

**MJS Legacy Safety Consulting Services LLC,**  
**'receiving a BBB Accredited Business Designation in 2025,'**  
**continues to focus our attention on**  
***'Providing Great Service and Building Lasting Relationships'***

It has been our distinct pleasure to serve the needs of businesses both big and small since 1995. MJS Safety transitioned to **MJS Legacy Safety Consulting Services** in 2021 with the passing of our founder, Mike Stookey. But our goal has not changed. We continue to grow the legacy of customized service and individual attention that we have provided to so many companies in Colorado, Wyoming, Montana, and surrounding states. Meeting your unique safety and regulatory needs is our mission.

We look forward to continuing a productive and successful business relationship with you through **MJS Legacy Safety Consulting Services** for many years to come.

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*Training facility and offices: 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543*

*Mailing address: P.O. Box 10, Johnstown CO 80534*

***The U.S. Department of Labor's Occupational Safety and Health Administration civil penalty amounts based on cost-of-living adjustments for 2026 will be posted soon....***

In 2015, Congress passed the Federal Civil Penalties Inflation Adjustment Act Improvements Act to advance the effectiveness of civil monetary penalties and to maintain their deterrent effect. Under the Act, agencies are required to publish "catch-up" rules that adjust the level of civil monetary penalties and make subsequent annual adjustments for inflation no later than January 15 of each year.



**Here are OSHA civil penalty amounts for 2025:**

- **Repeat violations:** The maximum penalty for a repeat violation is \$165,514.
- **Serious, Other-Than-Serious Posting Requirements:** \$16,550 per violation.
- **Failure to Abate:** \$16,550 per day beyond the abatement date.
- **Employer size:** Employers with 50 or fewer employees are eligible for a civil penalty reduction based on size.
- Visit the [OSHA Penalties page](#) for more information.
- Inspections, Citations, and Proposed Penalties Standard Number: [1903.15](#)



**Safety for Everyone**

OSHA's [homepage](#) allows the public to request the translation of OSHA vital documents in [Chinese Simplified](#), [Chinese Traditional](#), [Haitian Creole](#), [Korean](#), [Spanish](#), [Tagalog](#), [Vietnamese](#) and more.

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## MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **HOW CAN YOU MAKE 2026 A HEALTHY NEW YEAR?** [read more...](#)



## COVID/RSV/FLU INFORMATION/RESOURCES SUMMARY

For your convenience, we have moved all COVID/flu/RSV information and resource [links](#) to the last page of the newsletter.

*Wishing you all a Happy, Healthy & Safe 2026*



## "Training Spotlight"

(a different course will be featured monthly)

### > LOCKOUT/TAG OUT TRAINING - AWARENESS AND AUTHORIZED/AFFECTED EMPLOYEES

Employees engaged in activities that involve the control of hazardous energy must be trained to ensure that they understand the proper procedures to utilize during Lockout / Tag Out operations. This course covers the requirements of the 29 CFR 1910.147.

For all of our Course Offerings visit the [MJS Legacy Safety website](http://mjslegacysafety.com)

#### Schedule of classes January 2026: • *TRAINING CENTER - 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543*

- \*PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** Jan 7 (*Instructor Led Virtual Class*), 16, 27; 8 – 4:30;
- \*First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Jan 2, 8, 19; 8 – noon;  
*In Person Classes: This class is also available for blended learning (online) with remote or in-person skills assessment*
- \*Hydrogen Sulfide Awareness [*ANSI Z390 -2017 Course*]: Jan 2, 8, 19; 12:30 – 4:30;  
*This class available via Instructor Led video conference*
- \*NORM/TENORM Awareness Training: Jan 6;
- \*DOT Hazardous Materials Training: Jan 15;
- \*H2S Awareness Training: Jan 15;
- \*Fall Protection Training: Jan 21;

To sign up for one of these classes, or inquire about scheduling a different class,  
Call Carrie at 720-203-4948 or Jeremy at 720-203-6325

Need any classes in Spanish? Contact Carrie to schedule.

For any last minute schedule updates, go to [mjslegacysafety.com/training-calendar](http://mjslegacysafety.com/training-calendar)

► *MJS Legacy Safety also offers custom classes to fit the needs of your company* ◀

#### — FEATURED TRAINING PROGRAMS —

- Safeland Basic Orientation     • Hydrogen Sulfide Awareness     • First Aid/CPR
- OSHA 10 Hour for General Industry or Construction     • Confined Space for Construction
- Competent Person for Excavations     • HAZWOPER 8, 24 & 40 hr Courses

Order  
First Aid  
& other  
Safety Supplies  
[www.mjslegacysafety.com](http://www.mjslegacysafety.com)  
Jeremy  
720-203-6325  
Carrie  
720-203-4948

Want to schedule a class  
On-Site at your Facility...  
~ or ~  
Attend a class at our  
Training Center?  
Just give us a call !!

Need Help With  
■ ISNetworld  
■ PEC/Veriforce  
■ NCMS  
■ Avetta/BROWZ  
■ TPS ALERT  
**CALL US!!!**

→ **Distance Learning & Video Conference classes:** *Through the Pandemic we have been able to offer Safeland and the PEC H2S Clear courses via video conferencing, and Veriforce has extended the authorization to continue this indefinitely. We are also able to offer the 1st aid/ CPR classes with an online blended learning option, and remote skills verification – as well as our In-House H2S Awareness Course. Ask about other distance learning opportunities for more information.*

→ **Video Conference Courses Must Be Scheduled Separately and Are Available Upon Request.**

**SOURCES FOR THIS ISSUE INCLUDE:**  
OSHA  
FMCSA  
MSHA  
ISHN  
US DOL  
LANDLINE MEDIA  
UCLA Health  
Experts  
CDLLIFE  
TruckingInfo.com  
DOT

► MJS Legacy Safety can help guide you through training requirements. Call us! ◀

## Drug Testing

More and more of the 3<sup>rd</sup> Party Auditing companies like NCMS and TPS Alert are requiring drug testing levels slightly above the levels of some of the regulatory levels to ensure drug testing is being completed each quarter.



MJS Legacy Safety Services conducts both drug testing and Auditing account management for our in-house consortium clients as well as the management of other client drug testing consortium accounts, such as DISA. Many have modified their random selections process to work more effectively when a policy is tied to multiple auditing agencies. In specific situations, this may result in slightly more random selections being generated than clients are previously used to seeing to ensure compliance with both the regulatory requirements as well as client specific requirements.

Drug testing policies typically mirror the requirements of an auditing agency (e.g. DOT, DCC, DISA Monitoring, NCMS, etc.). When customers setup a single policy for more than one monitoring agency, and these auditing agencies require different random percentages, the number of random selections generated may be lower than one of the two agencies requires.

If you have questions on the selection process,  
need assistance with the management of your TPS Alert, NCM,  
or other drug testing audit accounts,  
or need to sign up for a consortium, give us a call!

Take Care of your Mental Health!

A healthy mind is very important  
for a healthy body!

## REPORT A FATALITY OR SEVERE INJURY



- **Federal law** requires all employers to notify **OSHA** when an employee is killed on the job or suffers a work-related hospitalization, amputation, or loss of an eye.
- A fatality must be reported within 8 hours.
- An in-patient hospitalization, amputation, or eye loss must be reported within 24 hours.

### To Make a Report

- Call the nearest [OSHA office](#).
- Call the OSHA 24-hour hotline at [1-800-321-6742](tel:1-800-321-6742) (OSHA).
- [Report online](#)

Be prepared to supply: Business name; names of employees affected; location and time of the incident, brief description of the incident; contact person and phone number. [FAQ's](#)

[Learn more about OSHA's severe injury report data, and the severe injury reporting requirement.](#)

## IMPORTANT: PHMSA Random Drug Testing Rate for 2026 – 50%

Pipeline and Hazardous Materials Safety Administration (PHMSA) is maintaining the minimum annual random drug testing rate at 50 percent of all covered employees for CY 2026.



Effective January 1, 2026, this rate applies to operators of gas, hazardous liquid, and carbon dioxide pipeline facilities, as well as liquefied natural gas (LNG) plants and underground natural gas storage facilities.

The testing rate (increasing from 25% in 2024 to 50% in 2025) reflected data from PHMSA's Drug and Alcohol Management Information System (DAMIS), which showed a positive random drug testing rate exceeding 1% for the calendar year 2023. As a result, the higher rate was implemented to further enhance workplace safety and compliance across the industry.

### Key Takeaways:

- Starting in 2026, you must ensure that at least 50% of your safety-sensitive employees are randomly selected for drug testing annually.
- Review your current random drug testing processes to meet this requirement.
- Ensure accurate recordkeeping of your drug testing program for compliance and audits.

Additionally, PHMSA will continue to enforce Multi-Factor Authentication (MFA) for DAMIS reporting, so please ensure your team is equipped to meet this requirement.

## 2026 Fees for Student Course Completion Cards for Outreach Training Program

Fees for new course completion cards are calculated using biennial adjustments based on the **Consumer Price Index**, meaning the fee for 2026 will likely be around **\$10 or slightly higher**, set by **Authorized Providers** who manage the cards, **not OSHA** directly. You'll get this fee when your **Authorized Provider** requests the card for you. It **covers** production/shipping costs.

OSHA has created **10- and 30-hour basic safety** courses tailored to **construction, maritime and general industry**, as well as **7.5- and 15-hour** classes for disaster site workers. These courses cover the basics of worker **rights** and **OSHA** protections. They also describe how to identify, avoid and prevent workplace hazards. OSHA does not require **these courses** but some municipalities, **unions, employers** and other organizations **do**. In fiscal year 2022, the program trained **more than one million** students.

To obtain copies of course **completion documents**, such as **student course completion cards**, **students** must contact the original **training provider**. **Please Note**, replacement student course completion cards for **OSHA Outreach Training Program** classes cannot be issued for training completed more than **five years ago**. Only one replacement card **may be issued** per student per class.

[Authorized outreach trainers and online providers](#)  
[More about OSHA's voluntary Outreach Training Programs](#)

### MJS Legacy Safety

is an **Authorized Outreach Trainer**.

We offer the **OSHA 10 & 30 hour courses** for students.

It's possible you've heard the terms **OSHA 10** or **OSHA 30** before but, just like with most regulatory terminology, understanding the specifics can be confusing. How do you decide if you want to – or need to – complete this training if you aren't even sure what it covers?

**Give us a call! We can help!**

**WE CAN ALSO HELP WITH REPLACEMENT STUDENT COURSE COMPLETION CARDS IF THE COURSE WAS TAKEN WITH CARRIE AND IS LESS THAN 5 YEARS OLD.**

# Critical Safety Failures – Lockout/Tagout

## What is hazardous energy?

Energy sources including electrical, mechanical, **hydraulic**, pneumatic, chemical, thermal, or other sources in machines and equipment can be hazardous to workers. During the servicing and maintenance of machines and equipment, the unexpected startup or release of stored energy can result in serious injury or death to workers.



Before you can create a plan to protect workers you need to do an inventory to identify the hazardous energies in your machinery and equipment. Start by creating a list of machinery and equipment and document all the potential energy sources.

Lock out/tag out is not limited to only electrical equipment. Other common forms of energy are pressurized water, steam, heat, hydraulic equipment like forklifts, etc.

## Energy sources can include:

- Electrical
- Mechanical (moving parts like springs or wheels)
- Hydraulic (pressurized liquid, usually oil)
- Pneumatic (pressurized gas, usually air or nitrogen)
- Chemicals and chemical reactions
- Thermal (usually steam)
- Gravity (usually suspended heavy objects)

It is common for machines to have more than one energy source. Just because you turned off the electrical power does not mean that it cannot move. Lockout/Tagout does not apply to work on cord and plug connected electric equipment when:  
(a) Unexpected energization or startup of the equipment is controlled by unplugging the equipment from the energy source; and  
(b) The plug is under the exclusive control of the employee performing the servicing or maintenance.

## What are the harmful effects of hazardous energy?

Workers servicing or maintaining machines or equipment may be seriously injured or killed if hazardous energy is not properly controlled. Injuries resulting from the failure to control hazardous energy during maintenance activities can be serious or fatal! Injuries may include electrocution, burns, crushing, cutting, lacerating, amputating, or fracturing body parts, and others.

Craft workers, electricians, machine operators, and laborers are among the millions of workers who service equipment routinely and face the greatest risk of injury.

## What can be done to control hazardous energy?

Proper lockout/tagout (LOTO) practices and procedures safeguard workers from hazardous energy releases. **OSHA's Lockout/Tagout Fact Sheet** describes the practices and procedures necessary to disable machinery or equipment to prevent hazardous energy release. The **OSHA** standard for The Control of Hazardous Energy (Lockout/Tagout) ([29 CFR 1910.147](#)) for general industry outlines measures for controlling different types of hazardous energy. The LOTO standard establishes the employer's responsibility to protect workers from hazardous energy. Employers are also required to train each worker to ensure that they know, understand, and are able to follow the applicable provisions of the hazardous energy control procedures:

[See more important information regarding Lockout/Tagout](#)

## Training Saves Lives

The four most common causes of worker fatalities in the construction industry are falls, being caught in or between machinery or equipment, being struck by objects, and electrocution.

Workplace safety requires leadership from the shop floor to the manager's office, to the company boardroom. Setting an example by making safety part of daily conversations demonstrates to workers that their wellbeing is important to business success.

**MJS Legacy Safety** can help you ensure that everyone on the jobsite understands safety procedures they are required to follow, and to identify and suggest solutions for any existing workplace hazards.

— Give Carrie or Jeremy a call —

# Employers Should Consider Protective Clothing that Provides Warmth



Employers must provide personal protective equipment (PPE), for example, fall protection, when required by OSHA standards to protect workers' safety, and health. However, in limited cases specified in the standard (29 CFR 1910.132), there are exceptions to the requirement for employers to provide PPE to workers. For instance, there is no OSHA requirement for employers to provide workers with *ordinary* clothing, skin creams, or other items, used solely for protection from weather, such as winter coats, jackets, gloves, parkas, rubber boots, hats, raincoats, ordinary sunglasses, and sunscreen (29 CFR 1910.132(h)(4)). Regardless of this, many employers provide their workers with winter weather gear such as winter coats/jackets and gloves.

Learn more about PPE requirements and how to design an effective PPE program: [Personal Protective Equipment](#) (OSHA Safety and Health Topics Page).

## Dressing Properly for the Cold

Dressing properly is extremely important to preventing **cold stress**. When cold environments or temperatures **cannot be avoided**, the following would help protect workers from **cold stress**:

- **Wear at least three layers of loose fitting clothing. Layering provides better insulation.**
  - An inner layer of wool, silk or synthetic (polypropylene) to keep moisture away from the body.
  - Thermal wear, wool, silk or polypropylene, inner layers of clothing that will hold more body heat than cotton.
  - A middle layer of wool or synthetic to provide insulation even when wet.
  - An outer wind and rain protection layer that allows some ventilation to prevent overheating.
- **Tight clothing reduces blood circulation. Warm blood needs to be circulated to the extremities.**
- **Insulated coat/jacket (water resistant if necessary)**
- **Knit mask to cover face and mouth (if needed)**
- **Hat that will cover your ears as well. A hat will help keep your whole body warmer. Hats reduce the amount of body heat that escapes from your head.**
- **Insulated gloves (water resistant if necessary), to protect the hands**
- **Insulated and waterproof boots to protect the feet**



## UNDERSTANDING NFPA 660: THE NEW STANDARD FOR COMBUSTIBLE DUST SAFETY

The National Fire Protection Association (NFPA) is a U.S.-based international nonprofit organization that develops consensus-based fire and life safety standards. Developing its fire safety standards since 1896, NFPA publishes hundreds of codes and standards covering everything from building fire codes to electrical safety and industrial hazards. These standards are widely used as benchmarks to minimize the risk and impact of fires, explosions and related dangers in various industries. One critical area NFPA addresses is combustible dust safety because of the severe fire and explosion hazards these fine particles pose in industrial settings.



Recently, the NFPA introduced NFPA 660: Standard for Combustible Dusts and Particulate Solids, a safety standard designed to address the hazards of combustible dust. Officially released effective December 6, 2024, NFPA 660 consolidates multiple NFPA dust-related standards into a single comprehensive document. This unification simplifies compliance and provides a clearer, more cohesive approach to managing combustible dust risks across industries.

### WHAT IS NFPA 660?

Prior to the release of NFPA 660, managing combustible dust safety meant navigating a patchwork of standards—NFPA 652 for general requirements, along with five separate standards tailored to specific industries or materials. To streamline this fragmented approach, the NFPA Standards Council approved a consolidation effort, resulting in NFPA 660: a unified standard that brings these various documents together under one framework. It's important to note that NFPA 660 is a living document; therefore, expect updates and additions.

NFPA 660 incorporates the following standards that outline how to manage dust-related fire and explosion hazards:

- **NFPA 61: Standard for the Prevention of Fires and Dust Explosions in Agricultural and Feed Processing Facilities**
- **NFPA 484: Standard for Combustible Metals**
- **NFPA 652: Standard Fundamentals of Combustible Dust**
- **NFPA 654: Standard for the Prevention of Fire and Dust Explosions from Manufacturing, Processing and Handling of Combustible Particulate Solids**
- **NFPA 655: Standard for Prevention of Sulfur Fires and Explosions**
- **NFPA 664: Standard for the Prevention of Fires and Explosions in Wood Processing and Woodworking Facilities**

These standards will be retired upon NFPA's final publication, and the new standard retains relevant content from each.

**It is important to note that the following standards are not included in NFPA 660.**

- **NFPA 68: Standard on Explosion Protection by Deflagration Venting**
- **NFPA 69: Standard on Explosion Prevention Systems**
- **NFPA 499: Recommended Practice for the Classification of Combustible Dusts and of Hazardous (Classified) Locations for Electrical Installations in Chemical Process Areas**

Read further to learn what NFPA 660 entails and what it means for facility operators and personnel. This article covers why NFPA 660 was formed, its key requirements and changes, and strategies for compliance. By understanding NFPA 660, you can better protect your facility and workforce from dust explosion hazards.

**DEADLINE IS MARCH 2<sup>ND</sup>**



... Collecting data on workplace injuries and illnesses is an important element of the **Occupational Safety and Health Administration's** mission to improve workplace safety and health.

Establishments in certain industries **Must Submit Required Injury And Illness Data** for each calendar year by March 2 of the following year using Form 300A.

OSHA's Form 300A (Rev. 04/2004) Summary of Work-Related Injuries and Illnesses			
<b>Number of Cases</b>			
Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
(a)	(b)	(c)	(d)
<b>Number of Days</b>			
Total number of days away from work	Total number of days of job transfer or restriction		
(e)	(f)		
<b>Injury and Illness Types</b>			

Employers must post their most recent Summary of Work-Related Injuries and Illnesses (Form 300A) from February 1 through April 30 in a visible location for their employees' awareness.

OSHA provides a secure website that offers three options for injury and illness data submissions. If your establishment is required to submit this data, you must use OSHA's Injury Tracking Application, or ITA. At this link you'll find detailed information on the following:

- Launch the Application
- Who is covered by this reporting requirement?
- Job Aids (How-To)
- What must covered establishments submit?
- When must covered establishments submit their completed Form 300A?
- How do I submit my establishment data?
- FAQs

All current and new account holders must connect your ITA account to a Login.gov account with the same email address in order to submit your data.

**Need more assistance?** Use the help request form.

To report safety and health violations, file a complaint, or ask safety and health questions, call 800-321-6742 or visit osha.gov/ContactUs.

## OSHA ALERT

### Always Wear a Seatbelt When Operating a Forklift

#### Protect Workers Operating and Working Near Forklifts



Forklifts are an essential piece of equipment in many workplaces, especially in warehousing and manufacturing. Although these vehicles make work more efficient, they can pose serious hazards to those operating or working near them. OSHA reminds employers and workers that these hazards can be prevented by following safe practices and ensuring that workers are properly trained.

**Taking the following steps can protect workers from forklift hazards.**

- Always wear seatbelts when operating a forklift.
- Never exceed the rated load, and ensure loads are balanced.
- Make sure you have enough clearance when raising and loading materials.
- Watch for pedestrians and observe speed limits.
- Keep a safe distance from platform and ramp edges.
- Don't allow anyone under 18 to operate a forklift.

For more information on ways to keep workers safe while working with or around forklifts, visit OSHA's Powered Industrial Trucks – Forklifts page.

**OSHA's** On-Site Consultation Program offers no-cost and confidential occupational safety and health compliance assistance to small- and medium-sized businesses. Consultation services are separate from enforcement and do not result in penalties or citations. The **OSHA Training Institute Education Centers** offer courses for workers, employers, and managers on hazard recognition and abatement at convenient locations nationwide.

## SAFETY AT EVERY LEVEL

When it comes to safety solutions, one size doesn't fit all. We have safety and health resources specifically designed to help small businesses comply with OSHA standards and receive advice you can trust.

Are you seeking to improve your workplace safety culture?

**MJS Legacy Safety can help!**

**Give us a call!**

# Requiring Employers to Keep Employees Informed

## Labor Law Posters

Some of the statutes and regulations enforced by the U.S. Department of Labor (**DOL**) require that notices be provided to employees and/or posted in the workplace. DOL provides free electronic copies of the required posters and some of the posters are available in languages other than English.

Posting requirements vary by statute; that is, not all employers are covered by each of the Department's statutes and thus may not be required to post a specific notice. For example, some small businesses may not be covered by the Family and Medical Leave Act and thus would not be subject to the Act's posting requirements.

The [elaws Poster Advisor](#) can be used to determine which poster(s) employers are required to display at their place(s) of business. Posters, available in English and other languages, may be downloaded free of charge and printed directly from the Advisor. If you already know which poster(s) you are required to display, the site makes it easy to download and print the appropriate poster(s) free of charge.

Please note that the [elaws Poster Advisor](#) provides information on [Federal DOL poster requirements](#). For information on [state poster requirements](#), please visit [state Departments of Labor](#). For Colorado posters, use this [link](#).

Each month we'll highlight a different topic and do our best to keep you up to date on any new or changing statutes and regulations.

## Labor Law Poster Updates

2026 has 30+ mandatory updates expected and possibly more to come. Employers will need to stay informed and ensure all required notices are updated and prominently displayed.

MJS Legacy will post updates and links to workplace posters as they become available.



**COLORADO**  
Family and Medical Leave  
Insurance Program (FAMLI)  
Department of Labor and Employment

An update of interest...

Colorado FAMLI in 2026 brings major changes, primarily a new **Neonatal Care Leave** offering up to 12 *additional* weeks for **parents with newborns** in the **NICU**, effective Jan 1, 2026, plus a slight premium rate drop to 0.88% of wages, while **medical benefits** become tax-free. These **updates expand support** for new parents, **allowing for more comprehensive** time with **critically ill infants** beyond existing bonding leave, and **offer some financial relief** for contributors.

Visit the official [Colorado FAMLI website](#) for details on Neonatal Care Leave

For complete information about the Family and Medical Leave Insurance Program (FAMLI) follow this [link](#).

### See Adopted Rules Effective January 1, 2026

Amendments to the [rules](#) were adopted on October 31, 2025, and will become effective on January 1, 2026. Each rule has an associated statement of basis and purpose to aid in interpreting rule amendments.

## Reminder - Federal Drug Testing Custody and Control Form Mandatory

► DOT-regulated employers and their service agents [collectors, laboratories, Medical Review Officers (MRO)] must use the '[revised CCF](#)'.



[Learn more](#) about what this means for DOT drug testing.



**COLORADO**  
Department of Revenue

[Home page for State of Colorado/ Colorado Department of Revenue](#)  
Division of Motor Vehicles - [link](#)

### DOT 2025 Regs Violation Penalty ... 2026 to follow when available

The Department of Transportation published a [final rule](#) in the [Federal Register](#), effective Monday, Dec 30, 2024, updating the civil penalty amounts that may be imposed in 2025 for violations of certain DOT regulations, including [Federal Motor Carrier Safety Administration](#) regulations focused on in trucking-company audits.

This is an annual move required by the [Federal Civil Penalties Inflation Adjustment Act Improvements Act](#).

[The updated fines for FMCSA regulations violations can be seen here](#) (pdf)

### FMCSA Temporary Waiver Granted

Supports National Registry II Transition  
Waiver effective through  
October 12, 2025  
OCTOBER 12, 2025

### Announcement – [See update below](#)

Monday, July 14, 2025 — [FMCSA](#) granted a waiver allowing interstate commercial driver's license (CDL) holders, commercial learner's permit (CLP) holders, and motor carriers to continue relying on paper copies of medical examiner's certificates as proof of drivers' medical certification for up to 15 days after the date the medical examiner's certificate is issued. The waiver was in effect until October 12, 2025, and a copy of the waiver is available on [FMCSA's website](#).

On Aug 21, 2025 [FMCSA](#) modified that waiver: CDL and CLP holders, along with motor carriers, may now rely on the paper certificate for up to **60 days after the date it was issued**. This update provides drivers and carriers additional flexibility while ensuring compliance with medical certification requirements.

[Read more on FMCSA's website](#)

Through this waiver, [FMCSA](#) recognizes that some drivers may face delays as certified medical examiners and State Driver's Licensing Agencies transition from the paper-based process to the secure, electronic transmission of driver medical certification information under the Medical Examiner's Certification Integration (NRII) final rule. [FMCSA](#) has determined that it is in the public interest to issue a waiver so that drivers with valid medical certification and their employers are not negatively impacted for delays outside of their control during the transition to NRII.

In addition, [FMCSA](#) has issued a recommendation to certified medical examiners that, in addition to submitting physical qualification examination results electronically, they continue to issue drivers a paper medical examiner's certificate during this period of transition to NRII.

For additional information and resources on NRII, please visit [FMCSA's NRII Learning Center](#). In addition, [FMCSA](#) has issued guidance with recommendations for medical examiners, drivers, and motor carriers on procedures for drivers licensed in States that have not yet implemented NRII, available on [FMCSA's website](#).

# CVSA's Human Trafficking Awareness Initiative

## Human Trafficking Prevention



CVSA's Human Trafficking Prevention program seeks to reduce human trafficking throughout North America through coordinated enforcement and investigative and educational awareness measures within the commercial motor vehicle industry.

A global crime, human trafficking enslaves more than 40 million people in both labor and sex trafficking. Traffickers are motivated by greed, exploiting the most vulnerable among us to the tune of \$150 billion annually. This heinous crime is happening throughout North America and has been reported in every U.S. and Mexican state, and in all Canadian provinces. Beyond being trafficked within their own nation's borders, our citizens are also being used and exploited across national borders.

Human traffickers sell their victims in cities and rural areas, along our nation's roadways, and at numerous locations and events. Because traffickers use our transportation systems, including commercial motor vehicles, to transport victims, it's imperative that the law enforcement community and industry partners be involved in fighting this crime. These stakeholders need to learn to recognize the signs of human trafficking and how to report it, as their involvement is vital in assisting in victim recovery.

Beyond enforcement of anti-trafficking laws, law enforcement and all other members of the Alliance have a critical role to play in educating and equipping industry stakeholders about human trafficking and how to combat it. The U.S. Department of Transportation Advisory Committee on Human Trafficking issued a [report](#) citing the substantial role transportation industries, law enforcement and government agencies can play to close loopholes to traffickers, including forming private/public partnerships, adopting the [Iowa Motor Vehicle Enforcement Model](#) and implementing [industry-specific training](#), including for law enforcement officers.

## Human Trafficking Awareness Initiative



Human trafficking is something we don't always think about in the context of transportation issues; however, human trafficking is one of the greatest atrocities of the 21st century. As many as 24.9 million men, women and children are sold into prostitution, domestic servitude or other forced labor around the globe.

As commercial motor vehicle drivers and inspectors are on our roadways every day and often times, the individuals committing the crime of human trafficking are using our roadways to do so. That's why awareness is critical. Knowing what to look for and how to respond is essential.

CVSA's annual five-day human trafficking awareness, outreach, identification and prevention initiative aims to educate commercial motor vehicle drivers, motor carriers, law enforcement officers and the general public about the crime of human trafficking, the signs to look for and what to do if you suspect someone is being trafficked.

The dates for the 2026 Human Trafficking Awareness Initiative are:

- In the U.S., the initiative is scheduled for Jan. 12-16, 2026.
- In Canada, it will be Feb. 23-27, 2026.
- In Mexico, the initiative is set for March 16-20, 2026.

[Order Outreach Materials](#)

[Resources](#)

[Relevant Links](#)



**Working together, we can put an end to human trafficking.**

# Fact Sheet: Protecting America's Roads Restoring Integrity to Non-Domiciled CDLs

## Document

[Fact Sheet Protecting America's Roads Restoring Integrity to Non-Domiciled CDLs \(5\).pdf](#) (4.48 MB)

On September 29, 2025 the U.S. Department of Transportation announced an emergency interim final rule to strengthen federal oversight of how states issue non-domiciled commercial learner's permits (CLPs) and commercial driver's licenses (CDLs). The rule comes in response to a nationwide review conducted by the **Federal Motor Carrier Safety Administration (FMCSA)** revealing widespread non-compliance among state driver licensing agencies and a troubling series of fatal crashes caused by nondomiciled CDL holders.



On November 13, 2025, the **U.S. Court of Appeals for the District of Columbia Circuit** issued a [stay pending review](#) of the interim final rule **Restoring Integrity to the Issuance of Non-Domiciled Commercial Drivers Licenses (CDL)**, [90 Fed. Reg. 46,509](#) (Sept. 29, 2025) that prevents the interim final rule from taking effect until further notice.

Accordingly, until further notice, States are not prohibited from issuing non-domiciled CDLs and commercial learner's permits in accordance with the **FMCSA's** regulations and guidance in effect immediately prior to issuance of the interim final rule. *States that are subject to a corrective action plan that imposes a pause on non-domiciled CLP and CDL issuance until evidence of compliance with FMCSA's regulations and guidance, in effect immediately prior to issuance of the interim final rule, has been provided to FMCSA must continue to comply with the requirements of the plan.*

Last updated: Thursday, November 13, 2025

## FMCSA Administrator Derek Barrs Plans Major Overhauls...

targeting the end of self-certification for driver training, ELDs, and medical examiners, to boost safety by increasing oversight, while also implementing stricter vetting for ELDs and streamlining medical card reporting to the [National Registry](#) for drivers and carriers.

Key changes include direct electronic submission of medical exams, removing paper burdens, stricter ELD compliance with recent revocations, and a push for verified, not self-certified, trainers and providers, aiming for more qualified drivers and reliable systems in 2025-2026.

### Key Changes & Initiatives

- **Ending Self-Certification:** The biggest shift is ending self-certification for third-party entities, meaning trainers, ELD providers, and medical examiners will face stricter vetting and oversight, moving away from easy self-approval.
- **Electronic Logging Devices (ELDs):** The **FMCSA** is cracking down on non-compliant ELDs, revoking devices and requiring carriers to switch to certified models by early 2026, with increased penalties for non-compliance to ensure reliability.
- **Medical Certification:**
  - **Electronic Reporting:** Medical examiners will electronically submit exam results directly to the FMCSA National Registry, eliminating the need for drivers to manually submit paper cards.
  - **No More Paper Burden:** Carriers won't need to collect or keep paper MECs (Medical Examiner's Certificates); qualification will rely on electronic updates.
- **Driver Training:** Similar to ELDs, the system for approving driver training providers will be overhauled to end self-certification, ensuring higher standards for new drivers.



### Why It's Happening

- **Safety Concerns:** To combat issues like unqualified drivers, faulty ELDs, and administrative errors in medical certification that have led to safety risks.
- **Restoring Trust:** To increase reliability in safety systems and ensure only qualified individuals and compliant technology are used.



### Impact

- **For Drivers:** Less paperwork, faster CDL updates, but more stringent oversight.
- **For Carriers:** More responsibility for verifying compliant ELDs and training, but streamlined record-keeping for medicals.
- **For Industry:** A move towards a more robust, trustworthy, and safer trucking environment, though requiring significant adaptation in 2025-2026.

# Weed Executive Order Doesn't Green Light Pot for Truckers

Truckers with **high expectations** that President Donald Trump's marijuana executive order to reclassify the drug **need to slow their roll**.

For the **past couple of weeks**, media circuits have **buzzed in anticipation** of the executive order moving marijuana from a **Schedule I drug** to a **Schedule III drug**. For truck drivers, the **blunt truth** is that it **will not do** anything to change the **restrictions on marijuana use**.

Marijuana use – even medical marijuana – is **strictly prohibited** by truck drivers **under federal regulations**.

The executive **order directs** agencies to reclassify marijuana from a **Schedule I narcotic** to a **Schedule III**.

According to the **Federal Motor Carrier Safety Administration**, marijuana, including a mixture or preparation containing marijuana, **continues to be classified** as a **Schedule I controlled substance** by the **Drug Enforcement Administration** in [21 CFR § 1308.11](#). Under the **Federal Motor Carrier Safety Regulations**, a person is **not physically qualified** to drive a **CMV** if he or she uses any **Schedule I controlled substance**, such as **marijuana**.

## So, why wouldn't a Schedule III classification change that?

For starters, the **president stressed** that his **marijuana executive order** “*doesn't legalize marijuana in any way, shape or form, and in no way sanctions its use as a recreational drug.*”

What the **order does** is open the door to testing for **medical use and potential nationwide medical marijuana**.

A **Schedule III substance** is believed to have a “*moderate to low potential for physical and psychological dependence.*”

Administration officials cited reviews conducted by the **Department of Health and Human Services** in 2023 that found more than 30,000 health care professionals **recommended medical marijuana** to more than 6 million patients for at least 15 different medical conditions.

The **executive order**, however, would **not legalize marijuana** and **would not change** how law enforcement agencies handle marijuana-related arrests, according to senior **administration officials** who spoke to the [New York Times](#).

More importantly, and specifically to truck drivers, the **federal regs** restrict the **use of marijuana by name**, not just **by its classification**.

“*The drugs for which tests are required under this part and DOT agency regulations are marijuana, cocaine, amphetamines, phencyclidine (PCP), and opioids,*” **Part 40** states.

The **real effect of the executive order** will impact dispensary joints – with **tax breaks**.

## What's next?

The **rollout of the directives** in the **marijuana executive order** will determine if it's a **high-stakes policy** opening the **door to broader legal use** or just a **puff piece**.

“*Before truck drivers can legally ingest marijuana, the Department of Transportation will have to go through a rulemaking to remove the prohibition,*” said Eric Long, manager of OOIDA's drug and alcohol testing program, CMCI. “*We all know that rulemakings take a long time, so right now, it's best to sit tight, and sober.*”



## Truck History Reports

*Look up the full history of any truck, including: reported accidents, inspection violations, insurance claim, owner history and more.*

[Find Report .....](#)

And learn more about truck history reports.

### Unannounced Brake Safety Day

- The CVSA will hold an unannounced **Brake Safety Day**, one-day brake safety enforcement initiative, which may be held at any time during 2026.
- During Brake Safety Day, commercial motor vehicle inspectors will conduct brake system inspections (primarily **Level IV Inspections**) on large trucks and buses throughout North America to identify brake-system violations.

### Unannounced Hazardous Materials/Dangerous Goods (HM/DG) Road Blitz

- The CVSA will hold the **HM/DG Road Blitz**, an unannounced five day HM/DG inspection and enforcement initiative that can take place at any time during 2026.
- The **HM/DG Road Blitz** involves inspections of commercial motor vehicles transporting hazardous materials/dangerous goods.

## ROUTE Act touts 'common-sense solution' for under-21 drivers

A longstanding criticism of a reg that prevents under-21 truck drivers from crossing state lines is that an 18-year-old can haul a load 800 miles across Texas but can't make a quick delivery from Kansas City, Mo., to Kansas City, Kan.

A new bill aims to address that criticism while still preventing teenagers from working as long-haul truck drivers.



The **Responsible Opportunity for Under-21 Trucking Engagement (ROUTE) Act** was introduced by Rep. Harriet Hageman, R-Wyo., on Thursday, Dec. 11. The bill would allow under-21 drivers to operate interstate within a 150 air-mile radius of their normal work reporting location.

Current regulations allow CDL holders ages 18-20 to operate intrastate, but they can't drive across state lines.

"Federal barriers prevent capable young Americans from entering the trucking industry," Hageman said in a news release. "At the same time, we are removing illegal aliens who unlawfully obtained CDLs. That makes it even more important to open doors for American workers to fill these jobs and strengthen our economy. Wyoming and other rural states face needless challenges because federal regulation blocks young CDL holders from making short interstate trips. It makes no sense that a driver can go from Gillette to Evanston but not across the state line to Spearfish, S.D. America should never rely on illegal labor to move our goods."

The Owner-Operator Independent Drivers Association is supportive of the bill, saying it is a common-sense way to allow young drivers to gain experience without having a teenager from Florida operate a commercial motor vehicle in the mountains of Colorado during winter.

"OOIDA supports Representative Hageman's common-sense proposal to allow truck drivers to operate within a 150 air-mile radius across state lines," OOIDA President Todd Spencer said. "The current system creates situations that simply do not make sense, like allowing a driver in Kansas City, Kan., to haul clear across the state to its border with Colorado, but not deliver a few miles away in Kansas City, Mo. The ROUTE Act fixes this problem in a safe and practical way. A 150 air-mile operating radius gives drivers the chance to build skills in familiar conditions, receive the training they need, and stay closer to home while gaining experience. OOIDA appreciates Representative Hageman's leadership in advancing a common-sense solution without opening the door to unsafe long-haul operations for inexperienced teenagers."

During a Senate hearing in July, OOIDA Executive Vice President Lewie Pugh advocated establishing a 150-mile air radius for under-21 drivers to operate interstate.

"The solution to this problem is not suddenly permitting that inexperienced driver to cross the country without limitations, entering terrain and experiencing elements they find unfamiliar and have not been trained to handle safely," Pugh wrote in his submitted testimony.

# CVSA Urges Feds to Keep Paper Medical Cards Until All States Catch Up to New Rules

The **Commercial Vehicle Safety Alliance** is asking the **feds** to allow drivers to continue using **paper copies** of their **medical certificates** until a new rule is **fully implemented**.

Specifically, **CVSA** asked **FMCSA** to provide guidance to commercial motor vehicle enforcement officials that **paper copies** are permitted to demonstrate compliance.



This past June, the **Federal Motor Carrier Safety Administration** announced it would implement new guidelines requiring **medical examiners** to electronically submit **physical exam results** to **FMCSA** and state licensing agencies within **24 hours** of the exam. The new rule – commonly known as **NRII** – also eliminated the need for drivers to carry a **paper copy** of their medical **certification card**. At that time, the **agency reported** that **37 states** were already **compliant** with the new medical certification requirements, with the **remaining states** “expected to meet all requirements in the coming months.”

However, by mid-July, a dozen states had not yet fully implemented the new guidelines, prompting the agency to issue a waiver allowing **CDL holders** to continue using **paper copies** of medical examiners’ **certificates** as proof of medical certification for up to 15 days after issuance. This brief respite wasn’t enough time to make a difference. In response, the **agency modified the waiver** in August to allow **drivers to continue** using the **paper copy** for up to **60 days** after the exam. At that time, Land Line was told by **FMCSA** that the **agency would** “**continue to monitor the extent of delays and the need for regulatory relief during this transition.**”

By October, 12 states were still non-compliant, and **the agency extended the waiver** for an **additional three months**. On Friday, Dec. 5, the **CVSA** sent a letter to **FMCSA** requesting that truckers be allowed to use a **paper copy** of their **medical certification** until “**all issues**” surrounding the **implementation of NRII** were **resolved**, and all states were **fully compliant**.

In **its letter**, **CVSA** noted that **even carriers in states** where the **new regulations were fully implemented** were **experiencing issues** with “**reliable transmission of driver medical certification information**” due to “**incompatibility and errors being made in the data exchange**” between **medical examiners**, state driver’s license agencies, and **FMCSA**.

“**Motor carriers continue to grapple with the effects of this partial implementation of the NRII requirements**,” **CVSA** said. “**Currently, if a motor carrier has a driver whose medical certificate is not transmitting in the system correctly, they are forced to either temporarily cease using that driver until the issue is resolved or resubmit them for an additional medical certification exam, to ensure that they can prove the driver is qualified.**”

Additionally, **CVSA** said that, **because of a lack of notification confirming that a driver’s medical certification has been properly transmitted**, carriers are **forced to query a driver’s Motor Vehicle Record more frequently to ensure the medical certification has been posted**. The **group contends** that this leads to “**additional costs and administrative burden to motor carriers, delays recruitment and onboarding of new drivers, and impacts existing drivers’ ability to complete deliveries, despite being properly qualified.**”

There are **still nine remaining states** – Alaska, California, Florida, Kentucky, Louisiana, New Hampshire, New Jersey, New York and Oklahoma – that have yet to implement the new regulations. **The current FMCSA waiver is set to expire on Jan. 10, 2026.**

## FMCSA Gives Specialized Carriers a Break from Rest Break Mandate



**Truck drivers, who are transporting oversize or overweight loads for specialized carriers, will be exempt from FMCSA’s 30-minute break requirement for the next five years.**

On Thursday, Dec. 4, the **Federal Motor Carrier Safety Administration** **published a notice** in the **Federal Register** that **renews an exemption** requested by the **Specialized Carriers & Rigging Association** (an international trade association with more than 1,400 members from 46 countries).

In June, the **agency granted the group a six-month provisional renewal** while it accepted comments from the **public**. Now, **FMCSA** has announced a full renewal that will **keep the exemption in effect** through **June 17, 2030**. The **exemption covers** truck drivers for all **specialized carriers** transporting loads that are **oversize, overweight or both**, that **need a permit** from a state or local **government agency**.

“**According to SC&RA, the 30-minute break uniquely affects oversize/overweight loads and has exacerbated the number of instances in which drivers have had to park these loads at roadside, parking on the shoulder of a highway, with the load sometimes extending into the lanes of traffic, consequently impacting the safety of both the general public and the driver,**” **FMCSA** wrote in the **June notice**.

**SC&RA** pointed out, and **FMCSA concurred**, that **finding a place to park an oversize or overweight load** is not an **easy task**.

### Renewal notice

**FMCSA** received **15 comments** regarding **SC&RA’s exemption request**, with **11 in support**, **three opposed** (stating that **all drivers should be required to take the 30-minute rest break to ensure that they are rested**), and **one neutral**.

# FMCSA to Survey Thousands of Truckers on 'Monetary Benefits of Creating New Truck Parking Spaces'

In a [notice published](#) in the *Federal Register* on **November 28**, the **FMCSA** announced a study that will involve collecting "approximately 1,000 survey responses from truck drivers about their experiences with finding truck parking spaces to estimate the monetary benefits of creating new truck parking spaces."



**FMCSA** plans to survey "several thousand truck drivers, from a wide range of sectors" in order to obtain approximately 1,000 complete responses.

**FMCSA** notes that the ongoing nationwide truck parking shortage raises costs for consumers, harms highway safety, and "is a significant source of frustration for truck drivers."

However, the agency points out that there is currently no solid research pointing to "the actual precise monetary benefits of new truck parking spaces," which would include reduced crashes, cost savings for carriers, and better quality of life for truck drivers.

In an effort to rectify the lack of research on the monetary benefits of increased truck parking availability, **FMCSA** will conduct new research to help guide state and local policymakers.

## Researchers to Ask Truckers for Parking Problem Info

Researchers plan to survey truckers for data on how often and how long they:

- Park in unauthorized spaces
- Stop driving early to obtain a parking space
- Drive off their routes to find parking
- Drive past hours-of-service limits to find parking

Researchers also will focus on collecting data to answer the following questions:

- How many trucks are parked in authorized and unauthorized areas per day, on average? In other words, how large is the nationwide shortage of truck parking spaces?
- What are the most cost-effective methods for increasing truck parking capacity?
- Which truck parking information management systems are used most often and are most effective?
- What percentage of drivers routinely make reservations, pay for parking, or use various other truck parking services?

**FMCSA** will accept public comment on the planned truck parking survey until **1/27/2026**.

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"People dealing with an issue on the side of the road are in a dangerous position, especially our first responders and others who regularly are near live traffic," said Shoshana Lew, executive director of CDOT.

"It is up to all of us, in every situation, to make the road as safe as possible when we see a vehicle pulled over on a shoulder. Move over and slow down for everyone, every time."

## Colo. Law: Move Over for Me

[HB23-1123](#) REQUIRES that drivers move over a lane whenever they encounter **ANY** stationary vehicle with its hazards flashing – and if they can't move over, they **Must Slow Down** to at least 20 mph below the posted speed limit.

**~ IT'S THE LAW ~**

# DOT Amends Oral Fluid Drug Testing Procedures

## Part 40 Final Rule - DOT Summary of Changes



On November 5, 2024, the Department of Transportation (DOT) published a final rule in the [Federal Register](#) ([89 FR 87792](#)). This final rule amends the DOT's regulated industry drug testing program primarily as it relates to oral fluid testing.

### When is the final rule effective?

The final rule was effective December 5, 2024.

### What does this mean for collectors?

**1) The rule clarifies that a qualified urine collector ([§ 40.33](#)) is not a qualified oral fluid collector ([§ 40.35](#)), and vice-versa.**

**2) The rule provides temporary qualification requirements for mock oral fluid monitors.**

- DOT clarifies that generally, a qualified collector for the oral fluid mock collections required under § 40.35(c) must be a qualified oral fluid collector and have specific experience in oral fluid collections or training.
- Prior to this rulemaking, there were no qualified oral fluid collectors per §40.35(c)(2) to monitor and evaluate a trainee's mock collections.
- To best facilitate the timely training of oral fluid collectors, the final rule permits an individual who is not a qualified oral fluid collector to serve as the monitor for oral fluid mock collections **ONLY if:**
- The individual successfully completes an oral fluid "train the trainer" course ([§ 40.35\(c\)\(2\)\(iii\)](#)) **OR**
- The individual conducts oral fluid collector training ([§ 40.35\(c\)\(2\)\(ii\)](#)).
- DOT is waiving the requirement that an individual have at least 1 year experience conducting oral fluid collector training.
- The individual conducting the oral fluid collector training should (1) have a thorough understanding of Part 40, (2) be well versed in the course content they are teaching, and (3) maintain records to demonstrate that the training was conducted. The course content must meet the requirements specified in § 40.35(b).

The temporary regulatory relief outlined above will sunset one year after HHS publishes a [Federal Register](#) notice that it has certified the first oral fluid drug testing laboratory.

- After the one-year period, individuals observing oral fluid mock collections (i.e., monitors) will need to comply with the qualified oral fluid collector requirements in § 40.35(c)(2).
- So that all are aware of the effective dates of the regulatory flexibility, DOT will publish a [Federal Register](#) document specifying the date the first oral fluid laboratory was certified by HHS and the effective date that individuals observing mock collections (i.e., monitors) will need to comply with the qualified collector requirements in § 40.35(c)(2) established in the May 2023 final rule.

**3) The rule identifies which individuals may be present during an oral fluid collection**

- An oral fluid collector must not allow any person other than the collector, the employee, or a DOT agency representative to actually witness the testing process.

**4) The rule clarifies how collectors are to document that a sufficient volume of oral fluid was collected**

- After an employee provides a sufficient oral fluid specimen, the collector must check the "Volume Indicator(s) Observed" box in Step 2 of the Federal CCF to document that the collector observed the volume indicator(s).

**Can individuals complete oral fluid collection device training and oral fluid mock collections before HHS certifies oral fluid testing laboratories?**

- Yes. **However**, training on an oral fluid collection device that has not been approved for use as part of an official HHS laboratory certification package comes with the risk that the device may not be ultimately included by a laboratory with its application package to HHS and/or approved for use by HHS.
- This risk is borne entirely by the trainer and prospective collector, as DOT does not have any role in determining which particular oral fluid collection device is submitted by a laboratory as part of its application to HHS.

**Where can I find a copy of the final rule?**

**NOTE: This document is a brief summary of the rule and should not be relied upon to determine legal compliance with the rule.**

ODAPC encourages affected entities, including employers and service agents, to review the final rule at [ODAPC's web site](#).

## Three more ELDs Fail to Meet Federal Standards, FMCSA Says



On Monday, December 8, FMCSA added the following ELDs to the Revoked Devices list for failure to meet minimum requirements:

ELD Provider: Pioneer Safety Solutions LLC – Device Name: PSS ELD – Model Number: PRS – ELD Identifier: PRS271

ELD Provider: Black Bear ELD – Device Name: Black Bear ELD – Model Number: BRS – ELD Identifier: BRS254

ELD Provider: Rollingtrans – Device Name: RT ELD Plus – ACCURATE ELITE – Model Number: RT-ELITE-BLE3647 – ELD Identifier: RTEL47

**Motor carriers have up to 60 days to replace the revoked ELDs with compliant ELDs. FMCSA will send an industry-wide email to inform motor carriers that anyone using the revoked ELDs must take the following steps:**

Carriers using one of these devices must:

1. Discontinue using the revoked ELDs and revert to paper logs or logging software to record required hours of service data.
2. Replace the revoked ELDs with compliant ELDs from the [Registered Devices list](#) before February 7, 2026.

Starting on February 7, 2026, drivers using one of the revoked ELDs will be cited for “No record of duty status” and placed out-of-service by law enforcement personnel.

Prior to the February 7 deadline, FMCSA encourages safety personnel not to issue citations to drivers using one of the revoked devices and to instead request the driver’s paper logs, logging software, or use the ELD display as a back-up method to review the hours-of-service data.

If the ELD provider corrects all identified deficiencies for its device, FMCSA will place the ELD back on the list of registered devices and inform the industry of the update.

However, FMCSA strongly encourages motor carriers to take the actions listed above now to avoid compliance issues in the event that the deficiencies are not addressed by the ELD provider.

## FMCSA Promises New ELD Vetting Process



On December 1, 2025, FMCSA announced a new streamlined ELD vetting process “to ensure non-compliant devices are blocked before they ever reach FMCSA’s Registered ELD list.”

Since October 2025, the FMCSA has removed a total of 14 ELDs from the list of Approved Devices, including those revoked December 8.

See below for a listing of other recently revoked ELDs.

### Effective October 17, 2025:

ELD Provider: ART KILIM INC – ELD Name: PREMIUM ELD – Model Number: PMM – ELD Identifier: PMM492

ELD Provider: Clean Aura Corp – ELD Name: TRUE LOGBOOK – Model Number: 2TRUL – ELD Identifier: TRL584

ELD Provider: Xplore Tech Inc – ELD Name: Xplore ELD – Model Number: XPLELD – ELD Identifier: XPORE

ELD Provider: KAMI ELD – ELD Name: KAMI ELD – Model Number: KAME-X456 – ELD Identifier: KAM683

ELD Provider: Evo ELD Inc. – ELD Name: EVO ELD 1 – Model Number: EVO 1 – ELD Identifier: G711H2

### Effective October 23, 2025:

ELD Name: PHOENIX ELD – Model Number: PHOELD – ELD Identifier: PRS973 – Effective November 20, 2025.

ELD Provider: ONTIME LOGS INC – Device Name: Ontime Logs PT – Model Number: OTL100 – ELD Identifier: c3ac23

ELD Provider: Green Light ELD LLC – Device Name: Green Light ELD – Model Number: PT30, IOSiX – ELD Identifier: GLEHOS

ELD Provider: SAHARA ELD LLC – Device Name: Sahara ELD – Model Number: GDELD1000 – ELD Identifier: SAHELD

ELD Provider: USFAST ELD – Device Name: USFAST ELD – Model Number: USFASTELD1 – ELD Identifier: UFE021

ELD Provider: NextParse LLC (f/k/a ELDWISE) – Device Name: ELDWISE – Model Number: EWS – ELD Identifier: EWS092

# DOT Targets 7,000 CDL Schools in Entry Level Driver Training Provider Purge

Nearly 3,000 commercial driver's license training providers have been removed from the **Federal Motor Carrier Safety Administration's** Training Provider Registry.

Another 4,000 training providers were placed on **notice due to potential** noncompliance.

This is the first step in **FMCSA's** review of the **16,000 training providers** listed on the TPR to identify and remove noncompliant providers.

The [Training Provider Registry](#) lists all providers authorized to offer federally required Entry-Level Driver Training for CDL students.

**CDL training providers are being removed from the registry due to:**

- *Falsifying or manipulating training data*
- *Neglecting to meet required curriculum standards, facility conditions, or instructor qualifications*
- *Failing to maintain accurate, complete documentation or refusing to provide records during federal audits or investigations*

Federal [Entry Level Driver Training \(ELDT\) regulations](#) were finalized in **2016** and went into effect in **2022**. The **ELDT rule set new federal minimum standards** for CDL training schools, including those operated by motor carriers, as [Heavy Duty Trucking reported in 2023](#).

Training providers that receive a notice of proposed removal have **30 days to respond to FMCSA** and provide evidence of compliance to avoid removal from the registry. During this period, the provider's name will be included on the **TPR Proposed Removal List**, and the provider must notify all current and scheduled driver-trainees of its proposed removal status.

## Industry Associations Have Called for ELDT Scrutiny

In early November, the **FMCSA** announced it was **stepping up enforcement** against **CDL mills** and taking a closer look at entry-level driver training.

Currently, CDL schools self-certify that their training programs comply with federal **Entry Level Driver Training standards**. These providers are then listed in [FMCSA's Training Provider Registry](#).

In early October, the American Trucking Associations [sent a letter to Congress](#) urging greater federal action to identify and remove noncompliant training providers from the registry and strengthen ELDT enforcement.

Driver training standards are on the research priorities list this year for ATA's research arm, the American Transportation Research Institute.



And in April, the **Commercial Vehicle Training Association** and the **National Association of Publicly Funded Truck Driving Schools** submitted a [joint letter to Secretary Duffy](#) on the need for stronger enforcement of the **Entry-Level Driver Training rule**.

## Industry Applauds DOT's Driver Training Actions

The **American Trucking Associations** commended the Trump administration for its **action**.

*"Training someone to operate an 80,000-pound vehicle is not a weekend hobby. It is a profession built on standards, discipline, and responsibility,"* **ATA President & CEO Chris Spear** said in a [news release](#).

*"The Trump Administration has sent the right message: if you're running a CDL mill or if you're issuing certificates to anyone who can fog a mirror, you're on notice."*

**ATA has repeatedly called for stronger oversight and accountability** to eliminate fraudulent or substandard CDL training providers that undermine roadway safety and public confidence.

The **Owner-Operator Independent Drivers Association** also weighed in.

*"OOIDA has long warned that allowing CDL training providers to self-certify invites fraud into the trucking industry and puts road safety at risk for all motorists,"* said Todd Spencer, **OOIDA president**, in a statement.

*"When training standards are weak, or in some instances totally non-existent, drivers are unprepared, and everyone on the road pays the price. FMCSA's crackdown on fraudulent CDL training providers is a necessary and overdue step to restore accountability to the ELDT [entry level driver training] system."*



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# *Important:* MSHA Safety Alert

## Tensioner Bolt Failure

On July 17, 2025, a miner at a surface limestone operation sustained serious injuries while performing repairs on a belt drive motor. During the repair process, the motor's tensioning system was being adjusted when a  $\frac{3}{4}$ -inch diameter all-thread tensioner bolt failed, causing the bolt to break loose and strike the miner in the face. Spring-integrated designs with constant pressure and continuous vibrations pose potential safety concerns.



Tension Bolt



Broken Tension Bolt

## Best Practices

- **Ensure all miners** receive thorough training to identify workplace hazards and perform tasks safely.
- **Maintain all equipment** and safety devices in proper working condition to ensure safe operation by reviewing manufacturer manuals prior to service; replace worn or damaged components; and use tightening sequences and tighten as recommended.
- **Check component quality** by examining bolts, washers, springs, and nuts for visible defects like rust, cracks, corrosion, thread damage or deformation.
- **Conduct a risk assessment** before starting work to identify and control all forms of stored energy, including mechanical, electrical, hydraulic, gravitational hazards, and unintended motion of equipment.
- **Alignment matters:** Ensure all components are properly aligned before bolt installation. Misalignment can lead to uneven stress distribution within the system, possibly leading to their premature failure.



## MSHA October 28, 2025 Fatality Alert

[OCTOBER 28, 2025 - FATALITY ALERT.PDF](#)

On October 28, 2025, a miner died after the haul truck he was driving went over a berm along the haul road and into a water-filled pit.



### Best Practices

- Always operate mobile equipment at safe speeds. Consider the roadways, tracks, grades, clearances, visibility, traffic, and type of equipment used.
- Ensure berms and guardrails are at least mid-axle height of the largest mobile equipment using the roadway.
- Follow the Surface Mobile Equipment Safety Program at your mine.
- Always wear a seatbelt while operating mobile equipment. Never attempt to exit or jump from an out-of-control vehicle.
- Perform pre-operational examinations of mobile equipment.

### Additional Information

This is the 26<sup>th</sup> fatality reported in 2025, and the 11<sup>th</sup> classified as “Powered Haulage.”

## MSHA November 22, 2025 Fatality Alert

[NOVEMBER 22, 2025 - FATALITY ALERT.PDF](#)

On November 22, 2025, a plant operator died after he was struck and engulfed by falling material at a salt silo discharge outlet. He was attempting to clear a blockage with his head and arm inside the silo access door.



### Best Practices

- Equip bins and hoppers with mechanical devices such as vibrating shakers or air cannons to loosen blockages or provide other effective means so miners are not exposed to caving or sliding materials.
- Ensure miners are positioned in a safe location and away from potential hazards.
- Make sure miners working under hazardous conditions can be seen, heard, and able to communicate with others.
- Examine working places to identify the potential for falling or sliding materials prior to allowing access to areas in or around bins and hoppers.
- Before blocked bins and hoppers are cleared, train miners to recognize and safely remove all potential hazards.

### Additional Information

This is the 29th fatality reported in 2025, and the first classified as “Handling Material.”

**Miners have the right to file hazardous complaints, and are required by law to report all mining accidents immediately – within 15 minutes of when the operator knew or should have known about the accident.**

**Miners can call or email any MSHA inspector or office, call our 24/7 hotline at 1-800-746-1553, or report online through MSHA’s Hazardous Condition Complaint system, or use the Miner Health and Safety app.**



**Check out the  
Health Tool for miners**

# HOW CAN YOU MAKE 2026 A HEALTHY NEW YEAR?



Chances are you already know the basics for a healthy new year: Get enough sleep, exercise regularly, eat a balanced diet, keep your stress in check.

But there's more to well-being than that – plus, even those basics can be hard to practice consistently.

Most of what people can do to have a healthy 2026 is not much different than what they could do to have a healthy 2025: exercise; don't smoke; drink alcohol in moderation, if at all; stay engaged; and keep your mind stimulated.

Check in with your internal energy just like you approach your phone battery: How charged are you? Do you start the day at 100%? What depletes you and what energizes you? Lean into the energizing practices and minimize the depleting ones. Tuning into how you moderate your energy permits you to make better choices about how you move through your day.

Make time for rest. This means unplugging from time to time and just being rather than constantly doing. Take pauses and slow down. Life tends to feel loud and fast. Give yourself permission to dial down the volume and speed. Moments of rest allow us to replenish our stores. When you're stressed out, remember **STOP**: Stop; Take a breath or two; Observe how you're feeling inside; and Proceed with a bit more awareness and calm. Be kind to yourself. We are often so self-judgmental. You are doing the best you can. Try to remember that.

Focus on the quality of your relationships. Deep, strong, nourishing relationships lead to health and happiness. Spend more time with people you care about. There is a lot of data to suggest that when we are alone, our well-being goes down. So, try to spend time with people you love and enjoy spending time with.

Be purposeful. Outside of your job, find something to do that matters: volunteer, learn a new language, put down your news and social media feeds and pick up an instrument and learn to play. Connect. Combine your purpose-driven activity with a social group and put yourself out there.

Put down your iPad, stand up and move. Whatever you did yesterday — if it was walking a block, walk two today, four tomorrow; if it was a mile, walk two today, three tomorrow and so on. Humans are great at building endurance — it's in our DNA — be true to your genes and move!

Don't add sugar to anything this year. Your body developed a taste for sugar, so you can unlearn that. If you add sweetener to your coffee, add half as much and try to cut it out entirely in two weeks. In the same vein, avoid any food you can't grow or hunt. The more processing the food you eat goes through, the less well your body does. Processed foods tend to add sugar, fat and salt to make the taste better, but it messes up your brain chemistry to see unnatural combinations of fat and sugar.

Give yourself a foot massage. It's a simple, easy thing anyone can do – very low cost, low investment and high yield. Our feet take a pounding every day, but most of us don't take care of our feet. There is a whole body of knowledge about reflexology, which is really acupressure points, and you stimulate a lot of these points when you massage your feet. Get a simple golf ball or a roller, and just roll each foot over it. It can be relaxing, especially if you combine it with closing your eyes and deep breathing.

Because many of us have too much energy in the head – thinking too much or stressed out – we cannot get our mind to relax and often we do not sleep well. We need something to ground this excess energy, which is easily done when you massage your feet!

**We can all DO better to BE better!**

Seasonal health issues affect many people.

For your convenience, we'll continue to provide links so that you can access the most updated information.

Here are Resources containing the most current information and guidance for your workplace

- [CDC – Centers for Disease Control – Important info re: COVID-19 vaccine & boosters, RSV & flu](#)
- [OSHA Fact Sheets - AVIAN INFLUENZA \(Bird Flu\) – Noroviruses - Filing Whistleblower Complaints Related to COVID-19](#)
- [CDPHE – Colorado Department of Public Health and Environment](#)
- [OSHA Guidance](#)
- [DOL Resources](#)

### SUPPORTING WORKERS WITH LONG COVID: A Guide for Employers

SINCE THE COVID-19 PANDEMIC BEGAN IN THE SPRING OF 2020, COVID-19 HAS IMPACTED PEOPLE IN MANY WAYS.

Government reports estimate that millions of Americans have experienced prolonged, lingering symptoms, a condition known as Long COVID. These symptoms can be severe enough to affect an individual's ability to function, including the ability to work. Below are Long COVID resources.

- [EARN and the Job Accommodation Network \(pdf\)](#) provides information/resources to help employers support employees with Long COVID.
- Department of Labor – [coronavirus-covid 19 long covid](#)

### News Release

#### US Department of Labor terminates COVID-19 healthcare rulemaking

January 15, 2025

The U.S. DOL announced that its [Occupational Safety and Health Administration](#) has [terminated its COVID-19 healthcare rulemaking](#).

On June 21, 2021, [OSHA](#) issued an [Emergency Temporary Standard](#) to protect workers from [COVID-19 in healthcare settings](#), which also served as a [proposed rule](#) on which [OSHA](#) requested [comments](#). The agency received public input on this proposal during multiple [comment periods](#) and [public hearings](#) from June 2021 through May 2022. [OSHA](#) submitted a [draft final COVID-19 rule](#) to the [White House Office of Management and Budget](#) on Dec. 7, 2022.

On April 10, 2023, former President Biden [signed](#) into law [House Joint Resolution 7](#), which [terminated the national emergency](#) related to the [COVID-19 pandemic](#).

With the [recent announcement](#), [OSHA](#) is now [terminating the rulemaking](#) because the [most effective and efficient use of agency resources](#) to protect [healthcare workers](#) from [occupational exposure to COVID-19](#), as well as a [host of other infectious diseases](#), is to [focus its resources](#) on the [completion of an Infectious Diseases rulemaking](#) for [healthcare](#).

[Read the termination of rulemaking.](#)



From all of us at  
**MJS Legacy Safety ...**

Be safe out there!!