DRUG & ALCOHOL MANAGEMENT
HOW TO COMPLY WITH THE DOT REQUIREMENTS

COMPLIANCE SUMMARY

WHAT'S INVOLVED?

Managing a drug & alcohol program involves training your supervisors and testing and training drivers of commercial motor vehicles — in addition to handling the related recordkeeping — and is required under Part 382 of the Federal Motor Carrier Safety Regulations (FMCSRs).

WHO MUST COMPLY?

If your company operates vehicles that require drivers to possess a commercial driver's license (CDL), your operation and the drivers of those vehicles are subject to the Part 382 and Part 40 requirements.

WHAT TYPES OF *TRAINING* ARE REQUIRED?

You must ensure that all persons designated to supervise drivers receive the following:

- 60 minutes of training on alcohol use
- 60 minutes of training on drug use.

Supervisors will use this training to determine whether reasonable suspicion exists to require a driver to undergo testing. Additionally, you're required to provide drivers with detailed information covering 11 key areas, including the effects of drug & alcohol use, your company's policies, testing requirements, and how and where drivers can get help for substance abuse.

WHAT TYPES OF *TESTS* ARE REQUIRED?

Part 382 requires the following six types of driver testing:

- Pre-employment
- Random
- Post-accident
- Return-to-duty
- Follow-up
- Reasonable suspicion.

WHAT TYPES OF *RECORDKEEPING* ARE REQUIRED?

Employers are expected to maintain the following records of their drug & alcohol programs under Part 382:

- Records related to the collection processes
- Records related to the driver's test results
- Documentation of any other violations of drug or alcohol misuse
- Records related to evaluations
- Records related to education and training
- Records related to drug & alcohol testing.

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To receive Alcohol & Drug Testing: What Drivers Need to Know video and interactive course and the Resonable Suspicion Testing: What Supervisors Need to Know video and interactive course, contact Utica National Insurance at jjkeller@uticanational.com.