

EDUCATING THE WORKFORCE IN SUBSTANCE ABUSE PROGRAM MANAGEMENT

Inside this issue:

- Backgrounds 1
- History Checks 1
- OSHA Rules 2
- Hair Testing 2
- CDL Skills Tests 3
- New Drivers 4
- Blind Specimen 4

Why Should I Do Backgrounds?

Generally, employers do not assume that a candidate who is applying for a job is lying on their application or resume. You are thinking he or she looks and sounds legit.

However, resume fraud has become increasingly high in recent years. According to Carrierbuilders.com, 58% of resumes have been altered. That makes a little white lie not so little anymore! A few more alarming facts are:

- 75% of workers “steal” from their workplace repeatedly.
- Invalid credentials
- Legal & employment history problems
- Internal thefts at workplace are 15 times

more likely to occur than external thefts.

- Losses due to embezzlement reach higher than \$4 billion each year.
- Fraudulent claims
- Employee theft leads to the failure of 30% of small businesses.
- Workplace safety

A background is a final step for employers. It helps you to make the decision of “is this candidate a right fit for my company?” We want to help you find that dedicated, qualified, and enthusiastic new employee.

At DATCS, we offer a large variety of background services that

can help you with your hiring process. These services aid businesses in reducing turnover and shrinkage, decrease training costs, and increase productivity while protecting the integrity of their companies.

- Credential Verification
- Employment History
- Criminal History
- Dot Verifications
- CDLIS/MVR

For further information about the background services that we offer, contact our background specialist, Stacy Fuller, at 903-534-3893 or stacy.fuller@datcs.com.

2 Years... 3 Years... 10 Years?

Motor carriers are required to check the employment history of each new driver they employ. This background check must be completed and documented within 30 days of the date employment begins. An applicant intending to operate a vehicle that requires a CDL has to provide 10 years of

employment history. The latest 3 years of history must include all employers, but the prior 7 years need only include employers for whom the applicant drove a commercial motor vehicle. The regulations only require the carrier to investigate the most recent 3-year period. Although 49 CFR part

40.25 continues to indicate that DOT-regulated employers must investigate an applicant's drug/alcohol testing information for only the past 2 years, that requirement is trumped by the 3-year standard in Section 391.23 for motor carriers subject to FMCSA regulations.



**To update
personnel lists,
DER contacts,
etc,
send to:
UPDATES@DATCS.COM**



OSHA's New Accident Reporting Rule

OSHA has implemented a new rule, which enhances an employer's obligation to ensure that employees report work-related injuries and illnesses. On August 10, 2016, employers must establish a "reasonable procedure" for employee to report work-related injuries and illnesses promptly and accurately.

The new rule requires employers to review

their blanket post-accident testing policies. Policies should be corrected to ensure that referrals for post-accident testing is tied to situations where it appears an employee caused or contributed to an accident due to being impaired.

If a company conducts post-accident testing to comply with the requirements of a federal or state law or regulation, then it won't

be considered in violation of the rule, because its motive in conducting testing is not retaliatory.

Please follow this link for the entire article.
<http://www.littler.com/publication-press/publication/osha%E2%80%99s-new-electronic-accident-reporting-rule-seeks-dramatically>

How long of a time frame does a hair test show?

A hair test provides a 90-day history of the donor's drug use.

Hair Testing In The Workplace

Many companies are incorporating hair test collections with their drug testing. Hair testing is an accurate and effective method of finding users of drugs of abuse. Many employers find it useful to test both hair and urine for pre-employment purposes. Urine is useful for detecting recent or new drug use (the last 1-3 days except for Marijuana, which may be longer) and hair for providing an approximate three-month drug history of repetitive use.

How it works

Hair follicles underneath the scalp are surrounded by a dense network of capillary blood vessels. Drugs in the bloodstream are able to incorporate and bind to the hair follicles underneath the scalp. It takes approximately 5-10 days

for hair containing drugs to reach the outer environment on top of the scalp to be collected based on the average rate of head hair growth (approximately 1/2 inch per month). The standard for the industry is to test 1.5 inches, which provides a 90-day history of the donor's drug use.

Little or no head hair

Hair can be collected from several head locations and combined to obtain the required amount of hair. Labs generally require approximately 120 strand, which if bundled together, it would resemble the circumference of a pencil. If the employee has no head hair or hair shorter than 1/2 inch long, the collector may use chest, underarm, leg, or

facial hair to complete the collection.

Can it be adulterated?

At this time, there are no known adulterants for hair tests. Since hair tests analyze the drugs inside the hair shaft, external contaminants and chemicals have no effect.

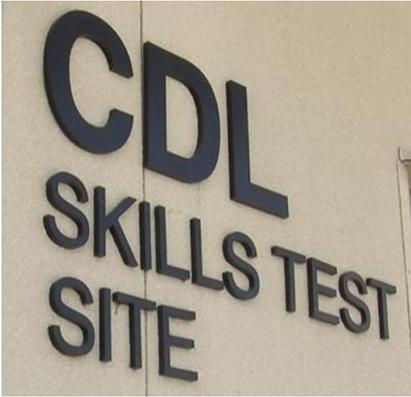
Turnaround time

The laboratory receives the samples via overnight courier and US Mail. Negative screening results are typically reported within 24 hours of specimen receipt. Positive results are confirmed, reviewed, and generally reported within 48-72 hours of receipt.

Contact a DATCS client representative for further information and pricing at drugtesting@datcs.com.



Texas CDL Skills Test Locations Consolidated



The Federal Motor Carrier Safety Administration (FMCSA) has enacted rules requiring all states to begin testing commercial driver license (CDL) applicants using a single national testing standard. Texas will convert to the new testing standard effective October 2016. The CDL driver's handbook dated June 2014 reflects this change. Phasing out CDL skills testing at various locations will occur prior to this, in

order to support this date.

In order for Texas to adopt this national testing standard, and continue issuing CDLs to its residents, it has become necessary to consolidate CDL skills testing to 25 locations statewide by July 1, 2016. These locations will be capable of administering skills tests using these new federal standards.

Except for skills testing, all CDL holder will still be able to take care of their normal CDL

business at any driver license office throughout the state.

This change only affects skills tests for:

- Original CDL applicants
- Upgrading to a higher class of CDL
- Adding Passenger Endorsements
- Adding School Bus Endorsements

The addresses for the CDL Skills Tests are listed below.

Abilene

4649 South 1st
Abilene, TX 79605

Amarillo

700 Loop 335 E.
Amarillo, TX 79109

Austin

9725 S IH 35 Frontage Rd.
Austin, TX 78744

Corpus Christi

3506 Twin River Blvd.
Corpus Christi, TX 78410

Dallas South

39025 LBJ Service Rd.
Dallas, TX 75232

Eagle Pass

2440 Main St (US57)
Eagle Pass, TX 78852

Edinburg

15920 US Hwy 281
Edinburg, TX 78542

El Paso NW

8799 South Desert Blvd
Anthony, TX 79821

Ft Worth

804 East Waggoman St.
Ft. Worth, TX 76120

Houston Gessner

12220 S Gessner
Houston, TX 77071

Hearne

12511 Airport Road
Hearne, TX 77859

Houston North

8418 Veterans Memorial
Houston, TX 77088

Kilgore

4831 FM 349
Kilgore, TX 75662

Laredo

1901 Bob Bullock Loop
Laredo, TX 78043

Livingston

3161 US Hwy 59N,
Livingston, TX 77351

Lubbock

1404 Lubbock Business Park Blvd.
Lubbock, TX 79403

Odessa

Mile Marker 103 IH 20 West of Penwell
Odessa, TX 79763

Paris

4200 Bonham
Paris, TX 75460

Rosenberg

28000 SW Freeway
Rosenberg, TX 77471

San Angelo

3052 N Bryant Blvd.
San Angelo, TX 76903

San Antonio SE

6502 S New Braunfels
San Antonio, TX 78223

Terrell/Canton

15500 FM 1255
Canton, TX 75103

Victoria/Cuero

US 87 N,
Cuero, TX 77904

Waco

106 Jewell Drive
Waco, TX 76712

Wichita Falls

Rest area site on IH 44,
Wichita Falls, TX 76306

Entry-Level Driver Training



There is a training rule that applies to entry-level drivers and their employers. An entry-level driver is any driver with less than one year of experience operating a commercial motor vehicle with a CDL (as required in 49 CFR part 383) in interstate commerce.

As of July 20, 2004, entry-level drivers must have a certificate or diploma showing they have been trained in the following areas:

- **Driver Qualifications**
- **Hours of Service**
- **Driver Wellness**
- **Whistleblower Protection**

- **Driver qualification requirements** – The federal rules on medical certification, medical examination procedures, general qualifications, responsibilities, and disqualifications based on various offences, orders, and loss of driving privileges (Part 391, Subparts B and E).

- **Hours of service of drivers** – The limitations on driving hours the requirement to be off-

duty for certain periods of time, preparation of driver logs, and exceptions (Part 395). Training must also include fatigue countermeasures as a means to avoid crashes.

- **Driver wellness** – Basic health maintenance including diet and exercise and the importance of avoiding excessive use of alcohol.

- **Whistleblower protections** – The right of an employee to question the safety practices of an employer without the employee’s risk of losing a job or being subject to reprisals simply for stating a safety concern (29 CFR Part 1978).

The certificate or diploma can be provided by the employer or other training provider, and must be placed in the driver’s personnel file or Driver Qualification file. It must be kept until one

year after the driver leaves the company.

The certificate must contain the date, the name, and address of the training provider, the driver’s name, a certification statement signed by the driver, and the signature and printed name of the person attesting that the driver has received the required training.

Though the length of training is not a part of the new rule, it is understood that employers should spend an average of 10 hours to train on the four topics, including 5.5 hours on driver qualifications and hours of service, 4 hours on driver wellness, and 30 minutes on whistleblower protections.

For more details, refer to 49 CFR Part 380, Subpart E.

Blind Specimen Requirement

A blind specimen is a specimen submitted to a laboratory for quality control testing purposes with a fictitious identifier so that the laboratory cannot distinguish it from an employee specimen. Employers and consortia with an aggregate of 2,000 or more DOT-covered-employees must send blind specimens to the laboratories they use.

Any laboratory to which the employer or consortia send 100 or more specimens per year must be sent blind specimens. A number equivalent to 1 percent of the specimens sent to that individual laboratory must be transmitted to the lab, up to a maximum of 50 specimens per quarter. Blind specimens must be spread evenly

through the calendar year. These requirements apply to consortia as well as employers. Specific numbers of negative, positive, adulterated or substituted blind specimens must be sent and certified by the supplier.

