



OFFICE OF COMPLIANCE SERVICES

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**Title:** Commercial Driver and Coast Guard Employee Testing for Alcohol and Controlled Substances

**Policy Statement**

The University of Vermont requires each employee who must have a Criminal receive alcohol and drug test results.

**Reason for the Policy**

To maintain a safe workplace and comply with the Omnibus Transportation Employee Testing Act of 1991, as promulgated by the Department of Transportation 49CFR Part 40 (“the Act”). This policy shall also apply to chemical testing of Coast Guard licensed employees acting as a crewmember on board a Coast Guard regulated vessel, as required by U.S. Coast Guard regulation Title 46 CFR 16.230.

**Applicability of the Policy**

This policy applies to all University of Vermont (UVM) employees who are required to hold a valid driver's license and/or operate a motor vehicle on campus or off-campus. This policy also applies to all UVM employees who are required to hold a valid driver's license and/or operate a motor vehicle on campus or off-campus.



What Are the Federal Penalties According to the Omnibus Transportation Employee Testing Act?

The law requires that an employee be immediately removed from performing safety-sensitive functions and the following system of federally prescribed penalties be imposed:

If the Alcohol Concentration is:	The Federal Penalty is:
0.02 or greater but less than 0.04	

