



Idealease Safety Bulletin

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Are you using the Pre-Employment Screening Program (PSP)?

PSP was launched by the FMCSA at about the same time CSA 2010 came on board and was overshadowed by the CSA program in the press. PSP is designed to assist the motor carrier industry in assessing individual operators' crash and serious safety violation history as a pre-employment condition. A carrier will pay \$10 for each requested driver history. An annual subscription fee of \$100 also applies. Carriers with fewer than 100 power units qualify for a discounted annual fee of \$25 per year. Individuals can request a personal driving history for a fee of \$10. No subscription is necessary for individual drivers.

The program is voluntary. It is not part of CSA. Motor carriers may request, through a third party provider, NIC Technologies, driver information for the purpose of pre-employment screening. The driver must provide written consent. Individual drivers may request their own driver information record at any time. The information will be retrieved from the Motor Carrier Management Information System (MCMIS). MCMIS electronic profiles will contain 5 years of crash data and 3 years of inspection data, however, MCMIS will not include conviction data. To enroll in the PSP go to: www.psp.fmcsa.dot.gov



Question of the week: What inquiries are required to be completed by the FMCSA regulations for a driver who has applied to drive a commercial motor vehicle (>10,000lbs MGWR) for a motor carrier?

Answer: CFR 391.23 addresses the inquiries and investigations that are to be completed by a motor carrier into a new driver's past. Not only are past employment inquiries and investigations required by the FMCSA they are instrumental in providing liability protection.

1. Driver Motor Vehicle Record (MVR).

The regulations require that an inquiry be made into the driver's driving record to the appropriate state agency for the preceding three years to the date of application. In essence a Motor Vehicle Record is required for each driver applicant including three years of driving history and must be obtained within 30 days of the date of the driver's employment.

2. Past Employment Investigations.

The regulations outline that an investigation of the driver's safety performance history be made to all Department of Transportation regulated employers who employed the driver in the preceding three years to the date of application. This investigation may consist of personal interviews, letters, fax, e-mails, telephone interviews or a third party. A written record must be made of the investigation and the results and placed in the driver qualification file for each past employer who was regulated. The investigation must include general driver identification and employment verification information and all DOT recordable accidents that have occurred during the last three years to date of application.

3. Drug and Alcohol Inquiry to Past Employers.

After obtaining a signed release from the driver applicant the employer is required to make an inquiry to all previous DOT regulated carriers in the three years preceding the date of application whether the driver has violated the alcohol and or controlled substance prohibitions under CFR 382 or title 40. The inquiry will specifically request the following:



1. Did the driver applicant have an alcohol test with a result of 0.04 or higher?
2. Did the driver applicant have a positive drug test?
3. Did the driver applicant refuse to be tested?
4. Did the driver applicant have any other violations of the DOT agency drug and alcohol testing regulations?

4. Driver Applicant Drug and Alcohol inquiry.

In addition to the above inquiries and investigations the employer is required by Part 40.25 to ask of the applicant whether they have tested positive for any pre-employment test of a company that they applied to but were not hired.

****A driver has the right to review information provided by previous employers.***

1. The right to have errors in the information corrected by the previous employer and for that previous employer to re-send the corrected information to the prospective employer.
2. The right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information.
Refer to CFR 391.23 for additional information on the driver's right to review and dispute the information and the time limits involved.

Registration is now open on line for the 2012 Idealease/NPTC Safety Seminars!

Upcoming seminars to be held in March:

- March 13- Madison, WI
- March 14- Youngstown, OH
- March 15- Cleveland, OH
- March 20 - Ventura, CA
- March 21- Los Angeles, CA
- March 22- Santa Fe Springs, CA
- March 27- Atlanta, GA
- March 28- Chattanooga, TN
- March 29- Nashville, TN

NEW FOR 2012 SEMINARS!!!!

This year during the seminar you will receive Drug and Alcohol Supervisor Training. This training meets the requirements of FMCSA CFR 382.603 that requires all supervisors of commercial motor vehicle drivers to have the training for reasonable suspicion drug and alcohol testing.

To view the full schedule of all seminars in 2012 and to register for a seminar click on:

www.Idealease.com/safety