEFER, POT HEMP, MARY JANE | COKE, CRACK, NOSE CANDY, ROCK, SNOW, UPTOWN, LADY | CRANK, CRYSTAL METH, HEARTS, ICE, SPEED, UPPERS, PEP PILLS, BLACK BEAUTIES | BROWN SUGAR, CODEINE, HEROIN, MORPHINE, OPIUM, SMACK | ANGEL DUST, KILLER WEED, LOVEBOAT, PCP, ZOMBIE, HOG |
| WHAT DOES IT LOOK LIKE | DRIED LEAVES & STEMS, SOFT GELATIN TABLETS, BROWN OR BLACK CAKES | WHITE CRYSTALLINE POWDER OR ROCKS, LIGHT BROWN OR BEIGE PELLETS | CAPSULES, PILLS OR TABLETS. WHITE POWDER, RESEMBLES A BLOCK OF PARAFIN | DARK BROWN TO WHITE TAR-LIKE SUBSTANCE, TABLETS, WHITE POWDER OR CRYSTALS, | LIQUID CAPSULES, WHITE CRYSTALLINE POWDER AND PILLS |
| HOW IT IS USED | EATEN OR SMOKED | ORAL, INJECTED, SMOKED OR INHALED | ORAL, INJECTED, SMOKED, INHALATED, | ORAL, INJECTED, INHALED, SMOKED | INJECTED, SMOKED, INHALED, ORAL |
| SYMPTOMS OF USE | SLOWED SPEECH, DILATED PUPILS, RED OR WATERY EYES, EXCESSIVE LAUGHTER, | DILATED PUPILS, UNUSAL ENERGY BURSTS, RUNNY OR RED NOSE, ANXIETY, | UNUSAL ENERGY BURSTS, TREMORS, PARANOIA, ANXIETY, RUNNY OR RED NOSE, DILATED PUPILS | SHALLOW BREATHING, CONSTRICTED PUPILS, CONFUSION, DIZZINESS | EXTREME MOOD SWINGS, DIZZINESS, SLURRED SPEECH, HALLUCINATIONS, IRRATIONAL SPEECH |