**Disclaimer**

This course should be reviewed to assure that the information conforms to recommended procedures, as well as to any federal, state or local laws regarding any facility’s operation.

The producer makes no warranty, expressed or implied, that the information in this course is accurate or appropriate for any particular facility’s environment, or any individual employee’s situation.

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**Course Goals**

Upon completion of this course you will understand your driver qualification and hours of service requirements while on the job.

You will also understand the importance of maintaining a healthy lifestyle.

You will understand that you are protected if you report unsafe conditions.
Entry-level driver training must include instruction addressing the following four areas:

1. **Driver qualification requirements.** The Federal rules on medical certification, medical examination procedures, general qualifications, responsibilities, and disqualifications based on various offenses, orders, and loss of driving privileges.

2. **Hours of service of drivers.** The limitations on driving hours, the requirement to be off-duty for certain periods of time, record of duty status preparation, and exceptions. Fatigue countermeasures as a means to avoid crashes.
Entry-level driver training must include instruction addressing the following four areas:

3. **Driver wellness.** Basic health maintenance including diet and exercise. The importance of avoiding excessive use of alcohol.

4. **Whistleblower protection.** The right of an employee to question the safety practices of an employer without the employee’s risk of losing a job or being subject to reprisals simply for stating a safety concern.
Driver Qualification Requirements

BEFORE THE COMMERCIAL DRIVER'S LICENSE PROGRAM

It is widely recognized that driving certain commercial motor vehicles (CMVs) requires special skills and knowledge. Prior to implementation of the Commercial Driver's License (CDL) Program, in a number of States and the District of Columbia, any person licensed to drive an automobile could also legally drive a tractor-trailer or a bus. Even in many of the states that did have a classified licensing system, a person was not skills tested in a representative vehicle. As a result, many drivers were operating motor vehicles that they may not have been qualified to drive. In addition, many drivers were able to obtain driver's licenses from more than one State and hide or spread convictions among several driving records and continue to drive.

CURRENT STATUS OF THE CDL PROGRAM

Over 8 million drivers have passed the knowledge and skills tests and obtained a CDL. Approximately 11 percent of these CDL drivers have been disqualified at least once during the period of April 1992 through June 1996.

Building on the success of the CDL program, the FHWA is exploring ways to enhance and improve the effectiveness of the CDL program. Some of the current enhancements and future enhancements being considered include:

- Driver Data Exchange With Canada And Mexico.
- CDL Judicial Outreach Project (JOP).

COMMERCIAL MOTOR VEHICLE SAFETY ACT OF 1986

The Commercial Motor Vehicle Safety Act of 1986 was signed into law on October 27, 1986. The goal of the Act is to improve highway safety by ensuring that drivers of large trucks and buses are qualified to operate those vehicles and to remove unsafe and unqualified drivers from the highways. The Act retained the State's right to issue a driver's license, but established minimum national standards which States must meet when licensing CMV drivers.
COMMERCIAL MOTOR VEHICLE SAFETY ACT OF 1986

The Act corrects the situation existing prior to 1986 by making it illegal to hold more than one license and by requiring States to adopt testing and licensing standards for truck and bus drivers to check a person’s ability to operate the type of vehicle he/she plans to operate.

It is important to note that the Act does not require drivers to obtain a separate Federal license; it merely required States to upgrade their existing testing and licensing programs, if necessary, to conform with the Federal minimum standards.

The CDL program places requirements on the CMV driver, the employing motor carrier and the States.

THE DRIVER

Drivers have been required to have a CDL in order to drive a CMV since April 1, 1992. The Federal Highway Administration (FHWA) has developed and issued standards for testing and licensing CMV drivers. Among other things, the standards require States to issue CDLs to their CMV drivers only after the driver passes knowledge and skills tests administered by the State related to the type of vehicle to be operated. Drivers need CDLs if they are in interstate, intrastate, or foreign commerce and drive a vehicle that meets one of the following definitions of a CMV.
Driver Qualification Requirements

A driver must meet the following requirements:

- Be in good health and physically able to perform all duties of a driver.
- Be at least 21 years of age.
- Speak and read English well enough to converse with the general public, understand highway traffic and signals, respond to official questions, and be able to make legible entries on reports and records.
- Be able to drive the vehicle safely.
- Know how to safely load and properly block, brace, and secure the cargo.

Driver Wellness

Driver Qualification Requirements

A driver must meet the following requirements:

- Have only one valid commercial motor vehicle operator’s license.
- Provide an employing motor carrier with a list of all motor vehicle violations or a signed statement that driver has not been convicted of any motor vehicle violations during the past 12 months. A disqualified driver must not be allowed to drive a commercial motor vehicle for any reason.
- Pass a driver’s road test or equivalent.
- Complete an application for employment.
- Possess a valid medical certificate.

Driver Wellness

Driver Qualification File - Check List

Every motor carrier must have a qualification file for each regularly employed driver. The file must include:

- DRIVER’S APPLICATION FOR EMPLOYMENT
  A person will not be allowed to drive a commercial motor vehicle unless he/she has completed and signed an application for employment.

Driver Wellness
**Driver Qualification Requirements**

Driver Qualification File - Check List

**INQUIRY TO PREVIOUS EMPLOYERS – 3 YEARS**
An investigation of the driver’s employment record during the preceding three years. This investigation must be made within 30 days of the date his/her employment begins.

**INQUIRY TO STATE AGENCIES – 3 YEARS**
The driver’s driving record for the preceding three years.

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**Driver Wellness**

**Driver Qualification Requirements**

Driver Qualification File - Check List

**INQUIRY TO STATE AGENCIES – ANNUAL**
Request driving record annually for each driver.

**ANNUAL REVIEW OF DRIVING RECORD**
At least once every 12 months, a motor carrier must review the driving record of each driver. A note stating the results of this review shall be included in the Driver’s Qualification File.

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**Driver Wellness**

**Driver Qualification Requirements**

Driver Qualification File - Check List

**ANNUAL DRIVER’S CERTIFICATION OF VIOLATIONS**
At least once every 12 months, a motor carrier must require each driver that it employs to prepare and furnish it with a list of all violations of motor vehicle traffic laws and ordinances during the previous 12 months. Note: Drivers who have provided information required by Section 383.31 need not repeat that information in this annual list of violations.

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**Driver Wellness**
Driver Wellness

Driver Qualification Requirements

Driver Qualification File - Check List

**DRIVER’S ROAD TEST CERTIFICATE OR EQUIVALENT**

A person must not be allowed to drive a commercial motor vehicle until he/she has successfully completed a road test and has been issued a certificate, or a copy of the license or certificate which the motor carrier accepted as equivalent to the driver’s road test pursuant to Section 391.33.

Driver Wellness

Driver Qualification Requirements

Driver Qualification File - Check List

**MEDICAL EXAMINATIONS**

The driver must pass a medical examination conducted by a licensed health care professional. A driver must be issued a Medical Examiner’s Certificate, which must be carried at all times and must be renewed every two years.

Driver Wellness

Driver Qualification Requirements

Driver Qualification File - Check List

**MEDICAL EXAMINATIONS - Examples of physical requirements**

- Has no loss of a foot, a leg, a hand, or an arm
- Has no established medical history or clinical diagnosis of diabetes requiring insulin for control
- Has no clinical diagnosis of any disqualifying heart disease

Driver Wellness
Driver Qualification Requirements

MEDICAL EXAMINATIONS

- Has no clinical diagnosis of high blood pressure
- Has no clinical diagnosis of epilepsy
- Has 20/40 vision or better with corrected lenses
- Has distant binocular acuity of at least 20/40 in both eyes
- Has the ability to recognize the colors (red, green and amber) of traffic signals
- Has hearing to perceive a forced whisper
- Has no history of drug (Schedule 1) use or any other substance identified in Appendix D
- Has no clinical diagnosis of alcoholism

Driver Qualification Requirements

MEDICAL EXAMINATIONS - Exemptions

There are provisions for an exemption to a disqualification for certain physical defects if the individual is otherwise qualified to drive.

Driver Qualification Requirements

MEDICAL EXAMINATIONS - Additional instructions

Additional instructions for medical examination

Additional instructions for the examining doctor are available from:

Director, Office of Bus and Truck Standards and Operations Federal Motor Carrier Safety Administration
400 Seventh Street, S.W. (MC-PS)
Washington, DC 20590
Driver Qualification Requirements

MEDICAL EXAMINATIONS

Limited exemptions

The following specific conditions and types of drivers are exempt from specific record keeping requirements:

Drivers regularly employed before January 1, 1971
— Drivers who have been regular employees of a motor carrier for a continuous period that began before January 1, 1971 are exempt from:
  • Application for employment
  • Road Test

Driver Wellness

Multiple-employer drivers

Multiple-employer drivers — If a motor carrier employs a person as a driver on any basis, the motor carrier must have on file the driver’s name, social security number, identification number, type, issuing state of his/her motor vehicle operator’s license, medical certificate, road test and certificate, and controlled substance test results, even if that driver’s primary employment is with another carrier.

Driver Wellness

Multiple-employer drivers

Drivers furnished by other motor carriers — A motor carrier using a driver regularly employed by another motor carrier must have on file a signed written certificate that includes the driver’s name and signature, certification of the driver’s full qualifications, and expiration date of the driver’s medical examiner’s certificate. Compliance with drug and alcohol program requirements is also required.

Driver Wellness
Driver Qualification Requirements

Disqualifying offenses

A driver is disqualified from operating a commercial motor vehicle on public highways, for the following offenses:

• Revocation, suspension, or withdrawal of an operator’s license
• Conviction or forfeiture of bond for the following criminal offenses while driving a commercial motor vehicle
• Driving a CMV while under the influence of alcohol.

Driver Wellness

Disqualifying offenses

• Driving a CMV while under the influence of a disqualifying drug or other controlled substance.
• Transporting or possessing a disqualifying drug or controlled substance.
• Leaving the scene of an accident that involves a CMV.
• Using a CMV to commit a felony.
• Using a CMV to violate an Out-of-Service Order.

Driver Wellness

Penalties

• A first offender is disqualified for one year following conviction or forfeiture (6 months for possession of a controlled substance).
• For a second offense within three years, a driver is disqualified for three years.

Driver Wellness
The maximum driving time for property-carrying vehicles which are subject to the exceptions and exemptions in § 395.1 (NOT APPLICABLE FOR THIS TRAINING):

(a) No motor carrier shall permit or require any driver used by it to drive a property-carrying commercial motor vehicle, nor shall any such driver drive a property-carrying commercial motor vehicle:

(1) More than 11 cumulative hours following 10 consecutive hours off duty; or

(2) For any period after the end of the 14th hour after coming on duty following 10 consecutive hours off duty, except when a property-carrying driver complies with the provisions of § 395.1 (Part O).
(b) No motor carrier shall permit or require a driver of a property-carrying commercial motor vehicle to drive, nor shall any driver drive a property-carrying commercial motor vehicle, regardless of the number of motor carriers using the driver’s services, for any period after?

(1) Having been on duty 60 hours in any 7 consecutive days if the employing motor carrier does not operate commercial motor vehicles every day of the week; or

(2) Having been on duty 70 hours in any period of 8 consecutive days if the employing motor carrier operates commercial motor vehicles every day of the week.

(c) (1) Any period of 7 consecutive days may end with the beginning of any off duty period of 34 or more consecutive hours; or

(2) Any period of 8 consecutive days may end with the beginning of any off duty period of 34 or more consecutive hours.

There are exceptions to these rules for your type of work—Ask YOUR Supervisor about the Oilfield exemption at your location.

Driver Wellness
Keeping Well & Fit is Very Important

To work and feel as well as we would like, we need to have a good Wellness and Fitness "Program". Unfortunately, even with the best intentions, we often develop a number of bad habits.

Driver Wellness

Keeping Well & Fit is Very Important

These habits can include:

- Smoking
- High caffeine consumption
- Long hours, with inadequate sleep
- Excess alcohol consumption
- An unbalanced diet
- Lack of exercise.

Driver Wellness

Keeping Well & Fit is Very Important

While any one "bad habit" can certainly be detrimental, combinations of these habits can have severe consequences.

Often, they can result in increased blood pressure... or ulcers. In extreme cases, a combination of bad habits can even lead to a stroke or a heart attack.

Driver Wellness
Keeping Well & Fit is Very Important

It's easy to see why paying attention to wellness and fitness is extremely important. All we usually need to do is to make a few simple lifestyle changes. Not only will they reduce our risk of traumatic illness, but we will be less susceptible to everyday sicknesses, like colds and flu.

Driver Wellness

Avoid Negative Lifestyle Factors

Lifestyle habits that are bad for us are generally called "Negative Lifestyle Factors". These negative factors are what increases our "Personal Health Risk".

Driver Wellness
Avoid Negative Lifestyle Factors

A high Personal Health Risk can lead to a number of bad things. It often results in a lack of energy and a feeling of lethargy. It may also make us more susceptible to illness. Whatever the effects are, they are never good.

Driver Wellness

Avoid Negative Lifestyle Factors

Specific negative lifestyle factors that affect many of us include:

- Overeating.
- Exposure to stressful situations.
- Smoking.
- Drug and alcohol consumption.

Driver Wellness

Avoid Negative Lifestyle Factors

We can avoid many of these things by just using more willpower. This may be a real challenge at first, but as we begin to feel better it becomes easier and easier.

Driver Wellness
## Small Changes Can Produce Big Benefits

The good news is that small changes in your lifestyle can produce big benefits! Better wellness is truly a gradual process. It's best to approach changing your lifestyle -

One... Step... At... A... Time.

For example, things you can do to feel better include:

1. Smoke one less cigarette a day until you quit completely.
2. Cut out one "in between meal" snack each day.
3. Take a short walk each evening.
4. Substitute a fruit or fresh vegetable for one fattening food at each meal.
Small Changes Can Produce Big Benefits

By gradually changing your habits, you won't feel so “deprived” and will be more inclined to stick with your program.

Once you reach one goal, if you decide you want to progress further you can set a more ambitious target.

Driver Wellness

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Hours Of Service Requirements
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Stress Avoidance
Hypertension
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Driver Wellness

Smoking & Your Health

Cigarette smoking is one of the most dangerous “behavior risks” you can have. The problem with smoking is that it has so many adverse health affects.

It:

Φ Contributes to heart disease
HAZMAT Rules prohibit Smoking!
Φ Can lead to emphysema.
Φ Can cause lung and other cancers.
Φ Is especially dangerous if you are pregnant.

Driver Wellness
Most smokers have thought about quitting sometime in their lives. But quitting “cold-turkey” is difficult.

A good cessation program starts with a knowledge of when and why we smoke... with our morning coffee... after meals... and other times. Once you determine your patterns, you can work to “unlink” these behaviors from your smoking.

It’s usually most effective to focus on cutting back by a few cigarettes a day. Sometimes it’s helpful to work with a friend who is also trying to quit.

Local Chapters of the American Cancer Society and the American Lung Association also offer “no-smoking” programs that may be helpful.
Alcohol consumption is also a real wellness problem. While drinking in moderation generally isn't harmful, we need to make sure we control alcohol before it controls us.

Alcohol is toxic, and can cause a number of serious health problems, such as:

- Liver damage.
- Stomach problems.
- Brain cell damage.

Long-term alcohol abuse can lead to psychological problems:

- Severe depression.
- Withdrawal from social interaction.
- Self-destructive and violent urges.

The most important thing to know about alcohol consumption is what your “personal limit” is. You need to stop drinking before the alcohol starts to affect your senses.

![Number of Drinks in One Hour](chart.png)
Alcohol

Like smoking, the key to decreasing alcohol consumption is changing behavior. You need to "unlink" the situations where you may have too much to drink from the drinking itself.

For instance, just because you are at a party doesn't mean you have to drink an alcoholic beverage. When you reach your "limit" switch to a fruit juice, or nonalcoholic punch.

Driver Wellness

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Driver Wellness

Drugs

Using drugs, even over-the-counter and prescription varieties can also be a health problem. If you are under medication, make sure you always read the label on your medicine bottle and follow the directions on the label.

Driver Wellness
Drugs can mix with other drugs and or alcohol, to cause unexpected and severe side effects. Your reaction time may slow down significantly... you might feel lethargic... or even become drowsy.

Driver Wellness

If you are using multiple medications make sure you are aware of any "incompatibilities". And "swearing off" alcohol while you are taking any medicine is always a good idea. If you have any questions, consult your doctor immediately.

Driver Wellness

Illegal drugs can also cause big problems. They make you feel better temporarily...but the "rush" is usually short lived.

Driver Wellness
This euphoria that the substances may provide generally disappears quickly...and you can easily sink into a severe depression.

---

Most people who abuse drugs and alcohol use them as an “escape” from reality. They may be unhappy with portions of their lives, and feel that they need a “release” to get through the day. Or they might have had a bad day and want a temporary “pick-me-up”.

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Drug & Alcohol Abuse

Most people who abuse drugs and alcohol use them as an “escape” from reality. They may be unhappy with portions of their lives, and feel that they need a “release” to get through the day. Or they might have had a bad day and want a temporary “pick-me-up”.

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Driver Wellness

Summary

Driver Wellness
Whatever the reason, using drugs can cause real damage. It can dramatically change your behavior, cause you to divert money from things it should be used for and result in errors in judgement on the job.

If you have a drug or alcohol problem, you need to remember that it can affect everyone around you:
- Friends.
- Family.
- Co-workers.

There are a number of sources of assistance for drug and alcohol users. Many companies have their own programs.

Friends and family can be a big help too. There are also a number of government related human services organizations that you can consult (just check the phone book).
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Stress Avoidance

Stress can be another major health problem. While some stress is a normal part of everyday life, we need to guard against letting it get out of hand.

Excessive stress can make it difficult to relax and think clearly.

It can also result in:
- High blood pressure.
- Stomach ulcers.
- Muscle problems.
Stress Avoidance

At its worst, it can lead to emotional illnesses, contribute to heart disease...or even cause a heart attack.

Taking time to relax is the key to stress reduction. Here are a number of things you can do:

- Practice deep breathing exercises.
- Periodically stop and stretch for a minute.
- Take time off to "have fun".

Driver Wellness

Stress Avoidance

Sometimes though, professional counseling is necessary. Again, your company may have a program available. If not, consult the phone book for an appropriate Human Services organization.

Driver Wellness

Stress Avoidance

The following are tips on how to maintain a healthier lifestyle and to prepare you to cope with the stress of everyday living:

- Structure at least three to four days a week to include a minimum of 20 minutes of aerobic exercise.
- Eat well-balanced meals, more whole grains, nuts, fruits and vegetables.
- Reduce caffeine. This substance may aggravate anxiety, insomnia, nervous trembling.

Driver Wellness
The following are tips on how to maintain a healthier lifestyle and to prepare you to cope with the stress of everyday living.

- Avoid alcohol and drugs. These substances may add to headaches and swelling, decrease coping mechanisms and add to depression.
- Get at least 7 hours of sleep each night.
- Spend time each day with at least one relaxation technique—imagery, daydreaming, prayer, yoga, meditation...
- Go for a walk.
- “Release that which you can not control”

ABC STRATEGY

A = AWARENESS

What causes you stress?
How do you react?

Driver Wellness

ABC STRATEGY

B = BALANCE

There is a fine line between positive / negative stress
How much can you cope with before it becomes negative?

Driver Wellness
What can you do to help yourself combat the negative effects of stress?

Stress Avoidance

ABC STRATEGY

C = CONTROL

Stress Management Techniques

• Change your thinking
• Change your behaviour
• Change your lifestyle

Change your Thinking

• Re-framing
• Positive thinking

Driver Wellness
Re-framing is a technique to change the way you look at things in order to feel better about them. There are many ways to interpret the same situation, so pick the one you like. Re-framing does not change the external reality, but helps you view things in a different light and less stressfully.

Stress Avoidance

Forget powerlessness, dejection, despair, failure
Stress leaves us vulnerable to negative suggestion so focus on positives;

- Focus on your strengths
- Learn from the stress you are under
- Look for opportunities
- Seek out the positive - make a change.

Change your Behaviour

- Be assertive
- Get organized
- Ventilation
- Humour
- Diversion and distraction
Assertiveness helps to manage stressful situations, and will, in time, help to reduce their frequency. Lack of assertiveness often shows low self-esteem and low self-confidence. The key to assertiveness is verbal and non-verbal communication. Extending our range of communication skills will improve our assertiveness.

Stress Avoidance

Equality and Basic Rights

1) The right to express my feelings
2) The right to express opinions / beliefs
3) The right to say ‘Yes/No’ for yourself
4) Right to change your mind
5) Right to say ‘I don’t understand’
6) Right to be yourself, not acting for the benefit of others

7) The right to decline responsibility for other people’s problems
8) The right to make reasonable requests of others
9) The right to set my own priorities
10) The right to be listened to, and taken seriously
Being Assertive

Being assertive involves standing up for your personal rights and expressing your thoughts, feelings and beliefs directly, honestly and spontaneously in ways that don’t infringe on the rights of others.

- Respect themselves and others
- Take responsibility for actions and choices
- Ask openly for what they want
- Disappointed if ‘want’ denied
- Self-confidence remains intact
- Not reliant on the approval of others

Assertive Skills

- Establish good eye contact / don’t stare
- Stand or sit comfortably - don’t fidget
- Talk in a firm, steady voice
- Use body language
- ‘I think’ / ‘I feel’
- “What do you think?” ‘How do you feel?’
- Concise and to the point
**Benefits**

- Higher self-esteem
- Less self-conscious
- Less anxious
- Manage stress more successfully
- Appreciate yourself and others more easily
- Feeling of self-control

**Get Organized**

Poor organization is one approach that offers security against 'out of the blue' problems. Prioritizing objectives, duties, and activities makes them manageable and achievable. Don’t overload your mind. Organisation will help avoid personal and professional chaos.

**Time Management**

- Make a list
  - What MUST be done
  - What SHOULD be done
  - What would you LIKE to do
- Cut out time wasting
- Learn to drop unimportant activities
- Say no or delegate
- Plan your day
- Set achievable goals
- Don’t waste time making excuses for not doing something
**Ventilation**

“A problem shared is a problem halved”

Develop a support network through friends or colleagues to talk with. It’s not always events that are stressful but how we perceive them.

Writing a diary or notes may help release feelings but do not re-read what has been written.

**Driver Wellness**

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**Laughter**

- Good stress - reducer
- Applies at home and work
- Relieves muscular tension
- Improves breathing
- Pumps endorphins into the bloodstream - the body’s natural painkillers

**Driver Wellness**

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**Diversion and Distraction**

- Take time out
- Get away from things that bother you
- Worrying about it doesn’t solve the problem
- Reduce stress level
- Calm down
- Think logically

**Driver Wellness**
Stress Avoidance

Change Your Lifestyle

• Diet
• Smoking & Alcohol
• Exercise
• Sleep
• Leisure
• Relaxation

Driver Wellness

Stress Avoidance

Diet

• Healthy eating habits
• Caffeine (Stimulant)
• Salt

Driver Wellness

Stress Avoidance

Smoking and Alcohol

• Moderate your consumption

Driver Wellness
Benefits of Exercise

- Uses up excess energy released by the ‘Fight or Flight’ reaction.
- Improves circulation
- Lowers blood pressure
- Clears the mind of worry
- Improves self image
- Makes you feel better about yourself
- Increases social contact

Sleep

- Good stress reducer
- Difficult to cope when tired
- Wake refreshed after night’s sleep
- Plenty of daytime energy

Leisure

- Interest
- Gives you a ‘break’ from stresses
- Provides outlet for relief
- Provides social contact
Benefits of Relaxation

- Lowers blood pressure
- Combats fatigue
- Promotes sleep
- Reduces pain
- Eases muscle tension

Always remember
When your stressed out and at the end of your rope,
Don’t take it to heart,
You can always buy another rope.

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Summary
High Blood Pressure Is A Serious Health Problem

High blood pressure is an especially troubling health problem. Like other problems, it can also be stress related.

Causes of Hypertension Among Commercial Drivers

Once within the profession, however, commercial drivers have a higher propensity to develop hypertension than their peers in other professions. Ragland et al. demonstrated in a cohort study of 2,052 transit vehicle operators in San Francisco that the prevalence of hypertension increased in a stepwise fashion from 29% in the group of drivers without any driving experience, to 32% in drivers with 10-20 years experience, and to 39% in drivers with > 20 years driving experience.

As the years of experience increase, part of the increase in hypertension may relate to the accompanying aging, increase in body mass, or decline in physical activity.
Causes of Hypertension Among Commercial Drivers

Drivers also have a significantly lower maximum exercise level when compared with their non-driving peers. The fact that they generate a significantly higher double product than non-drivers to attain this maximum level indicates a lower level of physical fitness (23). A significantly higher DBP at the end of exercise and more diastolic hypertensive reactions (DBP > 115 mmHg) identify a cardiovascular system at higher risk for developing hypertension and/or vascular disease.

The Effect of Hypertension on Driver Safety

The standard (49 C.F.R. section 391.41(b)(6)) permits qualification of individuals to drive if the driver “has no current clinical diagnosis of high blood pressure likely to interfere with his/her ability to operate a motor vehicle safely.” Controversy surrounds the impact of hypertension on commercial driving safety. A study of truck drivers (24) and a second study of bus drivers (25) failed to find a significant relationship between hypertension and the frequency of crashes.

Defining Medically Acceptable Blood Pressure in the Commercial Driver

Hypertension
Defining Medically Acceptable Blood Pressure in the Commercial Driver

Stage 1 Hypertension
Stage 1 hypertension corresponds to a SBP of 140-159 and/or a DBP of 90-99. The driver with a BP in this range is at low risk for hypertension-related acute incapacitation and may be medically certified to drive for a one-year period. DOT certification examinations should be done annually thereafter. The BP should be <140/90 at these annual examinations.

Driver Wellness
Quarterly BP Testing-Failure to do so will result in SUSPENSION

Stage 2 Hypertension
Stage 2 hypertension corresponds to a SBP of 160-179 and/or a DBP of 100-109. A BP in this range is considered an absolute indication for anti-hypertensive drug therapy. A driver with Stage 2 hypertension at the time of the DOT examination may be medically certified to drive commercially for a single three month period while he/she seeks initiation of therapy with his/her primary provider.

Driver Wellness
Monthly BP Testing-Failure to do so will result in SUSPENSION

Provided the driver has received adequate treatment that is also well-tolerated and demonstrates a BP value <140/90, he/she may be medically qualified for 12 months from the date of the examination when the three month certification was given.

Driver Wellness
Monthly BP Testing-Failure to do so will result in SUSPENSION
Defining Medically Acceptable Blood Pressure in the Commercial Driver

**Stage 2 Hypertension**

Subsequent certification should occur annually thereafter. Because the commercial driver is presumed to be on medication, the Panel recommends that the BP be < 140/90. Effective BP management includes routine primary physician follow-up, an optimal BP of <130/85, and periodic screens for the presence of target organ damage.

**Driver Wellness**

Monthly BP Testing: Failure to do so will result in SUSPENSION

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Defining Medically Acceptable Blood Pressure in the Commercial Driver

**Stage 3 Hypertension**

Stage 3 hypertension is defined as a SBP > 180 and/or DBP > 110 and carries a high risk for the development of acute hypertension-related symptoms that could impair judgment and driving ability. Stage 3 hypertension is immediately disqualifying and an indication for immediate drug therapy.

**Driver Wellness**

Provided the driver is receiving adequate treatment that is well-tolerated and demonstrates a BP value <140/90, he/she may be medically certified for six months from the date of the examination when the driver was disqualified.

**Driver Wellness**
Defining Medically Acceptable Blood Pressure in the Commercial Driver

Stage 3 Hypertension
Subsequent re-certification should occur every six months. Because the commercial driver is presumed to be on medication, the Panel recommends that the BP be maintained at < 140/90.

Risk of Acute Incapacitation from Hypertension
In general, isolated hypertension is unlikely to cause sudden incapacitation, although the presence of target organ damage, particularly when blood vessels in the brain system are involved, increases the likelihood. Acute incapacitation is more likely to be caused by a sudden coronary event.

Acute manifestations of an elevated BP can include sudden stroke, acute pulmonary edema, hemorrhage, aortic dissection, or aortic aneurysm rupture. Acute neurological deficits, abrupt onset of shortness of breath, or severe, ripping back or chest pain could signal an impending hypertensive catastrophe that requires immediate cessation of driving and emergency medical care.
Defining Medically Acceptable Blood Pressure in the Commercial Driver

Risk of Acute Incapacitation from Hypertension
Symptoms of hypertensive urgency such as headache and nausea are likely to be more subtle and more amenable to treatment than a hypertensive emergency.

Driver Wellness

Treatment
There is also strong prospective, randomized trial evidence that effective hypertension management reduces cardiovascular morbidity and mortality in the primary and secondary settings. Healthy lifestyle modification and pharmacotherapy are the mainstays of anti-hypertensive treatment regimens.

Driver Wellness

Treatment
Contemporary medical therapies are effective in lowering BP, reducing complications, and are generally regarded as safe. The driver should have ongoing hypertensive management from his/her primary provider. To meet qualification standards, commercial drivers on antihypertensive medications must be free of any side effects that could impair their job performance.
Defining Medically Acceptable Blood Pressure in the Commercial Driver

Treatment
Medications that predispose to precipitous declines in BP, syncope, fatigue, or excessive electrolyte shifts should be avoided. Commercial drivers should also be made aware of their drugs’ interactions with other prescription and non-prescription drugs and alcohol.

The Need for Blood Pressure Control to Prevent Target Organ Damage
Medical examiners should search for target organ damage using their clinical and physical examination skills and, when indicated, request additional adiagnostic tests such as serum or urine (micro) tests, an electrocardiogram, or an echocardiogram. A driver with evidence of target organ damage should receive close follow-up from his/her personal physician and aggressive BP management with a goal BP < 130/80 mmHg.

The commercial driver with multiple risk factors for heart disease or target organ damage may be required to meet more intensive blood pressure control by his or her primary care physician. Severe target organ damage that has occurred due to longstanding, refractory hypertension may be grounds for disqualification if the damage impairs the driver’s ability to carry out safely his/her daily job operations.
**Hypertension**

**Defining Medically Acceptable Blood Pressure in the Commercial Driver**

**Secondary Hypertension**

The prevalence of secondary hypertension in the general population is estimated to be between 5% and 20%. The primary care physician may evaluate patients with refractory hypertension despite being on near maximal doses of two to three pharmacologic agents for secondary hypertension. Some causes of secondary hypertension may be amenable to surgical intervention or specific pharmacologic treatment.

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**Driver Wellness**

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**Hypertension**

Check blood pressure often and record the readings

- **High point = Systolic**
  - Infants to age 30 average # is 120
  - Over 40 years average # is 140

- **Low point = Diastolic**
  - Infants to age 30 years average # is 80
  - Over 40 years average # is 85

Generally men have higher blood pressure-Blood pressure is lowest during your sleep cycle

If you continue to have high readings See your Doctor immediately.

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**Driver Wellness**

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**Hypertension**

Things to be aware of before taking your blood pressure

- 30 min prior to BP reading - Avoid smoking, eating, taking medication, alcohol consumption or physical activity
  - If stressed take later
  - Remove anything that interferes with cuff

- Feet flat on floor
  - Cuff 1” above elbow
  - Tubing extends towards hand
  - Cuff should be snug on left arm
  - Cuff height should be same level as heart
  - Relax

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**Driver Wellness**
Many times high blood pressure has no definite symptoms. Nonetheless, it frequently has disastrous results... including blindness, stroke and kidney failure.

Anticipating challenging situations, and approaching them positively, is important to reducing stress and blood pressure problems.

For instance, "rehearse" for stressful situations you feel may come up. Be positive... tell yourself you "can do it."

Stress is caused by an overwhelming stress-causing factor or "stressor."

Anxiety is stress that continues after the stressor is gone.
The best way to combat high blood pressure if it occurs is through early detection and treatment. Have regular physicals...and see your doctor if symptoms appear.

There are also lifestyle practices that will help you to keep your blood pressure down.

To reduce your blood pressure:
- Use less salt.
- Increase your exercise.
- Lose excess weight.

Introduction
- Driver Qualification Requirements
- Hours Of Service Requirements

Driver Wellness
- Keeping Well & Fit is Very Important
- Avoid Negative Lifestyle Factors
- Small Changes Can Produce Big Benefits
- Smoking & Your Health
- Alcohol
- Drugs
- Drug & Alcohol Abuse
- Stress Avoidance
- Hypertension
- Diet
- Weight Control
- Stay Fit with Exercising
- Whistle Blower Protection
- Summary
Maintaining a balanced and nutritious diet is also important to good wellness and fitness. You should avoid high cholesterol and saturated fats (red meats and whole milk products are big offenders).

“Substitution” is a good approach to making your diet more healthy.

For instance, instead of high fat foods use:

- Beans and other protein-rich foods (these are also low in fat).
- Lean meat, poultry and fish.
- Low-fat cheeses and milks.

High fiber foods can also be beneficial. In addition to improving your overall health, studies have shown that they can often reduce the chances of cancer.
Whole grain breads and cereals are especially good sources of fiber. Fresh vegetables and fruits can also provide good amounts.

In scientific literature, the term obesity is defined as excess storage of energy in the body in the form of fat. It is a term often used interchangeably with the word overweight, which implies weighing more than a standard level for a given height and gender. Definitions of excess vary, but the overall result is too much body fat.
Obesity is a well-established risk factor for many diseases such as stroke, cardiovascular disease, hypertension and diabetes. It also exacerbates problems with conditions such as arthritis or back pain. Evidence also suggests that obesity, in conjunction with other risk factors (such as menopausal status, low activity level and predisposition to insulin resistance), places men and women at a higher risk of cancer.

What's your RISK!!
The Body Mass Index (BMI) to the right helps you determine if you are “At Risk” due to your body size...

For Example .. if you are 6” Tall and weight 220 lbs your BMI is 30
The Target BMI is 25, no matter what you height, so we need to loose 15 lbs...

Where ARE YOU?

Weight control is also essential to fitness and wellness. Being overweight can increase your chances of heart disease as well as high blood pressure.

- A "Weight Control Plan" is essential to weight reduction.
- Set a "target weight".
- Establish reasonable intermediate goals (one or two pounds a week).
- Chart your progress.
- Don't give up if you have a relapse!
Weight Control
The key to successful weight reduction is to change your "behavior patterns". Record when and why you eat. Once you identify your bad habits, determine how you can replace them with "good behaviors".

Driver Wellness

Weight Control
It is generally smart to avoid "crash diets" that promise dramatic weight loss in a short period of time. But whatever diet program you choose, make sure you have a general medical exam before you start.

Driver Wellness
Exercise is key to staying fit. It goes hand in hand with weight control. A good exercise program will burn off calories and help balance your food intake. This can lower the risk of heart disease, as well as stroke.

Preparation is important before exercising:

- Stretch before each session.
- Do "warm-ups", but don't strain.

You can then move on to vigorous, aerobic exercises.

- Bicycling.
- Running.
- Fast walking.
- Aerobic dancing.
Aerobic workouts get your heart pumping faster. Before you start, locate your "target rate" on a rate chart.

When you exercise, you should try to hit that rate and hold it for about 20 minutes.

Remember, it is important to work into an exercise program slowly. And with losing weight, you should have a complete physical before you start your program.

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Motor Carrier Employee Whistle Blower Protection
Questions and Answers

**Question:** May my company fire me, write me up, treat me differently, or favor others if I blew the whistle on my company? I found or know about violations of Federal safety and health regulations relating to commercial motor vehicle safety.

**Answer:** No, a motor carrier employer may not discharge, discipline or discriminate against an employee regarding pay, terms, or privileges of employment because you did one of the following actions:

- You filed a complaint related to a violation of a commercial motor vehicle safety regulation.
- You began a proceeding related to a violation of a commercial motor vehicle safety regulations
- You have testified in a proceeding related to a violation of a commercial motor vehicle safety regulation.
- You will testify in a proceeding related to a violation of a commercial motor vehicle safety regulation.
- You refused to operate a commercial motor vehicle, because of one of the following two items.
  - You had a reasonable apprehension you, or someone else, would have been seriously injured or impaired had you operated the unsafe vehicle. You asked your employer to correct the unsafe vehicle's condition, but your employer refused to correct the unsafe condition.
  - You would have violated a Federal safety or health regulation.

**Driver Wellness**
**Whistle Blower Protection**

**Question:** Who is an employee?

**Answer:** You are an "employee" if you do any one of the following five types of jobs:

1. Drive a commercial motor vehicle.
2. Drive a commercial motor vehicle, as an independent contractor, when you personally operated the commercial motor vehicle.
3. Repair and maintain vehicles as a mechanic.
4. Handle freight.
5. Any job for a motor carrier directly affecting commercial motor vehicle safety in the course of employment. The employee cannot be an employee of the United States government, a State, or a political subdivision of a State acting in the course of employment.

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**Driver Wellness**

**Question:** What may I do within 180 days of my discharge, discipline, or discrimination?

**Answer:** You or another person at your request may file a complaint with the Secretary of the United States Department of Labor.

The Secretary of Labor would prefer you send the complaint directly to the Occupational Safety and Health Administration (OSHA) Area Director responsible for enforcement activities in the geographical area where you reside or where you reported for duty. Filing your complaint with any OSHA officer or employee, however, is sufficient, according to 29 CFR 1978.102

For filing of discrimination complaint visit the OSHA web site to obtain the address where you should file your complaint.

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**Driver Wellness**

**Question:** What may I do if my discharge, discipline, or discrimination happened more than 180 days ago?

**Answer:** You may still file your complaint, or another person at your request may file your complaint, with the OSHA Area Director acting on behalf of the Secretary of Labor, but the OSHA Area Director has the discretion to decline your complaint as untimely.
**Whistle Blower Protection**

**Question:** What should I include in my complaint?

**Answer:** You should include the following items in your complaint.

- Your name, address, and telephone number.
- The specific commercial motor vehicle safety regulation in question.
- The name of the person who discharged you, or disciplined or discriminated against you.
- One or more of the following alleged actions.

- I filed a complaint related to a violation of a commercial motor vehicle safety regulation.
- I began a proceeding related to a violation of a commercial motor vehicle safety regulation.
- I have testified in a proceeding related to a violation of a commercial motor vehicle safety regulation.
- I will testify in a proceeding related to a violation of a commercial motor vehicle safety regulation.

- I refused to operate a commercial motor vehicle because of one of the following two items.
  - I would have violated a Federal safety or health regulation.
  - I had a reasonable apprehension I, or someone else, would have been seriously injured or impaired had I operated the unsafe vehicle.
- I asked my employer to correct the unsafe vehicle's condition, but my employer refused to correct the unsafe condition.
- Any other facts, data, and applicable circumstances.
Whistle Blower Protection

In addition you may contact by telephone using the...

FHWA Safety Hotline (1-888-DOT-SAFT)

The Motor Carrier Safety hotline is a line of communication available to commercial vehicle drivers to submit reports of actual or potential violations of the federal motor carrier safety regulations.

Or

This line, 1-888-DOT-SAFT (368-7238), a toll-free number for drivers nationwide to contact the Federal Motor Carrier Safety Administration.

Driver Wellness

Introduction

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Summary

◆ A good fitness and wellness program can keep you healthy and in a good state of mind.
◆ Small changes in your lifestyle can produce significant benefits.
◆ "Negative Lifestyle Factors" like smoking, drinking and overeating can cause major health problems.
◆ It is usually easier to change lifestyle patterns gradually; avoid "quick fix solutions".
◆ Mixing different medications, or drugs and alcohol, can have disastrous affects.
◆ Maintaining a balanced and nutritious diet is key to a good fitness and wellness program.
◆ High blood pressure can be a serious problem. You need to catch it early.
Summary

- Driver qualification requirements: The Federal rules on medical certification, medical examination procedures, general qualifications, responsibilities, and disqualifications based on various offenses, orders, and loss of driving privileges.
- Hours of service of drivers: The limitations on driving hours, the requirement to be off-duty for certain periods of time, record of duty status, preparation, and exceptions. Fatigue countermeasures as a means to avoid crashes.
- Driver wellness: Basic health maintenance including diet and exercise. The importance of avoiding excessive use of alcohol.
- Whistleblower protection: The right of an employee to question the safety practices of an employer without the employee's risk of losing a job or being subject to reprisals simply for stating a safety concern.

We often take “feeling good” for granted... but it doesn’t happen automatically.

Keep a positive attitude... establish a good fitness and wellness program... and you'll have what it takes.

Driver Wellness