

Welcome to the Hard Hat Training Series!



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Welcome to the Hard Hat Training Series. Today we will talk about reasonable suspicion procedures and testing for CMV operators. It is important to keep drivers under the influence of drugs and alcohol off the road. This is especially true with truck drivers and other commercial vehicle operators. This training will prepare you to maintain a safe and secure environment for your employees through the application of reasonable suspicion.



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REASONABLE SUSPICION
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Because of the dangers posed by intoxicated and impaired driving, preventative measures that reduce the risk of potentially fatal accidents have become extremely valuable in the workplace. It is vitally important that you learn the risks of impaired driving and maintain a thorough understanding of how to prevent work-related accidents on the road.



Dangers of Impaired Driving

Impaired or intoxicated driving refers to the illegal act of operating a motorized vehicle while under the influence of drugs or alcohol. As we progress through this training, we will discuss various substances that can impair a person's ability to drive safely. While the legality of these substances is subject to change, it is currently illegal in all 50 states to drive while under the influence.





Impaired driving is not only a danger for the driver, but also for everyone else on the road. The criminal charges associated with driving under the influence can be severe, but many impaired drivers still take to the road and cause accidents.



Sadly, there are multiple stories that illustrate the dangers of impaired driving, especially when dealing with heavier commercial vehicles. Consider the story of one truck driver named Ted. Ted was an older man with plenty of experience as a semi-truck driver. However, after Ted swerved into oncoming traffic and caused a multi-vehicle crash, investigators discovered that he had been driving under the influence. This led to jail-time and the permanent suspension of his commercial vehicle license.





For this next example, we will refer to the driver as John. Though John's vehicle was much smaller than Ted's, the damage caused by his accident was far worse. While driving under the influence of alcohol, John crashed his truck into the back of a car. The car contained a husband and wife as well as their three daughters. The crash caused the deaths of all three children and confined the father to a wheelchair. John received a fifteen-year prison sentence.



The Life & Times

Monday, September 18, 2019

Safety in the Workplace A3

Investigators looking into recent worker fatality

Federal Way – Early in the morning last Saturday, local construction workers hired to install several utility poles were involved in an accident that killed two and injured four.

The horrific chain of events started with a relatively minor accident at 7 a.m. during which a worker was struck by a pole and fell into a water hole.



Throughout this training, we will refer to other similar accident profiles. In some cases, two or three similar accidents have been combined for the purpose of illustrating key safety principles. They will show just how quickly things can go wrong when employees drive impaired. Add to that a few safety procedures that were ignored and injuries or fatalities were the result.



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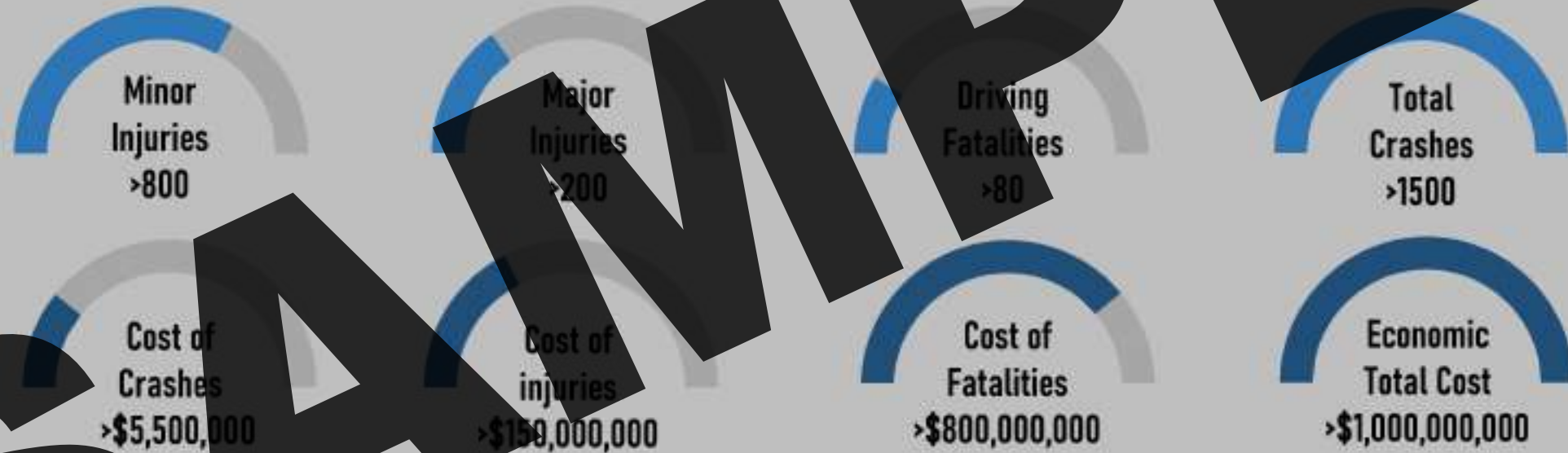


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Statistics

To get a better idea of the dangers of impaired driving, please take a moment to view some statistics regarding driving accidents in a single state each year. As you can see, impaired driving is not only the cause of many injuries and fatalities. It is also the cause of massive financial difficulties. Reducing accidents caused by driving under the influence means saving money and, more importantly, saving lives.



YEARLY COSTS OF IMPAIRED DRIVING ACCIDENTS



Reasonable Suspicion

As shown by the aforementioned statistics, impaired driving is an extremely dangerous felony that can result in both short-term and long-term consequences. In order to keep people and companies safe, there are certain actions that can be taken to identify a dangerous driving situation and stop it before it starts.

Did You Know?

In 2016, drivers from ages 25 to 30 were involved in nearly 20 percent of all impaired driving accidents in the United States.

Reasonable suspicion is an important concept in the workplace. Reasonable suspicion is a **logical reasoning based on facts and evidence** that gives a supervisor cause to suspect that an employee is using a harmful substance. This evidence may include strange or abnormal behaviors in an employee that are indicative of drug or alcohol consumption. Only a supervisor can carry out reasonable suspicion procedures.



In this training, we will discuss your responsibilities as a supervisor regarding reasonable suspicion. We will talk about how to recognize the symptoms of substance use and what actions to take if you suspect an employee may be under the influence. We will also discuss reasonable suspicion testing procedures and what you must do before, during, and after the testing process. Finally, we will discuss test results and some of the options your company may have when dealing with post-processes.





STANDARDS

§382.603 - Training for Supervisors

§382.307 - Reasonable Suspicion Testing

§40.43 - What steps must operators of collection sites take to protect the security and integrity of urine collections?

§40.223 - What steps must be taken to protect the security of alcohol testing sites?

§40.323 - May program participants release drug or alcohol test information in connection with legal proceedings?

These are some of the main standards regarding reasonable suspicion. Many states or provinces have additional standards, as do some industries. We have provided these as a guide, but it's your responsibility to know all federal, local, and company rules that apply to your job site.



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This training is designed to comply with regulations found in sections of the Federal Motor Carrier Safety Administration (FMCSA) and is primarily focused on operating commercial vehicles such as trucks and fleet cars. As the supervisor, be aware that other DOT agencies (such as the FRA, FAA, FTA, etc.) may require further training. Your company policy should outline which agency regulations to follow regarding the supervision of your employees and reasonable suspicion testing.



FMSCA regulations require that supervisors take at least one hour of training regarding symptoms of alcohol use as well as another hour regarding symptoms of drug use for a total of two hours of reasonable suspicion training. For that reason, it is important that you spend the appropriate amount of time on this training. Do not gloss over subjects or sections even if you feel you already know them. Take your time and concentrate.



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Why Training?

No matter the situation, it is common to hear workers and even employers ask, “Where does it state we need to be trained?” Can’t a worker also be deemed “qualified” based on experience? The answer is “no.” Experience helps, yes, but regulations are very clear that employees must be trained (no matter how long they’ve been on the job) and that it is the employer who is responsible for overseeing that safety training, ensuring employees have the understanding, knowledge, and skills needed to operate safely.



Initial training and refresher training, as well as any written and practical evaluations, must be documented and filed. At the very least, employers need to show proof of proper and consistent training (in the way of training outlines, class lists, training goals, tests, certificates, and so on.) These documents should include the name of the person who taught the class or conducted the evaluation.

WORKERS MUST RECEIVE REFRESHER TRAINING WHEN...

1. There are changes in their assigned duties.

2. There are changes regarding potential exposure to hazards, for which the employee has not received training.

3. If any deficiency has been noted in an employee's work performance that is related to the safety and health of themselves or other workers.

4. If an accident has occurred, or anytime an employee is injured or nearly injured during operations.

Note: In some areas, refresher training is required at least every three years (if not sooner).

Training is not just a one-and-done occurrence; it is on-going. In fact, training should take place whenever there is a demonstrated need for it. We have listed several instances when refresher training would be required. Can you think of any others?

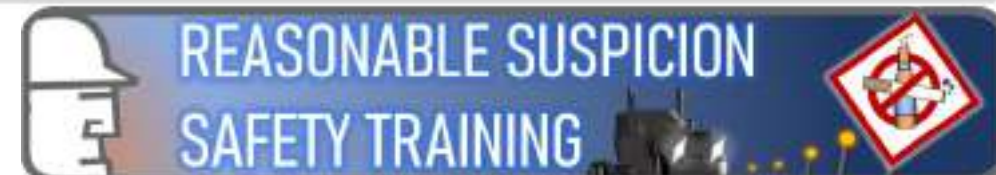


The extent of training will be determined by the employer, but at the very least it should include classroom instruction followed by a written and practical examination that prove continued competency.



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Recognizing the early warning signs of drug or alcohol abuse is critical to the protection of both personnel and company integrity. Understand that, as a supervisor, you have the sole responsibility to carry out the reasonable suspicion process. Study these procedures carefully so that you can be confident in carrying them out if the situation warrants them.



The Supervisor

SAMPLE



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