



Is your Drug and Alcohol Testing Program “Up to Snuff?”

Illinois and federal law says all drivers of commercial vehicles with a gross vehicle weight rating of over 26,000 lbs. must be involved in a DOT approved drug testing program. This includes interstate and intrastate drivers. DOT conducts safety audits, and your drug program is the first place they look!

Not only do your drivers need to be drug tested, but they also need to participate in a random drug and alcohol program. For those who are in an approved drug testing program (including an approved random testing program), you are no longer required to do additional drug testing as part of your drivers' biannual medical exam.

You, the owner or operator of the company, are responsible for establishing a program that meets the guidelines.

That means you must:

- establish a company random drug/alcohol policy and provide it to all your drivers.
- select an approved drug/alcohol testing laboratory.
- select an approved medical review officer.
- engage a qualified medical person to collect urine samples.
- develop numerous forms meeting the federal standards for a precise "chain of custody."
- find a qualified courier service to promptly and securely deliver samples to the lab.
- keep an annual review of your drug-testing program.
- insure that all of these meet the rules of evidence in case of a court challenge.

Did you know:

- **Before a new driver can be hired**, you must obtain testing information for the two preceding years from the driver's previous employers.
- **A post-accident drug test** is now required after all accidents in which there is a fatality.
- **A driver testing positive** must be referred to a substance abuse professional. This is true even if your policy calls for termination of the driver. If your company policy provides for rehabilitation, the driver must be referred to a substance abuse professional AND follow any prescribed treatment program.

WE WANT TO HELP YOU ...

As a service to our members, IMAWA has an arrangement with the Mid-West Truckers Association Drug Test Consortium to enroll interested IMAWA MEMBERS in their drug and alcohol testing program. The Consortium only works with DOT approved laboratories.

Benefits of the program include all the details mentioned before, PLUS:

- complete instructions with every detail outlined for you; forms and policies are provided.
- collection of samples can be *at your place of business--the program will come to you!* No lost time to sending drivers elsewhere for testing.
- random testing.
- competitive prices.
- assistance with annual record keeping as required by state and federal law.

Continued next page ...

Some local hospitals or clinics may say they can do the job for you -- but YOU are accountable (lawsuits!) if anything goes wrong in the chain of custody or audits by the government. If you use local facilities for testing, are you sure they are a DOT approved lab? You must still generate all the require paperwork and develop your own written drug policy.

IMAWA Model Substance Abuse Policy:

To help you even further to combat such non-productive behavior in your company, IMAWA has developed a substance abuse "model" policy (approved by the Federal and IL DOT) that you may adopt for your entire company. It covers everyone, from the top on down: owners, employees, and independent contractors.

The "model" policy offers a measure of protection against lawsuits that could result from your not maintaining consistent discipline for all your employees and independent contractors (drivers and non-drivers).

The DOT-approved policy includes a handbook to help you implement the policy, and has a supervisory training section that will help you and your supervisors understand how to recognize a substance abuse problem and what you can do about it.

The policy will help you meet all the Federal and Illinois DOT drug and alcohol testing requirements for your CDL drivers -- but it doesn't stop there. It helps you maintain a consistent substance abuse position with all your employees. Everyone knows up front what your company's position is -- and they would have a difficult time later trying to sue you for discrimination if you follow the policy with everyone.

The IMAWA model substance abuse policy is also designed to be used in conjunction with the Mid-west Truckers Drug and Alcohol Testing Consortium and includes all of the necessary forms you'll need for your employees.

For more details and prices, please contact your Association. We're here to help you!

Illinois Movers' and Warehousemen's Association

Phone (217) 585-2470

Toll Free (888) 791-2516

FAX (217) 585-2472

www.imawa.com

E-mail: imawa@imawa.com



<input type="checkbox"/> Yes! Please send a price list and more details about IMAWA's Model Substance Abuse Policy and Drug Testing Consortium Program		FAX to: (217) 585-2472	
Company Name			
Ordered by			
Address			
City, State, Zip			
Phone		FAX	E-mail