



The Designated Employer Representative Handbook for D.O.T. Drug and Alcohol Testing

Elizabeth L Auapl

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THE DESIGNATED EMPLOYER REPRESENTATIVE REFERENCE HANDBOOK FOR D.O.T. DRUG AND ALCOHOL TESTING is for the Designated Employer Representative (DER), Compliance Officer, company Officials, and the company's Drug and Alcohol Program Manager (DAPM) responsible for the company's controlled substances and alcohol testing policy, practices, and program under the authority of the Department of Transportation (DOT) and in accordance with 49 CFR Part 40, and with Part 382 of the Federal Motor Carrier Safety Administration (FMCSA).

Your important role and daily responsibilities for influence, oversight, and management of the testing program for your company places you in a position of interacting with key stakeholders, applicants and employees subject to testing, the various service agents providing testing related services to the company, the Medical Review Officer, Substance Abuse Professionals, testing labs, and others. Compliance is always the priority concern in every task you must complete.

Everything you need to know for performing the responsibilities entrusted to you is included in this handbook. The comprehensive content of this handbook is enhanced with 'helps' as:

- EZ-QUICK REFERENCE GUIDES
- CHECKLISTS
- GUIDANCE FOR POLICY & PROGRAM DECISION MAKING
- EXPLANATIONS, CLARIFICATIONS, AND INSIGHTS
- SAMPLE FORMS YOU NEED

This handbook offers every bit of guidance you need for your company's D.O.T. controlled substances and alcohol testing policy and program for:

- Smooth and successful compliance and operation;
- Impacting employee education and awareness;
- Identifying personnel training needs;
- Correctly responding to test results and situations;
- Removing personnel from safety sensitive functions;
- Understanding testing under 49 CFR Parts 40 and 382;
- Protecting the general public and saving lives; and
- Much more.

This is the resource you will refer to time and time again. The handbook is updated as new rulings become available that impact how the DOT testing industry operates.

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