




Standard Operational Policies and Procedures

Forestry Services Division
Oklahoma Department of Agriculture, Food and Forestry

Section:	<u>Administration</u>	Effective Date:	<u>7/1/1977</u>
Subject:	<u>Drug Screening for Personnel with CDL</u>	Date Modified:	<u>6/15/2017</u>
Policy Number:	<u>2.4</u>	Approved By:	<u></u>

Policy Title: Drug Screening for Personnel with CDL

Policy Overview: In order to comply with Federal regulations for Commercial Drivers Licensing (CDL) those OFS employees required as a part of their condition of employment to maintain a CDL are subject to drug testing.

Policy Statements:

- 2.4.1 Pre-employment – An employer must receive a negative drug test result before permitting a CDL driver to operate a vehicle.
- 2.4.2 Random – CDL drivers must be randomly tested throughout the year. The rate is based upon the Federal Motor Vehicle Carrier Act of 2016 which requires screening rates of 25 percent for drugs and 10 percent for alcohol. The following procedure will be followed to determine screening candidates:
 - 2.4.2.1 Pool of candidates (all division CDL drivers) is established at the beginning of each month.
 - 2.4.2.2 Each position in pool is numbered.
 - 2.4.2.3 Random numbers are selected using the Random.org website.
 - 2.4.2.4 Selected personnel names are sent to Area Foresters.
 - 2.4.2.5 Area Foresters, or their designee, notify employees to be screened and those employees are expected to go directly to the nearest OFS approved drug screening facility.
- 2.4.3 Reasonable suspicion – Drivers who appear to be under the influence of drugs or alcohol can be immediately tested.

2.4.4 Post-accident – Drug and alcohol tests may be required after crashes according to the following chart:

Type of Accident Involved	Citation Issued to the CML Driver	Test Must Be Performed by Employer
Human Fatality	Yes	Yes
Human Fatality	No	Yes
Bodily Injury With Immediate Medical Treatment Away From the Scene	Yes	Yes
Bodily Injury With Immediate Medical Treatment Away From the Scene	No	No
Disabling Damage to Any Motor Vehicle Requiring Tow Away	Yes	Yes
Disabling Damage to Any Motor Vehicle Requiring Tow Away	No	No

2.4.5 Failure to comply with these guidelines can result in disciplinary action including suspension and/or termination.

Additional Information:

- Federal Department of Transportation - <https://www.transportation.gov/odapc>
- What Employees Need to Know About Drug and Alcohol Testing - <https://www.transportation.gov/odapc/employee-handbook-english>