

Emerging Proficient



Commercial Driver Program

# Alcohol and Drug Testing Procedures

Introductory Curriculum

# EPCD Collaboration of Construction Businesses

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# Let's Get Started



# Overview

[Federal Motor Carrier Safety Regulations \(FMCSRs\) Section 382.601](#) requires motor carriers to provide education on drug and alcohol related regulations. Motor carriers must also provide information on their alcohol and drug policies and procedures. This course helps satisfy the requirements mandated by the U.S. Department of Transportation (DOT), Federal Motor Carrier Safety Administration (FMCSA).

- **Drug & Alcohol Testing Training will cover:**
  - The alcohol and drug prohibitions that apply to a driver
  - The effects of alcohol abuse and drug use and how they impair driving abilities
  - Alcohol and drug testing procedures
  - The types of testing drivers can expect to experience under various circumstances
  - The consequences of violating the prohibitions
  - Substance Abuse Program protocols and DAC Report
  - Understanding your yearly drug & alcohol query
  
- **Training Hour(s): 1.5 hr.**

# Take Aways

01

Know your employer's drug and alcohol policy

02

Know the designated DOT-Certified Drug and Alcohol Supervisor

03

Know the types of drug and alcohol testing that you may be required to take

04

Understand the process of the Return-to-Duty program if tested positive.

# The Alcohol and Drug Prohibitions that Apply to a Driver

# Drug and Alcohol Rules

Employers must review with you their drug and alcohol policies. You are required to sign this document annually

## Omnibus Transportation Employee Testing Act

Passed in 1991

Requires all DOT agencies to implement drug and alcohol training

## “Part 40”

[49 CFR 40](#) – DOT-wide regulation that tells how to conduct testing

# Alcohol Use

- Drivers must not operate commercial vehicle under the influence of alcohol
- A blood alcohol concentration (BAC) of .04% or more is considered to be a positive test
- A male will roughly metabolize 1 standard drink per hour. One drink increases BAC by about .02 %
- Alcohol can stay in your system, and be detected through the alcohol test for up to 72 hours



**Be careful with the amount of alcohol you consume during your time off**



# Controlled Substances

5-panel testing will be completed for the following classes of substances:

- Marijuana
- Cocaine
- Opiates — opium and codeine derivatives
- Amphetamines and methamphetamines
- Phencyclidine — PCP



# The Effects of Alcohol Abuse and Drug Use and How They Impair Driving Abilities

# The Effects of Drinking



# Effects of Drugs and Alcohol

- Substances such as alcohol, marijuana, and other drugs slow coordination, judgment, and reaction times, which can impair the ability to drive.
- Cocaine and methamphetamine can make drivers more aggressive and reckless.
- Using two or more drugs at the same time, including alcohol, can amplify the impairing effects of each drug a person has consumed.

# Alcohol and Drug Testing Procedures

# Alcohol and Drug Testing Procedures

- Employer will send a request via email for required drug and alcohol test. You have within 48 hours to complete this testing process.
- Driver arrives at testing facility at least 15 minutes before the appointment to complete all check-in paperwork.
- Upon completion of the test, notify your employer of the status of your test.
- Employer will notify you within 3-5 business days of your results. You will receive an e-mail of your test results as well.

# Alcohol and Drug Testing Procedures

- **Preparing for Your Test**

- Bring your photo ID
- Bring the drug test request from your employer
- Make sure you drink 8 oz of water an hour before your test
- Bring your list of prescribed medications by your doctor to the testing facility
- Be prepared to wait at least 30 minutes-1 hour at the testing facility.

# Types of Drug Testing

- DOT Drug & Alcohol testing is done with the 5 panel urine testing method.
- A non-DOT drug or alcohol test can be done under an employer's authority according to their specific drug and alcohol policy.



[Download the DOT Employee handbook on Drug & Alcohol Testing](#)



# Personal Impact of a Positive Test

- Extended periods of unemployment
- Many carriers do not hire drivers with drug or alcohol histories
- Additional Return-to-Duty and Follow-Up testing can add additional emotional and financial stress on the driver.

**Be Safe!**

**Don't Drive Under the Influence**

# The Types of Testing Drivers Can Expect to Experience Under Various Circumstances



# Required Tests: Pre-Employment

- Your employer will supply you with an Pre-employment drug test request via email with the full instructions.
- Pre-employment test should be submitted a minimum of 7 days prior to your first day of employment
- Employer will notify you within 3-5 business days of your results. You will receive an e-mail of your test results as well.



# Required Tests: Random Testing

- Occurs throughout the year
- Your employer will notify you, most likely via email, of the request for your random test. You have 24 hours in which to complete the test.
- If you fail or refuse this test, your employer will report you to FMCSA and recommend Substance Abuse Professional (SAP).
- Your CDL status on FMCSA will be prohibited until the completion of Return-to-Duty

# Required Tests: Post-Accident

- Alcohol test must occur within 8 hours of the incident.
- Drug test must occur within 32 hours of the incident.



Type of Accident Involved	Citation Issued to the CMV Driver	Test Must Be Performed by Employer
Human Fatality	Yes	Yes
Human Fatality	No	Yes
Bodily Injury With Immediate Medical Treatment Away From the Scene	Yes	Yes
Bodily Injury With Immediate Medical Treatment Away From the Scene	No	No
Disabling Damage to Any Motor Vehicle Requiring Tow Away	Yes	Yes
Disabling Damage to Any Motor Vehicle Requiring Tow Away	No	No

Source: [www.FMCSA.gov](http://www.FMCSA.gov)

# Required Tests: Reasonable Suspicion

- If drug and alcohol use is suspected by your employer, or reported by another employee or customer, you can be requested to perform a drug and alcohol test.
- Decision is based on the observations of any of the following:
  - Appearance
  - Behavior
  - Speech
  - Body odor

# The Consequences of Violating the Prohibitions

# Consequences of a Positive Test or Refusal

- Actions resulting from a positive drug test, blood alcohol concentration (BAC) of .04 or more, or a refusal to complete a test:
  - Driver will be removed from operating any CMV on public roadways
  - Begin the “Return-to-Duty” process with an acceptable Substance Abuse Professional (SAP)
  - The Department of Transportation’s Return-to-Duty program must be completed with the designated SAP before driver can legally return to driving a CMV.



# Return-to-Duty

- You will be assigned a SAP
- The length of this process is dependent on:
  - The SAP's evaluation of the driver
  - The "Return-to-Duty" drug test results
  - The completion of various education, treatment, follow-up testing and aftercare.

# Required Tests: Return-to-Duty

- These tests require direct observation ([49 CFR 40.67](#))
- They are required after the “Return-to-Duty” process is complete and before returning to a safety sensitive function.
- May replace the pre-employment test for “refusal” drivers and “positive” tested drivers.



# Required Tests: Follow-Up

- Required and prescribed by the Substance Abuse Professional (SAP) who signs the return-to-duty report.
- Includes a minimum of:
  - 6 unannounced **directly observed** tests within the first 12 months following the return-to-duty test
- The SAP can prescribe follow-up testing for a maximum of 5 years for drivers who have tested “positive” or “refused to test.”
- This is in addition to any selections for random testing.

# Return to Duty Testing Procedures

- Once notified, the driver must report to the collection site immediately
- Urinalysis is the ONLY valid means for drug testing for DOT.
- A driver has 3 hours to produce a urine specimen.
- Leaving the collection site without producing a urine specimen could be deemed a refusal.
- Once tested, the lab will report to the medical review officer (MRO).

# Substance Abuse Program Protocols and DAC Report

# FMCSA Drug & Alcohol Clearinghouse

- The Clearinghouse is a secure online database that gives employers, the Federal Motor Carrier Safety Administration (FMCSA), State Driver Licensing Agencies (SDLAs), and State law enforcement personnel real-time information about commercial driver's license (CDL) and commercial learner's permit (CLP) holders' drug and alcohol program violations.
- The Clearinghouse contains records of violations of drug and alcohol prohibitions in [49 CFR Part 382, Subpart B](#), including positive drug or alcohol test results and test refusals. When a driver completes the return-to-duty (RTD) process and follow-up testing plan, this information is also recorded in the Clearinghouse.
- For further information and to register, visit [clearinghouse.fmcsa.dot.gov](https://clearinghouse.fmcsa.dot.gov).

# DAC (Drive-A-Check) Report

A driver's DAC report contains detailed information of the past 10 years as a CDL driver, including criminal history, drug test results, DOT infractions, and accident history.

It is managed by [HireRight](#) and is used by 90% of medium to large trucking companies in their hiring process.

# Understanding Your Yearly Drug and Alcohol Query



# Annual Query

*"Annual query required. (1) Employers must conduct a query of the Clearinghouse at least once per year for information for all employees subject to controlled substance and alcohol testing under this part to determine whether information exists in the Clearinghouse about those employees."*

FMCSA Part 382.701

# Employer Resources

Conducting a Mock Collection

[Welcome](#)

[Mock Collection Checklist](#)

[Ground Rules](#)

[Important Points](#)

[Procedures](#)

[Here is the complete series of videos](#)



Time for Hands On!