

Federal Register: Friday, December 27, 2019

"Minimum Annual Percentage Rates for Random Controlled Substances Testing for 2020 Beginning January 1, 2020, the minimum annual percentage rate for random controlled substances testing is 50 percent of the average number of driver positions. The minimum annual percentage rate for random alcohol testing will remain at 10 percent. Issued on: December 20, 2019."

What do DOT drug tests test for?

All DOT drug tests use the same 5-panel test. It tests for:

- Marijuana metabolites/THC
- Cocaine metabolites
- Amphetamines (including methamphetamine, MDMA)
- Opioids* (including codeine, heroin (6-AM), morphine, hydrocodone, oxycodone, hydromorphone, and oxymorphone)
- Phencyclidine (PCP)

Although there are several options for drug tests, [DOT regulated drug tests](#) must use urine samples.

When are safety-sensitive employees required to get DOT drug tests?

DOT drug tests are required in the following situations:

- **Preemployment**, or before you start your job responsibilities.
- **Reasonable suspicion/cause**, or if one or more trained supervisors reasonably believes/suspects that you are under the influence of drugs. This must be based on observations concerning appearance, behavior, speech, smell, etc.
- **Random testing**. Random tests must use a truly random selection process – each employee must have an equal chance to be selected and tested. These are completed quarterly.
- **Return-to-duty testing**, which is required after a violation of drug and alcohol rules. You can't return to any DOT job before being tested and may be subject to unannounced testing at least 6 times in first 12 months. These tests must be conducted under direct observation.
- **Follow-up testing** that takes place after return-to-duty. A Substance Abuse Professional (SAP) manages the follow-up testing for up to 5 years, determining how many times an employee is tested, and for what substance. These are completed in addition to other DOT required testing.
- **Post-accident testing**. This is required if you're involved in an accident meeting certain DOT criteria. An alcohol test must occur within 8 hours of the accident, and a drug test within 32 hours.

What happens if I fail my DOT drug test?

If you fail your [DOT regulated drug test](#), DOT regulations require your employer to immediately remove you from performing any DOT safety-sensitive job. There may be other consequences, too, like losing your certification or license. This depends on your company's policy or employment agreement.

* [A DOT rule went into effect January 1, 2018](#), changing the term opiates to opioids, and adding four semi-synthetic opioids to the testing panel.