

A close-up photograph of vibrant green cannabis plants with serrated leaves. A semi-transparent blue rectangular box is centered over the image, containing white text. In the bottom-left corner, there is a stylized logo consisting of three blue and grey geometric shapes.

# 420 IS COMING

Are you considering the  
following?



## DRIVER EDUCATION

Consider adding guidance regarding marijuana usage to your driver training program and ongoing HSE programs.

Drivers often report confusion on changing legalization laws on a State level, in both recreational and medicinal use. However; marijuana usage is not legal when operating in a DOT position, regardless of the type.

And since the substance takes longer to leave your system, using when off-duty doesn't necessarily mean you're not impaired when you come back on duty. In fact, several studies have shown that drivers with THC in their blood were roughly twice as likely to be responsible for a deadly crash or be killed as drivers who hadn't used drugs or alcohol.





## MEDICAL VS. RECREATIONAL USE

Be prepared to answer refutes of requirements based on health conditions. Adverse action and discrimination statutes vary state to state, and need to be reviewed by carrier's HR teams to ensure compliance when considering driver eligibility. Regardless if a true condition exists, drivers regulated by DOT are not eligible for safety sensitive positions if using medical marijuana.

At the federal level, cannabis remains classified as a Schedule I substance under the Controlled Substances Act, where Schedule I substances are considered to have a high potential for dependency and no accepted medical use. Per FMCSA: Under the Federal Motor Carrier Safety Regulations (FMCSRs), a person is not physically qualified to drive a CMV if he or she uses any Schedule I controlled substance such as marijuana. Legalization of marijuana use by States and other jurisdictions also has not modified the application of U.S. Department of Transportation (DOT) drug testing regulations in 49 CFR parts 40 and 382.

## CBD IMPACTS

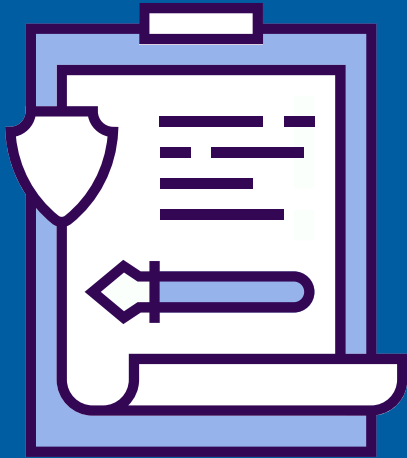
Understand the marketing. Drivers are seeing ads/counter displays that claim to assist with sleep conditions, joint pain and elevated stress; all complaints that drivers struggle with

These impulse buys target those that don't understand the fine print: "THC Free" does not mean 100% no THC.

DOT cutoff for THC in urine controlled substance testing is 50 nanograms/ml with confirmatory cutoff concentration at 15 ng/ml. However; some products list micro dosing that is in excess of DOT cutoffs, and mislead the driver at checkout.



## UPDATING YOUR DRUG & ALCOHOL POLICY



Seek the advice of your legal counsel/experts in the field to update your policies to ensure your fleet both understands the requirements and repercussions of marijuana usage while under your employment.

Clearly stating how your company will handle specific scenarios in layman's terms will prevent issues on the forefront.

# KNOW THE SIGNS AND EFFECTS

Ensure your supervisory staff have had their 60 minutes of drug and alcohol training.

When considering reasonable suspicion testing, they need to know what to look for beyond the "smell".

Short term effects of marijuana usage include distorted perception (sights, sounds, time and touch), problems with memory and learning, loss of coordination, trouble with problem-solving, increased heart rate and the possible production of anxiety, fear, distrust or panic.

Long term effects include damage to the brain, heart, bones and lungs with hallucination, delusions, impaired memory, disorientation, increased risk of heart attack, reduced bone density and risk of fractures and chronic bronchitis.

