



SAFETY DIRECTOR BULLETIN



CDL CONTROLLED SUBSTANCES & ALCOHOL USE TESTING POLICIES FOR NEW JERSEY PUBLIC AGENCIES

The ever-changing landscape of controlled substances and alcohol regulations makes it necessary for public employers to review and update their controlled substances and alcohol policies for employees that operate the agency's vehicles or private vehicles on agency business. To assist our members, the MEL Safety Institute worked with a law firm that specializes in controlled substances and alcohol policies to develop two model template policies. The following documents are now available at [MSI Model Policies](#):

- [CDL Controlled Substances & Alcohol Use & Testing Policies for New Jersey Agencies](#)
- [Non-CDL Controlled Substances & Alcohol Use & Testing Policies for New Jersey Agencies](#)
- [Non-CDL Controlled Substance & Alcohol Use & Testing Policies for New Jersey Agencies Forms Toolkit](#)

IMPORTANT TO NOTE

- These are model template policies, not final policies. Each member must review the templates, discuss the options with their agency's attorney, and finalize the policies that are best suited to their needs. These model template policies are not intended to be all-encompassing and are believed to conform to current law and practice at the time of preparation. However, agencies are cautioned to seek legal advice from a qualified employment attorney before adopting any employment policies and procedures.
- All non-italicized print in the CDL Controlled Substances & Alcohol Use & Testing Policies for New Jersey Agencies is mandatory under federal law. Provisions that are *italicized* are optional.
- The entire Non-CDL Controlled Substances & Alcohol Use & Testing Policies for New Jersey Agencies is optional. If the agency decides to adopt a policy of this type, there are many options available to you including the establishment of a "Zero Tolerance" policy for marijuana (medical or recreational). Please make sure you discuss the options with the agency's attorney and your governing body before the adoption of any policy.
- One of the essential elements of the policies is the requirement to name and properly train a Designated Employer Representative (DER) and alternate DER should also be named in the event the primary DER is unavailable. For additional information, please read the [MSI Safety Bulletin CDL - Designated Employer Representative \(DER\) Best Practices](#).