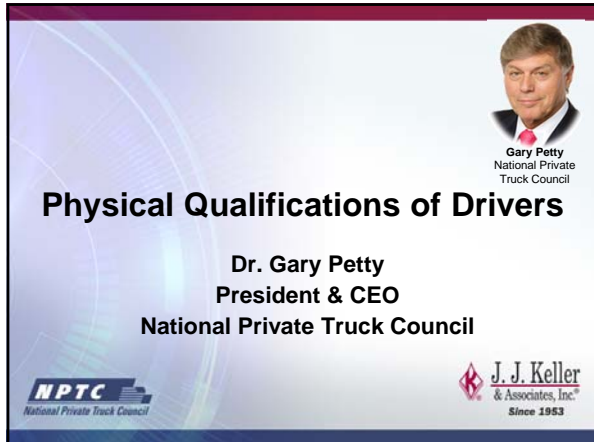


J. J. Keller & Associates, Inc. and National Private Truck Council (NPTC) Webcast:  
**Physical Qualifications of Drivers**  
March 19<sup>th</sup> , 2015



**Physical Qualifications of Drivers**

Dr. Gary Petty  
President & CEO  
National Private Truck Council

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

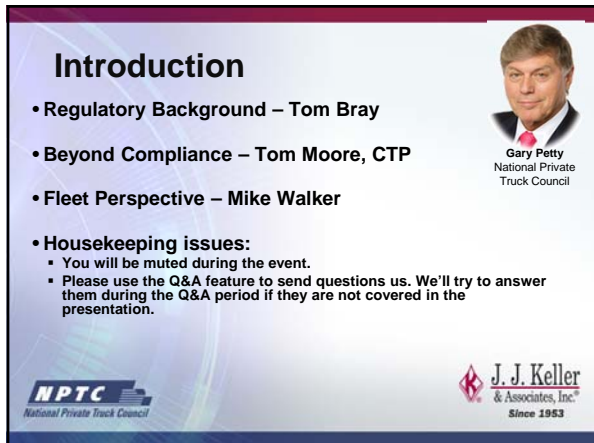
---

---

---

---

---



**Introduction**

- Regulatory Background – Tom Bray
- Beyond Compliance – Tom Moore, CTP
- Fleet Perspective – Mike Walker
- Housekeeping issues:
  - You will be muted during the event.
  - Please use the Q&A feature to send questions us. We'll try to answer them during the Q&A period if they are not covered in the presentation.

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

---

---

---

---

---



**Regulatory Background**

Thomas Bray  
Sr. Editor, Transportation Management  
J. J. Keller & Associates, Inc.

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

---

---

---

---



---


## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015

**Who must be examined?**

- Anyone that operates a commercial vehicle (as defined in §390.5) that has:
  - Never been certified
  - Not certified during preceding 24 months (or less, depending on last exam)
  - Ability to perform normal duties affected by injury or illness
  - See §391.45

  
Tom Bray  
J. J. Keller & Associates, Inc.

---

---

---

---

---

---

---

---

**Medical Qualifications**

- No loss of limbs\*
- No impairment of hands, arms, legs, feet\*
- No insulin-controlled diabetes\*
- No history of epilepsy\*

*\*Waiver program available if driver otherwise meets the medical requirements*

  
Tom Bray  
J. J. Keller & Associates, Inc.

---

---

---

---

---

---

---

---

**Medical Qualifications**

- Vision\* and hearing\* meet the minimums
- No cardiovascular, respiratory, vascular, or blood pressure problems likely to affect driving
- No mental disorders
- No problems with drugs or alcohol

*\*Waiver program available if driver otherwise meets the medical requirements*

  
Tom Bray  
J. J. Keller & Associates, Inc.

---

---

---

---

---

---

---


---

## Physical Qualifications of Drivers


March 19<sup>th</sup> , 2015

### Medical Qualifications

- **Waiver/exemption process**
  - Driver takes physical and otherwise passes it
  - Examiner marks card and form accordingly
  - **Driver completes waiver/exemption paperwork**
    - May require additional medical examinations or a skills performance evaluation
  - FMCSA reviews and grants (if appropriate)
  - Driver's medical card must be accompanied by waiver/exemption



Tom Bray  
J. J. Keller &  
Associates, Inc.



NPTC  
National Private Truck Council



J. J. Keller  
& Associates, Inc.  
Since 1953

---

---

---

---

---


---

---


---

### Coming Changes


- **Insulin-dependent drivers**
  - New rule would allow drivers with insulin-treated diabetes mellitus to operate commercial motor vehicles in interstate commerce, without securing a waiver
  - Specific medical standards would have to be met to pass physical
  - Proposal to be release at any time



Tom Bray  
J. J. Keller &  
Associates, Inc.



NPTC  
National Private Truck Council



J. J. Keller  
& Associates, Inc.  
Since 1953

---

---

---

---

---


---

---


---

### NRCME


- **New as of May 21, 2014**
  - Examiners must be on National Registry of Certified Medical Examiners (NRCME)
  - Carrier must place proof in DQ file that examiner was on the registry at the time of the exam
  - Only applicable if the exam took place on or after May 21, 2014
  - NRCME available online at:  
[nrcme.fmcsa.dot.gov](http://nrcme.fmcsa.dot.gov)



Tom Bray  
J. J. Keller &  
Associates, Inc.



NPTC  
National Private Truck Council



J. J. Keller  
& Associates, Inc.  
Since 1953

---

---

---

---

---

---

---


---

## Physical Qualifications of Drivers



March 19<sup>th</sup> , 2015

### Medical Exam Paperwork

- Upon completion of physical (provided driver passed):
  - Examiner completes and keeps the examination report (the "long form") for three years
    - Carrier is NOT required to have copy of long form
  - Driver provided with medical certificate (medical card).
    - Driver provides carrier with copy of card
  - Carrier places copy of card in DQ file and/or gets new MVR showing updated medical qualification information



Tom Bray  
J. J. Keller &  
Associates, Inc.



---

---

---

---

---


---

---



---

### CDL Federal Medical Card Merger

- Carrier must have copy of MVR showing valid medical status on file at all times for CDL driver
  - Need to run a new MVR whenever driver renews medical card
    - Consider combining physical and annual review to reduce number of MVRs run
  - Can use medical card as proof of medical qualifications for 15 days
    - This provides time for information to appear on MVR



Tom Bray  
J. J. Keller &  
Associates, Inc.



---

---

---

---

---

---

---

---

### Driver Qualification File

- Carrier must have on file:
  - Copy of medical certificate (medical card)
  - Copy of MVR with medical certification information on it (CDL drivers)
- Driver must carry copy of medical card
  - Exception for CDL drivers after January 30, 2015, provided they have merged and supplied state with copy of medical card



Tom Bray  
J. J. Keller &  
Associates, Inc.



---

---

---

---

---

---

---

---

## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015



**Beyond Compliance**

Tom Moore CTP  
Sr. Vice President  
National Private Truck Council

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

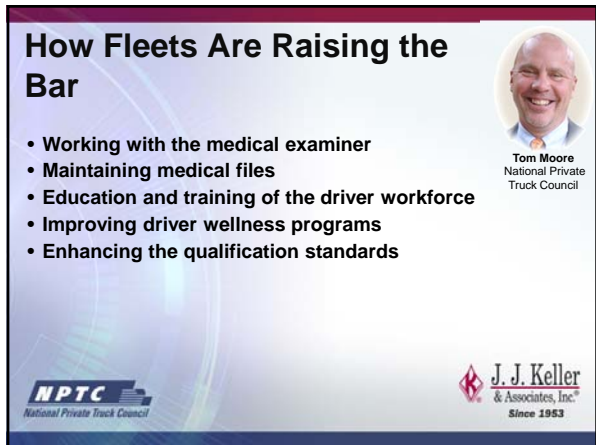
---

---

---

---

---



**How Fleets Are Raising the Bar**

- Working with the medical examiner
- Maintaining medical files
- Education and training of the driver workforce
- Improving driver wellness programs
- Enhancing the qualification standards

Tom Moore  
National Private  
Truck Council

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

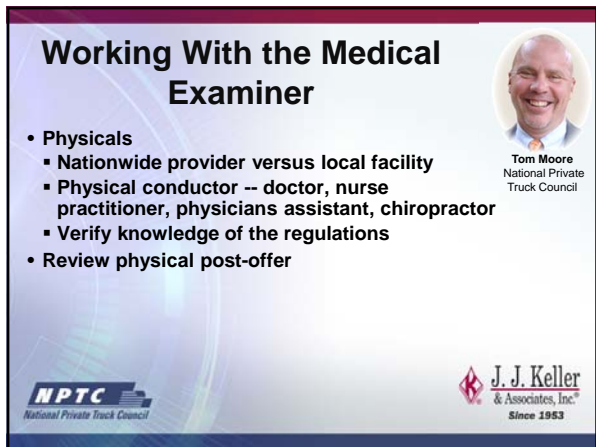
---

---

---

---

---



**Working With the Medical Examiner**

- Physicals
  - Nationwide provider versus local facility
  - Physical conductor -- doctor, nurse practitioner, physicians assistant, chiropractor
- Verify knowledge of the regulations
- Review physical post-offer

Tom Moore  
National Private  
Truck Council

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

---

---

---

---


---

## Physical Qualifications of Drivers



March 19<sup>th</sup> , 2015

### Maintaining Medical Files

- Secure and limit access to files
- Conduct annual review twice per year
- Audit physicals forms
- Verify licenses for equipment being used



Tom Moore  
National Private  
Truck Council



---

---

---

---

---


---

---



---

### Education and Training

- FMCSA provides excellent resource  
<http://www.fmcsa.dot.gov/rules-regulations/administration/fmcsr/fmcsrruletext.aspx?req=391.43>
- Beyond the regs, drivers need to know that you care about their welfare
- Drivers need to take responsibility
- Consider incorporating as part of the hiring & screening process



Tom Moore  
National Private  
Truck Council



---

---

---

---

---


---

---



---

### Best Practices

- Have a tracking mechanism that tracks medical card, MVR medical information, and waiver dates
- Be willing to have a driver re-examined if there is an issue
- Consider reviewing the “long form” for errors
  - If you do, remember that the long form contains personal medical information and must be treated as confidential!



Tom Moore  
National Private  
Truck Council



---

---

---

---

---

---

---

---



J. J. Keller & Associates, Inc. and National Private Truck Council (NPTC) Webcast:  
**Physical Qualifications of Drivers**  
March 19<sup>th</sup> , 2015

**Best Practices**

- **NRCME considerations**
  - Examiners are more knowledgeable, leading to more issues...be prepared!
  - Check that examiner is on NRCME BEFORE sending the driver
  - Verify each and every time

  
Tom Moore  
National Private  
Truck Council

---

---

---

---

---


---



---

---

**Best Practices**

- **CDL Federal Medical Card merger**
  - Check with MVR provider!
  - Keep copy of medical card in DQ file
  - Have driver keep copy of medical card
  - Get drivers in early for DOT physicals
  - Make sure new information is on MVR within 15 days of exam

  
Tom Moore  
National Private  
Truck Council

---

---

---

---

---


---



---

---

**Best Practices**

- **NEVER allow a driver to be "downgraded"**
  - If driver does not provide copy of new medical card, will be downgraded
  - Driver will be placed out of service if license has been downgraded (do not allow driving!)
  - Help driver get back to driving status
    - State process determines what "downgrade" means and what is necessary to return to interstate status

  
Tom Moore  
National Private  
Truck Council

---

---

---

---

---

---

---

---

J. J. Keller & Associates, Inc. and National Private Truck Council (NPTC) Webcast:  
**Physical Qualifications of Drivers**  
March 19<sup>th</sup> , 2015

### Raising the Bar

- Health and wellness program
  - Customize it to your operation
  - Aging workforce issues at many companies!
- Requiring driver use only company-approved examiners
- Consider additional physical requirements



Tom Moore  
National Private  
Truck Council



---

---

---

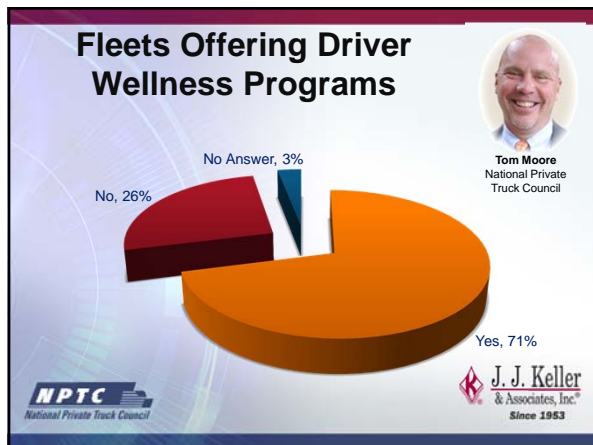
---

---

---

---

---



---

---

---

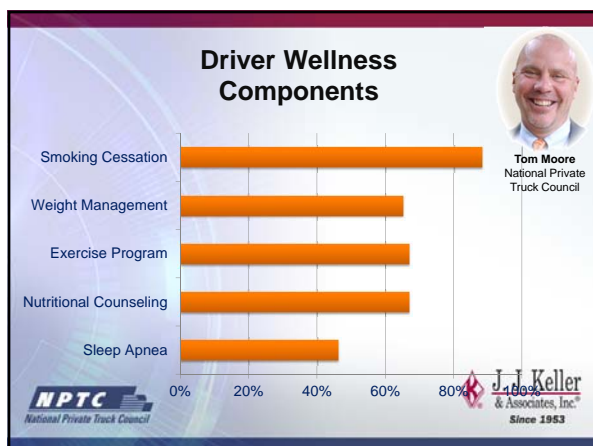
---

---

---

---

---



---

---

---

---

---

---

---

---



## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015

**Physical Qualification of Drivers**

Mike Walker  
Director of Transportation  
Metal Sales Manufacturing Corp.

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

For more than 50 years, Metal Sales Manufacturing Corporation has earned a reputation as the premier provider of innovative metal roofing, metal siding, building components and accessories. We've backed this reputation with the steel roofing industry's largest professional sales & service team, supported by 21 branches located throughout the United States. We offer a full line of exceptional quality metal roofing systems, siding and metal wall panels for agricultural, commercial, architectural, industrial, and residential projects of every shape and size – new construction or retro-fit.

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

**Metal Sales Manufacturing Corporation**

Equipment  
126 Power Units  
226 Trailers  
52 Booms/All Terrain Forklifts

Operations Figures  
7,586,286 Miles  
110,237 Stops

**metal sales**  
manufacturing corporation

Mike Walker  
Metal Sales

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015


### Enhanced DOT Physicals

Problem – Driver workers' comp claims review found that:



- 10% of the claims accounted for 70% of the cost
- Over 50% of the claims involved musculoskeletal injuries
- Large number of high dollar claims occurred within 90 days of hiring date

Solution –

- Improve the DOT Medical Exam and identify those individuals that are not physically fit to perform the job by:
  - Establish a customized testing program to identify significant musculoskeletal problems.
  - Improving cardio and overall fitness screening.
  - Early health risk identification.



Mike Walker  
Metal Sales



---

---

---

---

---


---

---



---

### Functional Screen Purpose

- Utilized to safely match driver candidates to the physical demands of a truck driving position at Metal Sales Manufacturing Corporation (MSMC) conducted in unison with pre-employment Medical Examination for Commercial Driver Fitness Determination and re-certifications as required by the Federal Motor Carrier Safety Regulations ( § 391.43).



Mike Walker  
Metal Sales



---

---

---

---

---


---

---



---

### Scope

A standardized and precise measure of an individual's current capacity that accurately tests each candidate to ensure they can accomplish the specific physical demands of the truck driving job.



Mike Walker  
Metal Sales



---

---

---

---

---

---

---


---

## Physical Qualifications of Drivers



March 19<sup>th</sup> , 2015

### Scope Highlights

- Requires a detailed "job analysis" which was developed with Physical Therapist (PT) on site with MSMC representatives outlining the responsibilities of the job.
- Minimizes the risk of injuries to the employee by identifying potential musculoskeletal and medical conditions that may increase the risk of workplace injury.
- Minimizes MSMC exposure to on-the-job injuries and the resulting expenses related to worker's compensation claims, in addition to operational costs, i.e. common carrier expenses, equipment retrieval costs, etc.
- Helps to maximize customer service by minimizing interruptions in the workforce that can result from on-the-job injuries.
- Reduces insurance premiums by minimizing claims.



Mike Walker  
Metal Sales



---

---

---

---

---

---

---

---

### Legal Issues

ADA allows Pre-Employment Functional Assessments. Tests/standards/programs cannot discriminate against protected classes (females, minorities, disabled or older adults) as defined by the Civil Rights Acts of 1964 and 1991, the Americans with Disabilities Act (ADA) and the Age Discrimination in Employment Act (ADEA), however



Mike Walker  
Metal Sales



---

---

---

---

---


---

---



---

### Legal Issues

If job relatedness is established and documented, then the fitness tests, standards and programs can distinguish who can and cannot perform the essential functions of the job. It is important to implement tests that distinguish between those who can and cannot do the essential functions of the job.



Mike Walker  
Metal Sales



---

---

---

---

---

---

---

---

# J. J. Keller & Associates, Inc. and National Private Truck Council (NPTC) Webcast:

## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015

### Legal Issues

- Additionally the test must be required of everyone in the position and everyone in the post offer/pre-employment stage of the process. It cannot be selectively applied.
- Under ADA, there is a provision called "reasonable accommodation". A person with a disability who is unable to perform the essential functions of the job; has the right to request an accommodation. The employer must determine the nature of the accommodation and whether or not the accommodation is "reasonable" or would cause an "undue hardship".

**Mike Walker**  
Metal Sales

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

### History/Physical Screen and Musculoskeletal Evaluation

- Previous / Current Health Issues / Restrictions
- Heart Rate Pre/Post
- Projected 80% HR
- Blood Pressure
- Comments/Signed and dated by Physical Therapist

1. Neck ROM

2. Back/Trunk ROM

3. Shoulder/UE ROM

4. Lower Ext ROM

5. Balance (10 sec.)

6. Squats (10 reps)

7. Grip Strength

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

### Commercial Driver Functional Screen

CRITICAL DEMAND	TEST DESIGN	PASS SCORE	OVERALL TEST MET
Floor to Waist Lift	FCE Equipment. Client is to lift the weight from the Floor to Waist level and back following FCE protocol. 60# x 1 rep	Pass Score: 60# Score: _____	YES NO
Front Carry (25 feet)	FCE Equipment. Client will lift from Waist level and carry/transfer weight a total of 25 feet following FCE protocol. 60# x 1 rep	Pass Score: 60# Score: _____	YES NO
Chest to Floor Lift (52")	FCE Equipment. Client will lift from Chest (52") level down to Floor and back to Chest level using either 2 hands on handles or over/under hand technique. 60# x 1 rep	Pass Score: 60# Score: _____	YES NO
Stair/Step Climbing	FCE Equipment (ladder), ensuring 3 points of contact are maintained at all times during the activity. Clients will ascend/descend a 15' step 3 times. Steps: _____	Pass Score: 3 Steps (15') Score: _____	YES NO
Horizontal Pushing	FCE Equipment. Generate 75# of horizontal push force at self-selected height in at least 1 of 3 attempts, standing, using a force gauge or wall mount pulley. Trial 1: _____ Trial 2: _____ Trial 3: _____	Pass Score: 75# Score: _____	YES NO
Horizontal Pulling	FCE Equipment. Generate 75# of horizontal pull force at self-selected height in at least 1 of 3 attempts, standing, using a force gauge or wall mount pulley. Trial 1: _____ Trial 2: _____ Trial 3: _____	Pass Score: 75# Score: _____	YES NO

**NPTC**  
National Private Truck Council

Reason for Failure:  
 1 Physical Status (BP, HR, Medical contraindication, restriction)  
 2 Functional Status (unsafe body mechanics/physically incapable applicant stops test) **Screened & Signed**  
 by Physical Therapist

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---


---

---

## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015

**Lifts – Floor to Waist & Chest to Floor**



Mike Walker  
Metal Sales

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

---

---

---

---

---

**Horizontal Pushing & Pulling**



Mike Walker  
Metal Sales

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

---

---

---

---

---

**Stair/Step Climbing & Front Carry**



Mike Walker  
Metal Sales

**NPTC**  
National Private Truck Council

**J. J. Keller**  
& Associates, Inc.  
Since 1953

---

---

---

---

---

---

---

---



# J. J. Keller & Associates, Inc. and National Private Truck Council (NPTC) Webcast:

## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015

### Considerations / Suggestions

- Test extreme/rare occurrences (100+ pounds) or normal, every day occurrences (60 pounds)?
- Is test standardized across the company (variations with driver and product mix at 21 MSMC locations)?
- At inception what do you do with existing (long term) employees that might not meet these restrictions?
- What can be done, if anything, to lower Critical Demand functions (i.e. lower weight requirements) and/or get drivers to work more safely?
  - Involve all employees (drivers, supervisors and corporate staff) to help develop testing.
  - Trailer ladders.
  - Accordion style tarping systems.
  - Minimize climbing on the deck with "strap bar".
  - Doors in the head board of trailer.
  - Trim tubs under trailer deck.

**Mike Walker**  
Metal Sales

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

---

---

### Considerations / Suggestions

- Quarterly and Annual Driver Incentive Programs -
  - **AIM** - **A**ccident Free **I**njury Free **M**oving Violation Free
- Decals on driver side doors on all trucks

**Mike Walker**  
Metal Sales

- Physical Therapist annual participation in driver meetings at each branch
- Develop functional screening DVD

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

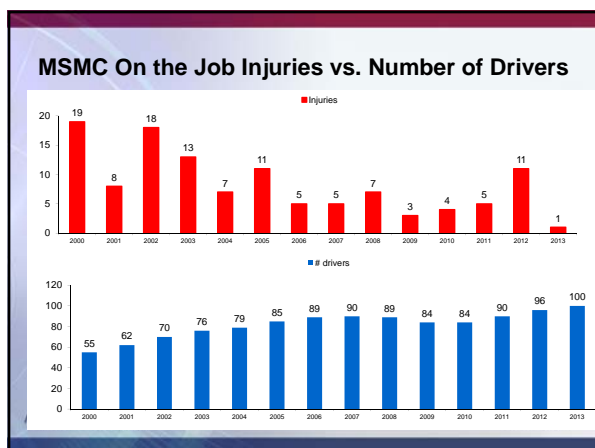
---

---

---

---

---




---

---

---

---

---

---

---

---

---

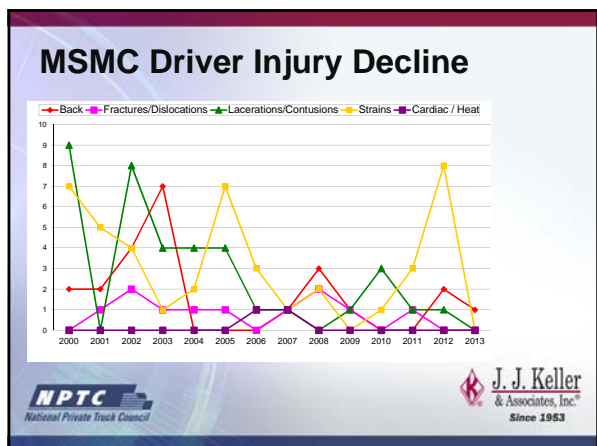
---



# J. J. Keller & Associates, Inc. and National Private Truck Council (NPTC) Webcast:

## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015




---

---

---

---


---

---


---

---


### Question & Answer Session




**Gary Petty**  
National Private  
Truck Council



**Tom Moore**  
National Private  
Truck Council



**Tom Bray**  
J. J. Keller &  
Associates, Inc.



**Mike Walker**  
Metal Sales

**Please continue to submit  
your questions.**

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

## Thank you for participating!


**Join us for our next webinar series:**

**The DVIR Rules and Maintenance Policies and Practices**  
Wednesday, May 20th, 2015 @ 10AM Central Time

**&**

**Hours of Service and ELDs**  
Thursday, May 21st, 2015 @ 10AM Central Time

Visit [www.jjkeller.com/nptcinfo](http://www.jjkeller.com/nptcinfo) for more information



**Gary Petty**  
National Private  
Truck Council

**NPTC**  
National Private Truck Council

**J. J. Keller & Associates, Inc.**  
Since 1953

---

---

---

---

---

---

---

---

## Physical Qualifications of Drivers

March 19<sup>th</sup> , 2015

*Due to the constantly changing nature of government regulations, it is impossible to guarantee the total and absolute accuracy of the material contained herein or presented.*

*J. J. Keller & Associates, Inc., cannot and does not assume any responsibility for omissions, errors, misprinting or ambiguity contained. J. J. Keller, shall not be held liable in any degree for any loss, damage or injury caused by any such omission, error, misprinting or ambiguity present. It is made available with the understanding that J. J. Keller is not engaged in rendering legal, accounting or other professional service. If legal advice or other expert service is required, the services of such a professional should be sought.*



---

---

---

---

---

---

---

---