

# 1 **Commercial Driver's License (CDL) Drug and Alcohol Testing**

2 Effective: Moved to Policy Library from UPM 3.1(9)

3 Contact: [Risk Management](#)

## 4 **Introduction**

5 The Omnibus Transportation Employee Testing Act of 1991 requires a use and testing program for controlled substances  
6 and alcohol for those employees required to have a commercial driver's license.

## 7 **Policy Statement**

8 Covered drivers include employees (faculty, P&S, merit, student, or temporary) of Iowa State University performing a safety-  
9 sensitive function requiring the operation of a commercial motor vehicle:

- 10 • Having a gross combination weight rating of 26,001 or more pounds inclusive of a towed unit with a gross vehicle weight  
11 rating of more than 10,000 pounds; or  
12 • Having a gross vehicle weight rating of 26,001 or more pounds; or  
13 • Designed to transport 16 or more passengers, including the driver; or  
14 • Used to transport materials found to be hazardous and required to be placarded under the Hazardous Materials  
15 Regulations.

16 Required tests include pre-employment/pre-duty, reasonable suspicion, random, post-accident, and return to duty.

17 All applicants for positions covered under this testing program must be notified in writing that passing a drug test is a  
18 condition of employment. In addition, the university is required to obtain information on the selected applicant's positive  
19 alcohol and drug testing results for the preceding two years. Because this information can be obtained only with the written  
20 consent of the applicant, the consent becomes a condition of employment.

21 An offer of employment must be conditional based upon verification of previous testing results and passing a drug test.

## 22 **Resources**

### 23 **Links**

- 24 • [Commercial Drivers License forms](#)  
25 • [Federal Hazardous Materials Regulations – 49CFR Transportation](#)