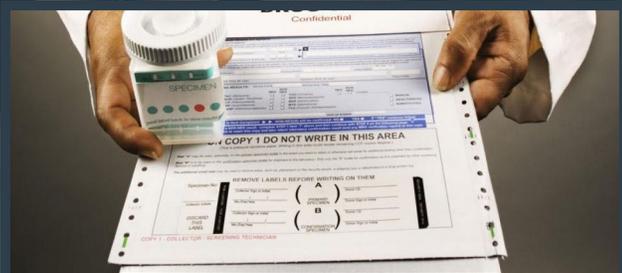




CAYUGA DRUG & ALCOHOL TESTING

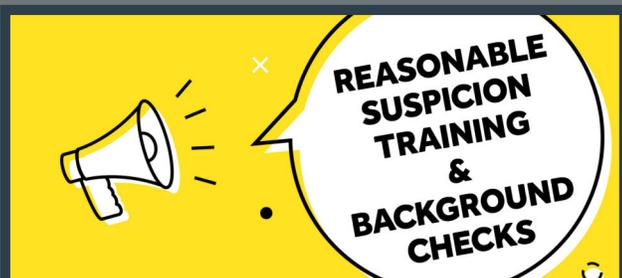
WORKPLACE SOLUTIONS NEWSLETTER / ISSUE 3 / 2022

(315) 282-7933 | www.cayugadna.com



Compliance: Why Is Drug and Alcohol Testing Important?

Entry-Level Driver Training Requirements



Cayuga DNA Offers Reasonable Suspicion Training & Background Checks

Entry-Level Driver Training Requirements: Effective February 7, 2022

With the Entry Level Driver Trainer (ELDT) requirements coming into effect February 7th of 2022, there is a lot of information that employers should know to help navigate these new requirements. Individuals who are obtaining a Class A or Class B Commercial Driver's License (CDL) for the first time, upgrading an existing Class B CDL to a Class A CDL, or is obtaining a hazardous materials, passenger, or school bus endorsement for the first time are required to complete Entry Level Driver Training.

While there are no minimum hours required the regulations designate specific topics for each of the five theory curricula; the provider must cover all topics and require the trainee to demonstrate their understanding of the material by achieving an overall minimum score of 80 percent on the written assessment.

Theory instruction must include basic operation, safe operating procedures, advanced operation procedures, vehicle systems and reporting malfunctions, and non-driving activities. Requirements for Behind the Wheel training must include actual operation of a CMV, must occur on a range or public road, basic vehicle control skills and mastery of basic maneuvers.

Simulators may NOT be used for Behind the Wheel Training and trainees must demonstrate proficiency through repetitive successful completion of all the required Behind the Wheel training. The proficient completion of the Behind the Wheel training is based solely on the training instructor's assessment of the trainee's performance of the required elements on the range and on the public road.

Only training providers listed on the Training Provider Registry (TPR) are the only entities that can provide the training required by the ELDT regulations; to comply with the ELDT regulations drivers must select a training provider from those listed in the TPR. Training schools, educational institutions, rural



electric cooperatives, motor carriers, State and local governments, owner-operators, and individuals may apply to be listed on the Training Provider Registry.

Motor carriers that have previously provided training to entry-level drivers in the past may continue to train new drivers if they meet the requirements of a training provider listed in 49 CFR §380.703 and register with the FMCSA's TPR. Drivers wishing to complete the ELDT program can do so by going to any of the listed providers on the TPR.

FMCSA has estimated that approximately 85 percent of entry-level drivers already receive pre-CDL training that meets the ELDT requirements. Establishing these consistent and effective requirements will help reduce the failure rates for the SDLA-administered skills test which will in turn help drivers to obtain CDLs more efficiently and improve the supply chain.

The TPR will also make it easier for new drivers to find qualified providers which increases the likelihood of a prospective driver signing up for and completing training.

For more information, visit <https://tpr.fmcsa.dot.gov>

Compliance: Why Is Drug and Alcohol Testing Important?



The Department of Transportation (DOT) requires all covered employers and employees be subject to drug and alcohol testing. There are many components to complying with rule 49 CFR Part 40. To start it's important to know if you are covered by those regulations.

The DOT website has many tools to help navigate these rules and regulations such as a quiz you can take to determine if you may be covered, or you can see each of the DOT agencies specific regulations in a chart. For example, the Federal Motor Carrier Safety Administration (FMCSA) states that carriers and commercial driver's license holders (CDLs) are subject to their drug and alcohol testing regulations.

Implementing a random drug and alcohol testing program is another key component to complying with DOT's rule 49 CFR Part 40. Each agency has its own random testing rates; currently the 2021- 22 rates for FMCSA are 50 percent employees be tested for drugs and 10 percent employees be tested for alcohol. Testing is to be spaced out reasonably throughout the year which is why many employers and organizations choose to do testing quarterly; this method also allows them to better manage the program and ensure they meet those random testing rates.

Unfortunately, many providers who manage their clients' programs choose to wait until the end of the very last quarter to even make the selections for random testing leaving their clients left to scramble and get it taken of before the end of the final quarter which leads to the next key component. It is the employer's responsibility to utilize providers whether it be a testing provider, a consortium, or another type of service agent that follow the rules and regulations of the Department of Transportation.

Whether an employer chooses to test in house or utilize a testing provider, whomever is conducting the specimen collection must be trained and certified following the regulations set by the Department of Transportation. Those who conduct breath alcohol testing must also be trained and certified regardless of if the testing is being done in house or by a provider. Collectors and Breath Alcohol Technicians (BATs) have very specific procedures that they must follow when conducting a collection or alcohol test. The collection site must be secure by removing any possible adulterants, securing any water sources with tamper evident tape, and putting bluing agent in the toilet.

Employees being tested must provide a government-issued photo ID or be properly identified by their company's Designated Employer Representative (DER), place their belongings in a locker or some sort of safe, wash their hands, and select their own cup and mouthpiece once the paperwork has been completed. Collections must be a split specimen collection; a split specimen collection is a collection in which the collector splits the specimen between two bottles (one bottle contains 15 mL of the specimen and one contains 30 mL) this is done in case there is any leaking in transit or if additional testing needs to be performed.

Aside from utilizing the proper providers, meeting your DOT agency's random testing rates, and knowing if you are covered by those regulations there are many other components to complying with this DOT regulation. We highly recommend checking out the many links and tools available on the U.S. Department of Transportation's website to help navigate these regulations.

Helpful Information

REFERENCE LINKS

<https://www.transportation.gov/odapc/MISreporting>

<https://www.transportation.gov/odapc/part40>

<https://www.transportation.gov/odapc/am-i-covered#no-back>

<https://www.transportation.gov/odapc/agencies>

You can also reach out to Cayuga Drug & Alcohol Testing if you have questions or need clarification.

<https://cayugadna.com>

DOT Agency	2021 Random Drug Testing Rate	2021 Random Alcohol Testing Rate
Federal Motor Carrier Safety Administration [FMCSA] The random rates did not change for 2021. Because the random rates did not change, FMCSA is not required to publish a notice in the Federal Register. The rate last changed in 2020.	50%	10%
Federal Aviation Administration [FAA] 2021 Random Rate Federal Register Notice	25%	10%
Federal Railroad Administration [FRA] 2021 Random Rate Federal Register Notice	25% - Covered Service	10% - Covered Service
	50% - Maintenance of Way	10% - Maintenance of Way
Federal Transit Administration [FTA] 2021 Random Rate Federal Register Notice	50%	10%
Pipeline & Hazardous Materials Safety Administration [PHMSA] 2021 Random Rate Federal Register Notice	50%	N/A

REASONABLE SUSPICION TRAINING & BACKGROUND CHECKS

NOW AVAILABLE THROUGH
Cayuga >>>
Drug and DNA Testing

HOW CAN CAYUGA DRUG AND ALCOHOL TESTING HELP YOU?

DOT & Non-DOT Urine Drug Screenings // Non-DOT Oral-Fluid Drug Screenings // Non-DOT Hair Drug Screenings
Breath Alcohol Testing // Legal DNA Testing // Rapid Testing // Background Checks // Training // Mobile and On-Site Testing

MEET THE CAYUGA DRUG & ALCOHOL TESTING TEAM



Brian Muldrow is the President of Cayuga Drug and Alcohol Testing. Brian is a member of many boards in the community and is also a proud advocate for social justice.



Kiersten Seneca is the team leader and a certified trainer for Cayuga Drug and Alcohol Testing. She oversees the basic operations of the company, social media, and our podcast.