



ICSA Drug & Alcohol Screening Frequently Asked Questions

- **Drug testing**
 - **Why does ICSA require its members with more than one truck to adopt and enforce a drug testing policy?**
 - It is important for a motor carrier to have a policy not only to provide transparency to its drivers, but to protect itself if the drug testing is challenged. It is vital that the motor carrier follow DOT regulations. It also serves to keep the roadways safe. ICSA understands that (1) having a Zero Tolerance policy toward drug use, and (2) consistently following drug testing protocols, will result in a safer workplace.
 - **What types of drug testing are required under the ICSA Model Drug and Alcohol Policy?**
 - Hair follicle testing of all existing drivers – Upon joining ICSA, all drivers employed by the carrier will be required to submit to a hair follicle drug test.
 - Pre-employment testing of all new drivers – Upon joining ICSA, all drivers hired by the motor carrier member of ICSA are required to submit to a DOT mandated urine test as well as a hair follicle test.
 - Reasonable suspicion/cause – A trained supervisor may require a driver to submit to a drug or alcohol test when he/she reasonably suspects that the driver is under the influence of drugs or alcohol. Such suspicions must be based on observations regarding the driver's appearance, behavior, speech and/or smell that are usually associated with drug or alcohol use.
 - Random – The DOT mandates that drivers be subject to truly random drug testing. ICSA members who join the TADTS consortium are automatically included in a random pool that is DOT compliant.
 - Post-Accident – Following certain crashes, drug and alcohol tests must be administered to drivers. Examples include any accident with a human fatality and disabling damage to a motor vehicle requiring a tow away. Such testing should be done as soon as is practicable following the crash. Alcohol testing should occur within two (2) hours, but no later than eight (8) hours following the qualifying accident. Drug testing must occur within thirty-two (32) hours of the accident. If testing is not administered within the stated time frames, the company shall prepare and keep on file a record stating why the test was not promptly administered.
 - **What drugs does the DOT require be reviewed in the drug test?**
 - Marijuana (THC)

- Cocaine
- Amphetamines
- Amphetamine
- Methamphetamine
- MDMA
- MDA
- Opioids
- Codeine
- Morphine
- 6-AM (heroin)
- Hydrocodone
- Hydromorphone
- Oxycodone
- Oxymorphone
- Phencyclidine (PCP)
- **What is hair follicle testing?**
 - Using a small sample of hair cut at the scalp, hair analysis evaluates the amount of any drug metabolites embedded inside the hair shaft. Hair testing is the most accurate and effective method of testing for the presence of drug use. When compared to the more traditional forms of testing, i.e. urine testing, hair samples can detect a longer period of drug use. If no head hair is available, body hair can be used. Bleaches, shampoos and external contaminants (i.e. marijuana smoke) have no known impact on test results. Hair samples can be collected at one of hundreds of locations across North America.
- **What is a drug testing consortium?**
 - A drug testing consortium can manage a motor carrier's drug testing programs, including for owner-operators who cannot manage their own random testing. An experienced and qualified consortium, such as TADTS, ICSA's preferred vendor, knows the employer requirements and responsibilities under 49 CFR Part 40 and Part 382, including the related requirements of Part 383 (CDL Licensing), Part 391 (Driver Qualifications), and Part 392 (Driving of Commercial Motor Vehicles). Employers hire C/TPAs to keep them safe and in regulatory compliance.
- **Where can I be tested?**
 - TADTS offers a nationwide network of collection sites listed on its website, tadts.net.
- **What is a refusal to test?**
 - Drivers are prohibited from refusing to test under DOT regulations. A refusal to test can be considered a positive test. The following are examples of behaviors

that can be considered a refusal to test (See 49 CFR Part 40 Subpart I & Subpart N):

- Failure to appear for any test after being directed to do so by your employer.
 - Failure to remain at the testing site until the testing process is complete.
 - Failure to provide a urine or breath sample for any test required by federal regulations.
 - Failure to permit the observation or monitoring of you providing a urine sample (Please note tests conducted under direct observation or monitoring occur in limited situations. Most specimens are provided in private).
 - Failure to provide a sufficient urine or breath sample when directed, and it has been determined, through a required medical evaluation, that there was not adequate medical explanation for the failure.
 - Failure to take a second test when directed to do so.
 - Failure to cooperate with any part of the testing process.
 - Failure to undergo a medical evaluation as part of “shy bladder” or “shy lung” procedures.
 - Failure to sign Step #2 of the ATF.
 - For an observed collection, fail to follow the observer’s instructions to raise your clothing above the waist, lower clothing and underpants, and to turn around to permit the observer to determine if you have any type of prosthetic or other device that could be used to interfere with the collection process.
 - Possess or wear a prosthetic or other device that could be used to interfere with the collection process.
 - Providing a specimen that is verified as adulterated or substituted.
- **Should a driver refuse a test if he/she believes that he/she was unfairly selected for testing?**
- The rule of thumb is: Comply, then Complain. If a driver is instructed by a supervisor to submit to a drug or alcohol test, he or she should take the test anyway, even if he/she disagrees with the rationale behind the test. The driver should not interfere with the testing process or refuse the test. After the test, the driver can express any concerns to the employer through a letter to the company’s dispute resolution office. A driver can also express concerns to the appropriate DOT agency drug & alcohol program office. Any complaint should be made as soon as possible after the test.