



COVID 19 & New Hire Road Testing Requirements

In an attempt to stop the spread of COVID-19, the following information has been put together by SMSC, using data from the Federal Motor Carrier Safety Administration, the Occupational Safety and Health Administration, and the Centers for Disease Control and Prevention (CDC). The following guidelines and recommendations will apply for road testing prospective new drivers seeking employment with the carrier.

Accepting Valid CDL:

To the extent the carrier chooses to accept a valid CDL in lieu of the road test pursuant to *§391.33 Equivalent of Road Test*, the company needs to confirm the driver candidate has submitted a valid CDL as defined in *§383.5*, but not including double/triple trailer or tank vehicle endorsements, which has been issued to him/her to operate specific categories of commercial motor vehicles and which, under the laws of that State, licenses him/her after successful completion of a road test in a commercial motor vehicle of the type the motor carrier intends to assign to him/her.

While this choice is in compliance with federal regulations, hiring a new driver without a road test would not be considered a best practice. documented road tests are strongly recommended for any driver hired into the fleet that is operating under the fleet's DOT number. Road tests are an excellent way to help ensure drivers are able to operate their equipment safely and an excellent opportunity to reinforce proper body mechanics a driver should be using while performing daily tasks such as entry and exit, cranking dollies, climbing in and around equipment, etc. Road tests are also important because many drivers may look qualified on paper, but without a skills demonstration, diminished skills or poor safety habits may be overlooked.

Conducting Road Test:

In the event the carrier chooses to conduct the road test under *§391.31*, all applicable portions of the testing under that part of the regulations shall be conducted. In such a case, it is recommended the following precautions and preventive measures are taken to protect both carrier personnel and the driver candidate from the spread of COVID 19.

Driver Employers/Carriers:

- Carrier personnel should clean the interior and exterior cab surfaces with disinfectants frequently and before and after each road test. This would apply to high-touch surfaces on a truck (for example: hand rails, door knobs, controls, latches and other touch surfaces required for operating a Commercial Motor Vehicle) per CDC guidelines: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>
- Risk of exposure to respiratory viruses like COVID-19 may increase in crowded settings, particularly closed-in settings with little air circulation such as a truck cab. If cab exterior window ventilation is available, it should be used.
- Additionally, carriers should create at least 6 feet of space between driver candidates and carrier administrative staff by managing the space in and around the truck during pre- and post-trip inspections, as well as separation to the extent possible within the cab during the test.

- Carriers should provide hand sanitizer to both driver candidate and carrier representative performing the testing.
- Carriers should also develop their own Infectious Disease Control Program that is specific to their unique operation to address the control and spread of diseases.

Driver Candidates and Carrier Road Testing Personnel:

- Do not go to a carrier's location and take or conduct a road test if feeling sick.
- Do not shake hands when greeting others.
- Stay 6 feet away from others at the carrier/road test location, including any meetings or training sessions.
- Avoid contact with sick people.
- Do not share phones, tablets, and hand tools with other employees.
- Avoid touching your eyes, nose, or mouth with unwashed hands.
- If masks are available, it is recommended those are utilized during the test. Wear gloves throughout the day that may be changed frequently and washed after use. Change clothing; remove gloves and other PPE prior to entering your home. Shower daily.
- Cover your mouth and nose with tissues if you cough or sneeze or do so into your elbow.
- Clean your hands often by washing them with soap and water for at least 20 seconds or using an alcohol-based hand sanitizer that contains 60%-95% alcohol. Soap and water should be used if hands are visibly dirty.

Clean hands after going to the bathroom, before eating, and after coughing, sneezing, or blowing your nose.

