

Alcohol and Controlled Substance Release

**CDL Drivers Only*

We are required by 49 CFR Part 382 to perform alcohol and controlled substances testing on all persons who operate a commercial motor vehicle and hold a commercial driver's license in the United States, Canada or Mexico.

You are required to submit to alcohol and controlled substances testing in accordance with the provisions in 49CFR Part 382. You are about to submit samples for alcohol and/or controlled substance testing. Your test is being given for the following reason(s).

Pre-Employment: You are required to pass a pre-employment controlled substance test prior to performing any safety sensitive function for this company. Employment may be contingent upon satisfactory results.

Post-Accident: You are required to take an alcohol and controlled substances test following any accidents that meet the requirement for post-accident drug and alcohol testing.

Return-to-Duty: Prior to returning to duty, you must undergo an alcohol or controlled substances abuse test with negative results.

Random: We are required to do random alcohol and controlled substances testing in accordance with minimum testing rates found in 49 CFR Part 382.305.

Drug

Alcohol

Reasonable Suspicion: We can conduct alcohol and controlled substances testing on an employee when we have reasonable suspicion that he/she is violating the provisions for use of these substances. Reasonable suspicion is based on behaviors, appearance, speech, body movement or body odors.

Unannounced after Return-to-Duty: You will be subject to unannounced alcohol and controlled substances testing following any return to duty and will consist of at least six tests within the first 12 months.

Employees who refuse to submit to alcohol and controlled substances testing will not be permitted to perform or continue to perform safety sensitive functions. Refusal to submit means: failure to provide adequate breath for the breath test, failure to provide adequate urine for a controlled substances test after notice of testing has been given, or engages in conduct which obstructs the testing process.

I understand that I am about to submit to an alcohol and/or controlled substances test. I agree to be tested and understand that a positive test will terminate my ability to perform any safety sensitive job functions in accordance with 49 CFR Part 40 and 382. My records will be kept confidential.

Driver Signature: _____

Date: _____