

Employer Responsibilities

Beginning January 6, 2020

Action	Clearinghouse Requirement	When
Ongoing testing in the Drug and Alcohol Testing Program	<p>Report Drug and Alcohol Violations</p> <ul style="list-style-type: none"> • Alcohol test results of .04 or greater • Refusal to take an alcohol (49 CFR 40.261) or drug test (49 CFR 40.191) • Actual positive drug test • Actual knowledge, as defined in 49 CFR 382.107, that a driver has used alcohol on duty, used alcohol within four hours of coming on duty, used alcohol prior to post-accident testing, or has used a controlled substance 	By the close of the 3rd business day after the employer is informed
Employment of a Driver that had a positive test	<ul style="list-style-type: none"> • Report negative return-to-duty test results • Report successful completion of a driver's follow up testing plan 	By the close of the 3rd business day after the employer is informed
Pre-Employment Screening	Conduct queries to check if prospective employees are prohibited from performing safety-sensitive functions such as operating a CMV, due to an unresolved drug and alcohol program violation*	Starting 1/6/2020 and continue with current previous employer inquiries until 1/6/2023
Annual Verification	Conduct query for all current CDL drivers*	At least once every 12 months, with the first inquiry being completed by 1/5/2021

* All queries require driver consent; see the Driver Consent section of [Lancer's CDL Drug & Alcohol Clearinghouse web page](#) for more information.



**Questions? Contact Lancer's
SafetyLink Hotline 800-664-7222.**