



New Commercial Driver License Opioid Testing Regulations

On November 13, 2017 The U.S. Department of Transportation (DOT) published a final rule that added Methylenedioxyamphetamine (MDA) and four semi-synthetic opioids (Hydrocodone, Oxycodone, Hydromorphone, Oxymorphone) as test substances for holders Commercial Drivers' Licenses and other safety-sensitive employees. **The new testing procedures are effective January 1, 2018.**

The recommendations to add the four semi-synthetic drugs were based on a review of scientific information and on input from the Drug Testing Advisory Board on the methods necessary to detect the analytes of drugs and on drug abuse trends. The Department of Health and Human Services explained that the four prescription pain medications were added to the standard testing panel because data indicates that although they are prescribed, they are also the prescription pain medications that are most frequently used without medical authorization. In short, the changes are in response to the national opioid epidemic. DOT regulations still permit the employee to produce a legitimate medical explanation for the presence of drugs in his / her system and updated guidance to Medical Review Officers on verifying valid prescription medication use.

The Office of the Safety Director recommends the following three action items:

1. Review your policy manual for employees who hold a Commercial Driver's License or who are classified as safety-sensitive.

In the past, changes were generally minor and needed only short amendments to current policies. With the addition of these synthetic and prescription drugs to the list, there may be an increase in positive tests. Comprehensive new policies are most likely necessary to protect the employer and CDL drivers under the new rules. New or revised policies should be reviewed by the employer's attorney.

2. Educate CDL-drivers and other safety-sensitive employees on the changes. A sample Shift Briefing is provided on the MEL website and page 2 of this Bulletin.
3. Contact your drug and alcohol testing agency and make sure they are prepared to follow the new guideline.

Shift Briefing

Beginning January 1, 2018, The U.S. Department of Transportation (DOT) added Methylenedioxyamphetamine (MDA) and four semi-synthetic opioids to their drug-test panel for CDL drivers and safety sensitive employees

- Hydrocodone
- Oxycodone
- Hydromorphone
- Oxymorphone

Common names for these semi-synthetic opioids include OxyContin®, Percodan®, Percocet®, Vicodin®, Lortab®, Norco®, Dilaudid®, and Exalgo®. These new substances are in addition to marijuana, other opioids, amphetamines, and PCP. The changes are in response to the national opioid epidemic.

The changes are reflected in our Policy Manual. Our Manual is located **[WHERE]**

Remind CDL holders of the following drug and alcohol policies

- Alcohol may not be consumed 4 HOURS before reporting for duty. Please make sure you follow this when reporting for snow plowing and other emergencies.
 - Safety sensitive employees may never have a blood alcohol content above 0.04% when on duty.
- Marijuana use, including medical marijuana, is prohibited for CDL drivers.
- As a CDL driver, when prescribed a medication, you have an obligation to discuss with a physician the effect and possible side-effects of that medication when operating commercial motor vehicles (CMV). You also have an obligation to disclose to **[WHO in your organization]** that you are taking “a medication that may affect your ability to operate CMV” and that you have discussed this with the prescribing physician and you are cleared to perform safety sensitive functions such as driving, or that you were advised against performing safety sensitive functions.
 - It is the policy of this agency, when a prescribed drug is disclosed to us, we will **[FILL IN YOUR PROCEDURE FROM YOUR MANUAL]**
- As a CDL driver, you also have an obligation to be aware of how over-the-counter (OTC) medications can affect your ability to safely operate large vehicles. Many OTC medications include warnings against operating heavy equipment or ‘may cause drowsiness’. It is our policy: **[explain your policy]**
 1. OTC medication with such warnings be disclosed to **[WHO in your organization]**. A decision will be made how to handle the situation based on assignments, the individual’s previous experience with the medication, and other relevant factors. Confidentiality is taken very seriously by this organization and will be maintained.
 2. That drivers must evaluate themselves if they are able to safely report for duty.
 - However, if you are involved in an accident where you will be tested for controlled substances, YOU will be responsible for your actions.

Anyone can make a mistake and get themselves in a bad situation. Our agency has an Employee Assistance Program. If you need help, or think you may need help, contact **[WHO and how]**.