



Maintaining a safe and productive workforce is a top priority—and drug testing plays a vital role in achieving this goal. However, the legal landscape surrounding drug testing, especially for marijuana, is becoming increasingly complex. Employers must navigate a web of federal, state, and local laws, all of which are evolving rapidly.

This policy template applies to all drivers operating commercial motor vehicles subject to regulations issued by the U.S. Department of Transportation’s Federal Motor Carrier Safety Administration (49 CFR Part 382 and related regulations).

Mistakes in compliance can be costly. An active plaintiffs’ bar is closely monitoring any missteps, making it essential for employers to stay proactive. Additionally, compliance helps protect employees, customers, and the public while fostering a strong safety culture.

The DOT/FMCSA Compliant Drug and Alcohol Testing Policy includes:

- A Drug and Alcohol-Free Workplace Policy and Procedure for all DOT drivers
 - Testing Circumstances
 - Testing Methodology
 - Consequences and Discipline
 - Miscellaneous Provisions

The template policy has optional provisions identified in marginal comments. To finalize the policy, select the preferred options and delete the inapplicable provisions.

Please contact the Ogletree Deakins attorney with whom you work for additional information.