

DOT drug and alcohol testing requirements

The DOT's Federal Motor Carrier Safety Administration (FMCSA) has regulations regarding drug and alcohol testing for employers that operate CDL-required commercial motor vehicles.

EMPLOYER OBLIGATIONS

Employers must train and advise employees of FMCSA drug and alcohol testing regulations, including the employer's specific policy and procedure, and the effects of drug and alcohol abuse. This training is required before any driver is allowed to perform safety sensitive functions, such as driving, and must be administered before the start of alcohol and drug testing. Each driver must sign a receipt acknowledging this training was provided and it must be placed in their driver qualification file.

WHEN ARE TESTS REQUIRED?

- Pre-employment.
- Post-DOT reportable accident – must be conducted within 8 hours in the event of a fatality, or within 32 hours of an accident involving injury or when a vehicle is towed.
- Random testing – 10% of the average number of drivers must be tested for alcohol during the year and 50% of the average number of drivers must be tested for controlled substances.
- Reasonable suspicion – anyone who supervises drivers must receive reasonable suspicion training.
- Return-to-duty and follow-up testing – for drivers who have failed an alcohol test or tested positive for drugs.

WHAT DO DRIVERS NEED TO KNOW ABOUT ALCOHOL AND DRUG PROHIBITIONS?

- Alcohol-use regulations:
 - Prohibited while driving or performing a safety sensitive function.
 - Prohibited during the 4 hours before driving or performing a safety sensitive function.
 - Reporting for duty or remaining on duty with a blood alcohol content of 0.04 or higher
 - Special provisions apply for any driver testing between 0.02 and 0.04.
 - Prohibited during the 8 hours following an accident, or until the driver undergoes a post-accident test.
 - Refusal to take a required test is prohibited and will result in the suspension of a CDL.
- Drug-use regulations:
 - No use of any Schedule I drug (marijuana, cocaine, amphetamines and methamphetamines, opioids).
 - Use of any non-Schedule I drug or substance only under the direction of a licensed medical provider who is familiar with the individual's medical history and who has advised that the individual that the drug will not adversely affect their ability to safely operate a CMV.
 - Testing positive for drugs is prohibited.
 - Having an adulterated or substitute test specimen is prohibited.
 - Refusal to take a required test is prohibited.

The information in this document is based on Federal Motor Carrier Safety Regulations Section 382.601; refer to this organization for full information on drug and alcohol testing regulations.