

The 6 DOT Drug & Alcohol Test Reasons

Every DOT-regulated employer must test commercial drivers under these six circumstances — per 49 CFR Part 382 Subpart C.



1. Pre-Employment

Required before the first time a driver performs a safety-sensitive function for a new employer. Verified negative drug test result must be received before driving. Alcohol testing is permitted but not required.

§382.301



2. Random

Unannounced testing of drivers selected by scientifically valid random method. Minimum annual rates: 50% of average driver positions for drugs, 10% for alcohol (subject to FMCSA adjustment).

§382.305



3. Reasonable Suspicion

Required when a trained supervisor observes specific, contemporaneous, articulable conduct, appearance, speech, or body-odor indicators of drug use or alcohol misuse. Must be conducted by a trained supervisor.

§382.307



4. Post-Accident

Required after fatal accidents; after accidents involving a citation if there is bodily injury with medical treatment away from the scene or disabling vehicle damage. Alcohol test within 8 hours, drug test within 32 hours.

§382.303



5. Return-to-Duty

Required before a driver returns to safety-sensitive duty after any DOT drug/alcohol violation. Must be directly observed, occur after Substance Abuse Professional (SAP) evaluation, and produce a verified negative result.

§382.309



6. Follow-Up

Unannounced directly-observed tests on a schedule set by the SAP after a return-to-duty test. Minimum of 6 tests in the first 12 months; SAP may extend the program for up to 60 months following return to duty.

§382.311