



Executive Order No. 19-03

Effective: January 1, 2020

Copies to: General Distribution

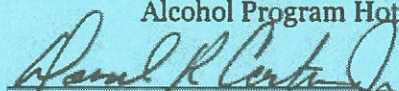
Supersedes: N/A

CTA REMAINS A DRUG-FREE WORKPLACE

EXECUTIVE ORDER TO EMPLOYEES COVERED BY FEDERAL DEPARTMENT OF TRANSPORTATION REGULATIONS:

You are receiving this Executive Order because you hold a safety-sensitive position that is covered by federal Department of Transportation ("DOT") regulations.

1. As you may know, Illinois recently legalized the use of recreational cannabis effective January 1, 2020. This legalization of recreational cannabis use does *not* apply to you because you hold a safety-sensitive position covered by federal DOT regulations. Cannabis in all forms is still illegal under federal law. CTA is and will continue to conduct tests for drugs that are illegal under federal law.
2. Because cannabis continues to be illegal under federal law, a safety-sensitive employee covered by federal DOT regulations who has a positive drug result, including positive marijuana results, may be disciplined, up to and including termination.
3. Therefore, even after January 1, 2020, employees in safety-sensitive positions covered by federal DOT regulations still are prohibited from using cannabis and are not permitted to have it in their systems at any time. This includes any form of cannabis such as cannabidiol ("CBD") and CBD-infused products. **Even if you are not impaired when you take a drug test, the THC from cannabis may still be detectable in your urine for 30 days or longer after use. If you test positive for cannabis on any drug test, you will be removed from safety-sensitive duties immediately and may be subject to disciplinary action, up to and including termination.**
4. Even if you have a card for medically recommended cannabis, you still are prohibited under federal law from using cannabis while you are employed in a safety-sensitive position covered by federal DOT regulations.
5. Finally, under the federal DOT regulations, refusal to take a drug test will be treated as if you received a positive test result, meaning that if you do refuse to submit to a DOT-mandated drug test, you will be removed from safety-sensitive duties immediately and may be subject to disciplinary action, up to and including termination.
6. Should you have any questions about CTA's drug and alcohol policy and testing program for employees in safety-sensitive positions, please contact the Drug and Alcohol Program Hotline (312-681-2225, extension 5).


Dorval R. Carter, Jr.
President

Issued: December 18, 2019

**I acknowledge that I have received the EXECUTIVE ORDER No. 19-03
TO EMPLOYEES COVERED BY FEDERAL DEPARTMENT OF
TRANSPORTATION REGULATIONS**

CTA REMAINS A DRUG-FREE WORKPLACE

Printed Name

Employee ID Number

Position/Title

Work Location

Signature

Date