

## Impairment free:

# Alcohol

Use this guide to help lead a discussion with employees to raise awareness about the dangers of being under the influence, specifically related to alcohol use. Empower them with strategies to minimize risks and become safer drivers. Use the form on Page 2 to record meeting details.

### Alcohol use

Commercial motor vehicle (CMV) drivers are bound by many regulations that concern alcohol usage and possession. It is important to review these regulations with your drivers to make sure they are fully aware and do not violate either your drug and alcohol policy or FMCSA regulations.

#### 1 Ensure understanding of alcohol's impact:

- Alcohol is a central nervous system depressant that slows reaction times and impairs judgement, both of which are crucial to operating a vehicle. Even small amounts can impair a driver's ability to adjust or accurately determine distances or time.
- Coffee or water will not reduce intoxication – only time allows alcohol elimination.
- Be vigilant to the possibility drivers may still be affected from prior evening alcohol consumption.

#### 2 FMCSA regulations:

- Regulations state a driver cannot consume alcohol four hours before going on duty or have any measured concentration of alcohol while on duty.
- Remember the slogan: “No bottle 4 hours to throttle.”

#### 3 No alcohol in the vehicle:

- Remind drivers there should not be alcohol in the vehicle, including sleeper berths.
- Drivers should not purchase alcohol for off-duty use and carry the beverage in vehicle.
- Empty containers can be concerning.

#### 4 Alcohol concentration levels:

- Drivers should not have any alcohol concentration. The smell of an alcoholic beverage is sufficient to request a reasonable suspicion test.
- Drivers with 0.02–0.04 alcohol concentration will be relieved from duty for at least 24 hours.

#### 5 Alcohol testing for drivers:

- Random, reasonable suspicion, or post-accident tests may include alcohol testing.
- **0.04 or higher concentration level:**
  - Considered a positive alcohol test.
  - If operating a Commercial Motor Vehicle (CMV), this is legal level considered under the influence (not applicable when operating personal vehicles).
  - Treatment and additional testing required for return to work after violation.
  - If arrest at 0.04 limit: 1-year CMV suspension, potential criminal penalties.

For additional information related to driver safety, visit [MyNSightOnline.com/DriveThe5](https://MyNSightOnline.com/DriveThe5)

For further guidance, refer to Federal Motor Carrier Safety Administration 49 CFR Part 382 ([ecfr.gov/current/title-49/part-382](https://ecfr.gov/current/title-49/part-382)).



For assistance with risk management services or safety resources, contact us at [RMSolutions@nationwide.com](mailto:RMSolutions@nationwide.com) or 1-800-260-1356.

NationwideAgribusiness.com

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# Toolbox Talk

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