

Hiring Qualified Drivers

Hiring qualified commercial motor vehicle (CMV) drivers is essential for maintaining roadway safety and meeting federal compliance standards. Motor carriers must ensure that their drivers meet the minimum requirements specified in 49 CFR 391 before operating a vehicle. CMV owner–operators must comply with both rules that apply to motor carriers and rules that apply to drivers.

To drive a CMV in interstate commerce, drivers must comply with the general qualifications outlined in **49 CFR 391.11** including:

- ✓ Be at least 21 years old
- ✓ Be able to speak and read English well enough to:
 - Converse with the public
 - Understand traffic signs and signals
 - Respond to official inquiries
 - Complete required reports and records
- ✓ Be physically qualified to perform all duties of a driver

Drivers also must comply with the following:

- ✓ Hold only one valid CMV license issued by a single state or jurisdiction
- ✓ Provide the employer with
 - A list of all motor vehicle violations
 - A signed statement that the driver has not been convicted of any motor vehicle violations in the last 12 months
- ✓ Pass a driver's road test or equivalent
- ✓ CDL drivers need to be cleared in the Drug and Alcohol clearinghouse prior to driving
- ✓ Drivers must not be disqualified under 391.15, which covers offenses such as DUI's, leaving the scene of a crash, and certain major traffic violations

For questions or more information, email us at

FleetRiskServices@Ryder.com



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Pre-Employment Investigation and Screening

- Under 49 CFR 391.21 & 391.23, motor carriers must obtain a complete driver specific application and conduct a safety performance history investigation covering the prior 3 years
- This includes obtaining Motor Vehicle Records (MVR's) from all states where the applicant has held a license
- Carriers must also review prior employment for safety-related issues, red flags, and violations

A disqualified driver must not drive a commercial motor vehicle for any reason.

If you are interested in Active Driver Monitoring which will automatically notify you of a citation or a driver suspension, contact us at the e-mail below. This service is only \$2/driver per month.