

The definitions listed below are for common words/phrases used in the alcohol and drug testing procedures.

Accident - An occurrence associated with a commercial motor vehicle (CMV) in which the employee's condition either contributed to the accident or cannot be discounted as a contributing factor to the accident.

Alcohol - The intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols, including methyl and isopropyl alcohol.

Alcohol Use - Consumption of any beverage, mixture, or preparation, including any medication, containing alcohol.

Commercial Motor Vehicle (CMV) - A motor vehicle or combination of motor vehicles used to transport passengers or property if the motor vehicle has a gross vehicle weight rating of 26,001 or more pounds; has a gross combined weight rating of 26,001 or more pounds, inclusive of a towed unit with a gross combined weight rating of more than 10,000 pounds; is designed to transport 16 or more passengers (including the driver); or transports hazardous materials requiring the vehicle to be placarded.

Covered Employee - Any person employed by USF, including a student employee, who is required to obtain and maintain a CDL as a condition of employment.

Driver - Any person who operates a CMV (full-time, regularly employed; casual, intermittent, or occasional drivers; leased drivers and independent owner-operator contractors employed/leased).

Drugs - For the purpose of these procedures, the controlled substances prohibited from use and for which tests are administered (i.e., cannabinoids [marijuana], cocaine, opiates, phencyclidine [PCP], and amphetamines).

Evidential Breath Test (EBT) - A test used to determine alcohol concentration level, performed with a testing device approved by the National Highway Transportation Safety Administration.

Medical Review Officer (MRO) - A licensed physician responsible for receiving laboratory results at the testing site who has appropriate medical training to interpret and evaluate an individual's positive test result, medical history, and any other relevant biomedical information.

Performing a Safety-Sensitive Function - All time during which a covered employee is required to be in readiness to work or actually works and until he/she is relieved from work (see definition of safety-sensitive functions below).

Positive Test - A laboratory confirmation of the presence of a prohibited drug(s) or prohibited alcohol level. If the initial test shows a positive result, a confirmatory test will be conducted. Additionally, refusal to test, failure to sign testing forms, failure to provide adequate test samples without a valid medical explanation, failure to comply with scheduled appointment times, failure to remain readily available for post-accident testing (if required), or conduct that clearly obstructs the testing process constitutes a positive test.

Prohibited Alcohol Concentration Level - A breath alcohol concentration of 0.02 or greater (two one-hundredths of one gram of alcohol in 210 liters of expired deep lung air, which equals a blood alcohol concentration of 0.02).

Prohibited Controlled Substances - For the purpose of these procedures, the drugs prohibited from use and for which tests are administered (i.e., cannabinoids [marijuana], cocaine, opiates, phencyclidine [PCP], and amphetamines).

Reasonable Suspicion - A determination made by a trained supervisor that a covered employee may have violated the alcohol and/or controlled substances prohibitions. This determination must be based on specific observations

concerning the appearance, behavior, speech, or body odors of the employee. Observations may include indications of the chronic and withdrawal effects of controlled substances.

Refusal to Test - The failure to sign testing forms, provide adequate test samples without a valid medical explanation, comply with scheduled appointment times, or remain readily available for post-accident testing (if required), or any conduct that clearly obstructs the testing process.

Safety-Sensitive Functions:

1. Time spent at an employer or shipper plant, terminal, facility, or other property, or on any public property, waiting to be dispatched;
2. Inspecting, servicing, or conditioning any CMV at any time;
3. Driving controls of a CMV in operation (i.e., driving);
4. Time spent, other than driving time, in or upon any CMV, except time spent resting in a sleeper berth;
5. Loading or unloading a vehicle, supervising or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or giving or receiving receipts for shipments loaded or unloaded;
6. Repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle;
7. Performing the driver requirements relating to accidents (taking precautions to prevent further accidents; rendering reasonable assistance to injured persons; providing personal, vehicle, and employer information; reporting the accident; and/or attempting to locate the custodians of unattended vehicles);
8. Providing a breath sample or urine specimen, including travel time to and from the testing facility, in order to comply with the random, reasonable suspicion, or post-accident testing requirement, whichever is applicable;
9. Performing any other work in the capacity of, or in the employ or service of, a common, contract, or private motor carrier; and
10. Performing any compensated work for any non-motor carrier entity.