



Frequently Asked Questions for Commercial Motor Vehicles EHSS-Phos Program – Commercial Motor Vehicles, Appendix B

Frequently Asked Questions for Commercial Motor Vehicle (CMV) related issues.

GENERAL QUESTIONS

Q1. I have a current Commercial Drivers License and Medical Examiner’s Certificate (physical). Am I authorized to operate a Mosaic CMV?

A1. No. A current Commercial Drivers License and Medical Examiner’s Certificate (physical) are only two of the many elements required by law to become a Mosaic Authorized CMV Driver.

Q2. Can I be held accountable for knowingly operating a CMV without a Mosaic Authorized CMV Driver?

A2. Yes. Any Mosaic employee who operates a CMV without being a Mosaic Authorized CMV Driver is subject to disciplinary action by the company. IN addition, you could be subject to the laws of the State of Florida should you be stopped by law enforcement and found operating a CMV without proper authorization.

Q3. Do I have to submit a copy of my Commercial Drivers License to operate a Mosaic CMV?

A3. Yes. Mosaic is required by law to have a current copy of proof that you are qualified to operate a CMV on file. Refusal to submit a copy of your license or any other needed documentation may result in disqualification from your current position. This information will be treated as confidential in nature.

Q4. Who is the Mosaic CMV Administrator.

A. The Mosaic CMV Administrator is HR Connect.

MEDICAL RELATED QUESTIONS.

Q1. When does my DOT Medical Examiner’s Certificate (physical) expire?

A1. The expiration date is set by the Medical Examiner who completes the physical. The maximum is 2 years if you are in good health. DOT requires that certain medical conditions be evaluated more closely and therefore a maximum 1-year certification is authorized for these drivers.

Q2. What medical conditions limit me to a 1-year certification?

A2. Some of these conditions include vision in one eye, sleep apnea, high blood pressure, diabetes, and history of heart disease (i.e., heart attack, stents, by-pass surgery).

Q3. Why is the ME requesting a release or more information from my personal doctor?



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A3. The Federal Motor Carrier Safety Administration (FMCSA) sets regulations, advisory criteria, and guidelines for ME's based on highway safety reports. Some of these recommendations include gathering more information or medical studies from your personal doctor since they know your detailed health history and treat you regularly. The purpose of the release is to ensure drivers are medically qualified to be safe on the road while operating commercial vehicles.

Q4. Who pays for the releases or additional studies I need for my ME's certificate?

A4. Company policy is that employees must be able to meet all the essential functions of their job without restrictions for any personal (non-work related) medical condition. If holding a commercial driver's license (CDL) is an essential function of the job, it is then the employee's responsibility to pay for such releases or studies in order to qualify them for the job position.

Q5. How do I know if CDL is required for my job?

A5. Contact your local Human Resources Department. Under Mosaic policy those employees operating commercial motor vehicles only on company property are not required to hold a commercial driver's license. However, they are required to pass a company provided safety sensitive physical.

Q6. Why do I have to do things for my physical that I didn't in the past?

A6. The Federal Motor Carriers Safety Administration (FMCSA) regularly updates their regulations, advisory criteria and guidelines for ME's based on current medical and safety data. ME's must reflect these changes as part of your physical. While parts of the physical are mandated by federal regulations, each ME is given the authority to conduct the examination according to their own criteria they feel is necessary to safely qualify a driver.

Q7. Why did one Medical Examiner pass me, and another did not?

A7. The ultimate decision to medically qualify a driver rest with the Medical Examiner himself/herself. By granting your ME's card they are certifying under their medical license that you are medically safe to drive, and they may be questioned if a driving accident occurs. Medical Examiners are required to attend and pass the national medical examiner's course and become National registered. Medical Examiners are the only practitioners permitted to perform DOT examinations. At Mosaic, all physicals are performed by our company medical director or a Physician's Assistant so employees across all locations are being held to the same qualification standards.

Q8. What happens if I don't pass my physical?

A8. If you have an uncorrectable disqualifying conditions, Human Resources (HR) will be notified. If you have a correctable condition, your supervisor, HR and the CMV Administrator will be notified that you are temporarily not qualified to driver commercial vehicles. The clinic will hold your physical for



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30 days to allow you time to resolve any outstanding requirements. You may not operate commercial vehicles or heavy equipment until you have been issued your new Medical Examiner's certificate. If the requirements are not resolved in 30 days, you will be temporarily disqualified from driving and required to have a new physical completed after you resolve your outstanding requirements.

Q9. If I don't pass my physical, can I drive on my old Medical Examiner's certificate if it is not expired?

A9. No. You are immediately disqualified for commercial driving and your previous Medical Examiner's Certificate is no longer valid.

Q10. Can I drive on Mosaic property if I don't pass my required Medical Exam (physical)?

A10. No. Although a Medical Examiner's (ME) certificate is not required by law to drive on persona property, the company medica director recommends that any employee who does not pass the physical should not drive commercial vehicles or operate heavy equipment until they receive their new ME's certificate. Additionally, Mosaic's DOT policy requires a current ME's certificate in order to operate any company commercial vehicles, including on Mosaic property.

Q11. Why does my name come us so much for random drug and alcohol testing?

A11. There are 2 different drug screen pools – DOT and Non-DOT. All Mosaic employees are included in the non-DOT pool. By law, DOT drivers must additionally be part of the DOT pool. Because DOT drivers are part of both pools, statistically they will be pulled for testing more frequently. Random names are generated by a third-party computer. Statistically over time names should come up roughly the same number of times. However, just like you have a 50/50 chance of flipping heads on a coin, it is still possible that you could flip tails 100 times in a row.

Q12. Are there medical circumstances that affect my Medical Examiner's certificate during the period between physicals?

A12. Yes. There are certain new medical conditions that immediately void your current ME's certificate and require temporary disqualification for a given time period or until you are re-examined and re-qualified. Some of these conditions include new/changed medications, heart attack, angina, heart surgery, heart catheterization, insulin use for diabetes, loss of vision, eye surgery, or loss or impairment of a foot, leg, hand, or arm.

Q13. I am only a part-time CMV driver. Will I have to pass the DOT physical?

A13. Yes. All CMV drivers that drive full or part time are required to pass the DOT physical before operating a Mosaic owned vehicle.