

DEADLINE OF MAY 7, 2019

TAKE ACTION! BE HEARD!

FMCSA proposes to eliminate the DOT Driver Application



WHAT IS THIS ABOUT?

The FMCSA has proposed to eliminate the requirement of the DOT Driver Application to help with the administrative time to on-board a driver. By doing this it will take even longer to qualify a driver and make a hiring decision without the information needed being captured in one place.

The FMCSA is asking for feedback from real companies with real risk and exposure. By making this change, it not only adds to your already heavy administrative burden, but it could increase your risk of a lawsuit.

HOW WILL THIS AFFECT ME?

Without the DOT Driver Application you will not have access to information needed to make sound hiring decisions. FMCSA is not removing anything else from the hiring process. Therefore, you would still be required to run an MVR and complete the safety performance history. These are two things that would become increasingly difficult and burdensome if the information is not provided on a regular employment application.



WHAT CAN I DO?

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Think about the safety of your company. How will you qualify drivers and make sound hiring decisions without this information? Take 5 minutes now to save yourself hours later!

FMCSA is wanting your input on how this ruling would affect your company.

Read more about the proposed ruling [here](#).

Provide your valuable feedback [here](#).



LEE TRANS RECOMMENDATIONS

There are specific questions FMCSA is asking feedback on. Here are a few examples: Should we do away with the application or only certain parts? How would you make safe hiring decisions if removed? What would be another suggestion to replace the application but still capture the safety information?

Our recommendation is to keep the required DOT Driver Application as is. With advances in technology such as the option for driver applicants to complete the application online and ensure it is 100% compliant before submission, the administrative burden has been or can be tremendously lowered. If the requirement is removed, it will increase your risk and exposure by hiring drivers without being able to fully qualify them and increase your work load by adding steps to obtain the required information.

Right now, several states have adopted the Ban-the-box law. This means you would not be able to ask for the driver's accident and violation history. The current federal regulations allows carriers to obtain this information without breaking state law.

Additionally, some states do not allow for companies to ask for an applicant's Social Security Number or Date of Birth on a regular employment application. This information is required in order to run background reports, including the Motor Vehicle Record, which will remain a required document for hiring. This takes away your ability to qualify a driver as safe and fit for the job prior to hiring.

If FMCSA does not require the 10 year previous employment history for CDL drivers on the application, it would make it increasingly difficult to obtain the information which is a statutory mandate and cannot be removed.

Although the thought of getting rid of the item that causes the most headache sounds like a great idea, the hoops you would have to jump through to get the needed information to qualify a driver and on-board him do not make it worth it. The current DOT Driver Application was made with the carrier in mind. It was made to give you access to the information needed to qualify a driver as safe and fit for the job. If that is taken away, it could increase the risk, exposure and administrative burden.

