

2026 Educational Webcast Series



NPTC

National Private Truck Council

Maintaining Driver Medical Compliance
Across Your Fleet

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Gary Petty

President & CEO

National Private Truck Council

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Thank You for Joining Us!

• This webcast will cover ...

A regulatory overview

Best practices in compliance

A case study in implementation

Question & Answer session

• You will be muted during the event.

• Please use the Q&A feature to send in questions. We'll try to answer them during the Q&A period if they are not covered in the presentation.

• The slides and recording will be posted within 7 days at:
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Meet Your Speakers



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Poll

- What has been your biggest challenge with the NRII rollout?
- a. Training staff and drivers on the new process
 - b. Transmission delays between states
 - c. Delays in MVR updates
 - d. Keeping up with what states are not compliant

National Registry Integration Phase 2 (NRII) Overview

- June 23, 2025, was the NRII deadline.
- Several waivers and an exemption: Current exemption expires October 11, 2026
- **Goal:** Simplify CDL medical certification update process:
 - Drivers
 - Carriers
 - Medical examiners
- Fewer steps leads to less mistakes

National Registry Integration Phase 2 (NRII) Overview

- Drivers who do not pass the exam are “Not Certified” regardless of remaining time on the prior card
- Medical examiners are no longer required to issue a physical card
- Medical examiners have been reporting to the FMCSA since 2015
 - The new step is the FMCSA communicating with the states

The Process

- Driver takes a physical from a doctor on the National Registry
- Examiner submits the results to the FMCSA
- FMCSA submits the results to the driver’s state of residency
- State updates the driver’s MVR
- Carrier requests an MVR to verify the driver is medically qualified

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What if the MVR Doesn’t Get Updated

- Driver must contact the Medical Examiner
- Contact the SDLA (State drivers license agency)
- Contact the FMCSA National Registry Tech Support Help Desk
 - fmctechsup@dot.gov
 - (617) 494-3003

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Benefits to the Driver

- Less down time
- No delays if the driver is out of state
- No longer required to carry a physical card
- Drivers still need to go to the SDLA to change certification status
 - Interstate/ intrastate
 - Excepted/ non-excepted

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Benefits to the Carrier

- Verification of Medical examiner is not required
- Medical card is not required in the DQ file
- Reduced audit risk due to missing documents

Carriers must collect these items from non-compliant states



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Non-Compliant States

- Alaska
- California
- Louisiana
- New Hampshire

The process is unchanged in these states until they are compliant



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Non-CDL Drivers

- Since this regulation only affects CDL drivers nothing changes
 - Carriers
 - Collect a copy of the medical card
 - Verify the ME was listed on the Federal registry
 - Put a note in the DQ file
 - Drivers
 - Carry a copy of the medical card when operating a CMV



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FOR STREAMLINING YOUR OPERATIONS





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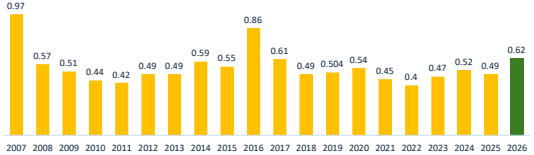


Raising The Bar Above Mere Compliance

Tom Moore, CTP
National Private Truck Council



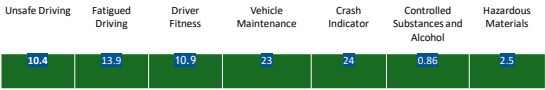
DOT Recordable Accidents



Year	DOT Recordable Accidents
2007	0.97
2008	0.57
2009	0.51
2010	0.44
2011	0.42
2012	0.49
2013	0.49
2014	0.59
2015	0.55
2016	0.86
2017	0.61
2018	0.49
2019	0.504
2020	0.54
2021	0.45
2022	0.4
2023	0.47
2024	0.52
2025	0.49
2026	0.62

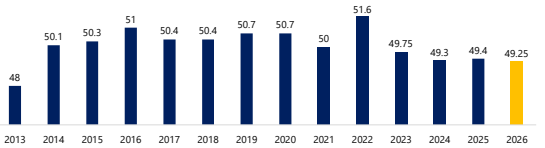


CSA Scores



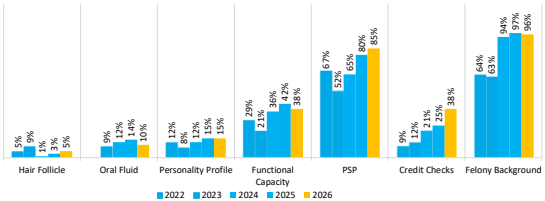
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The Aging Driver Workforce



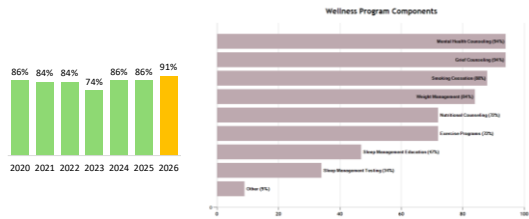
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Pre-Employment Screening Practices



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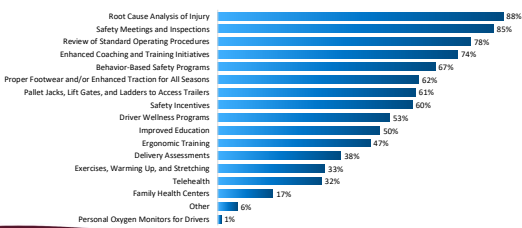
Driver Wellness Initiatives



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Programs to Reduce Injuries



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Best Practices

- Complying with HR regulations (no medical exam until offer is on the table)
- Using some type of tracking to make sure the driver remains qualified (there is no “grace period”)

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Be Aware....

- Doctor shopping (after failing an exam, find a different examiner; do not tell the new examiner about previous issues, rather than addressing the medical issue that led to failing the initial exam)
- Fraudulent examiners (different than inactive)





DTI KEY STATISTICS

2125 Full Time Drivers

1,950 Tractors/3,100 Trailers

2026 miles forecast: 206 Million

15 distribution centers and 44 terminals - US & Canada

OTR in all 48 contiguous states



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NRII Compliance & Risk Mitigation to System Shortcomings



Known/Observed shortcomings include:

• Delays in medical certificate transmission

• Data mismatches between examiner, FMCSA, and state systems

• Downtime or system outages

• Examiner entry errors

• Driver status not updating in CDLIS in real time

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NRII Compliance & Risk Mitigation to System Shortcomings

• Exclusive medical providers conducting Driver Physicals

• Includes Family Health Centers-DTI DC locations

• Better response time for any examiner issues or follow ups

• Easier access to Long form for records and documentation

• Less time auditing compliance and fraudulent examiners

• Higher driver tracking accuracy percentage on completions

• Driver Responsibilities

• We communicate to all drivers to keep a copy of the Med Card on their Person

• If we contact them, they will need to act in a timely fashion to correct any discrepancy with the DMV or examiner when a new MVR is run

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NRII Compliance & Risk Mitigation to System Shortcomings

- Active Validation by Safety/DQ Compliance
 - 90-day expiration warning alert for all expirations to drivers
 - Run new MVR to check MED Card status
 - Verify no downgrades occurred/pending
 - Classification is correct with no mistakes by system errors
- NRII is a verification tool, not the source of truth; maintain defensible documentation despite system failures. The following slides will help outline what works for us.

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NRII Compliance & Risk Mitigation to System Shortcomings

- If NRII transmission failure or delay occurs:
 - Medical Card NOT showing in state system
 - Retain physical/digital MEC in DQ file
 - Contact: Medical Examiner (confirm submission)
 - Contact: FMCSA/State licensing agency (if necessary)
 - Document all actions in compliance log
 - Incorrect or mismatched data
 - Verify driver CDL number and demographic info
 - Request correction from examiner
 - Require driver to revisit examiner if needed

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NRII Compliance & Risk Mitigation to System Shortcomings

- Driver Out-of-Service Prevention
 - Drivers *will NOT be dispatched* if:
 - Medical certification is expired
 - No valid MEC on file (even if NRII issue exists)
 - Temporary exception **ONLY** if:
 - Valid MEC verified AND documented internally
 - We pad our expiration date by a week to ensure drivers are back and off the road to take their physical if needed

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Protecting Your Driver Fitness CSA Basic

- Rapid Violation Response Process (NRII Reality)
 - Since fewer items can be challenged, speed + accuracy matter.
- Within 24 hours:
 1. Review inspection
 2. Confirm violation validity
 - 1) If the violation is not valid run MVR
 - 2) DataQ providing MVRs before & after violation showing valid status
 3. Coach driver immediately
 4. Document corrective action

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Protecting Your Driver Fitness CSA Basic

- Build internal rules:
 - Only submit DataQs when *100% confident*
 - Track unsuccessful challenges to refine your process
- 6 for 6 successful DataQ challenges
 - All DataQs involved the officers were unaware/untrained of the NRII Process
 - Importance of documentation-especially current MVRs

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Continuously Improving Compliance and Lessons Learned

- Pre-hire screening
- Testing Physical Abilities Beyond the D.O.T. Physical
- How to create a program that works for your fleet, apply it fairly, and avoid discrimination claims

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Start with the Pre-Hire Process

- Consider an MVR point system, for example
 - Points will be totalled over a 3 year period. For current and qualified drivers, those with 10 points or greater are disqualified from driving. New-hire employee drivers must have 7 or fewer points to be qualified to begin driving.
- Set points based on severity of conduct
 - DUI; driving with suspended license = 7-10 points
 - Speeding over 15mph = 5
 - HOS enforcement/citation = 1-2 points

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Passing a D.O.T. Physical Does Not necessarily Mean:

- The driver can safely perform all the functions of the job;
- The driver won't become a Worker's Comp statistic; or
- The driver is the right fit for your fleet

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Testing Physical Abilities for Your Trucking Job

- Don't Count on the D.O.T. Physical to Tell You Everything You Need to Know!
- It's OK to have your own internal physical assessment test that drivers must pass as a condition of employment

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Begin with the Functional Job Description

- Important that the medical provider that clears your driver applicant have an understanding of the day-to-day job demands
 - What does the general public picture when they think “no-touch truck driver”?

Begin with the Functional Job Description (cont.)

- Even a “no-touch” driver has a physical job
 - Entering/exiting cab, entering/exiting trailer, manually releasing the fifth wheel, adjusting trailer tandem pins, transferring/securing chains, bending/reaching/crouching while performing pre- and post-trip inspections

How to Apply Fairly and Avoid Discrimination Claims

- Standardization and Consistency
- Tailor to your fleet – but make it reasonable; your intent is to ensure the driver can safely do the job they have applied for
- Have your process reviewed by legal; revisit at least annually to make sure your process is still working in the way you intend
- Don’t be afraid to DQ if the applicant does not meet the standards you set
- Document, document, document!

Questions and Answers



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More Questions?



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Hours of Service Readiness:
From Regulation to Real-World Compliance

July 22nd – 10:00 AM Central





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