

# PREVIOUS PRE-EMPLOYMENT EMPLOYEE ALCOHOL & DRUG TEST STATEMENT

(To be completed by ALL new hires prior to commencement of safety sensitive duties)

49 CFR Part 40.25(j)

As the employer, you MUST also ask the employee whether he or she has tested positive, or refused to test, on any pre-employment drug and/or alcohol test administered by an employer to which the employee applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules during the past 2 (two) years 3 (three) years for FMCSA. If the employee admits that he or she had a positive test result, you MUST NOT use the employee to perform safety-sensitive functions for you, until and unless the employee documents successful completion of the return to duty process as outlined in Subpart O of the drug and alcohol testing regulations.

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Prospective Employee Name: \_\_\_\_\_

Employee ID/SS# \_\_\_\_\_

The prospective employee is required by 49 CFR Part 40.25(j) to respond to the following questions:

1. Have you tested positive, or refused to test, on ANY pre-employment drug and/or alcohol test administered by an employer to which you applied for, but did not obtain, safety sensitive transportation employment covered by U S DOT agency drug and alcohol testing rules during the past 2 (two) years ?

yes                       no

2. If you answered yes, can you provide/obtain proof that you have successfully completed the DOT return to duty requirement ?

yes                       no

\_\_\_\_\_  
Prospective Employee Signature

\_\_\_\_\_  
Date