



Vehicle Maintenance Bulletin

UNITED STATES POSTAL SERVICE VEHICLE MAINTENANCE

MULTI-ITEM

I. Policy on Insulin-Dependent Diabetics

This item is intended to clarify existing Postal policy, consistent with Department of Transportation (DOT) regulations and relevant Code of Federal Regulations (CFR), concerning prohibiting insulin-dependent diabetic employees from operating a motor vehicle exceeding 10,000 lbs. gross vehicle weight rating (GVWR). The following information comes from the DOT, through USPS Headquarters Labor Relations.

The inquiries focus on the confusion about definitions regarding the commercial driver's license (CDL) and what constitutes a commercial motor vehicle (CMV). Confusion exists because there are different definitions of CMVs depending on whether they relate to a physical qualifications (Part 390.6(a)) or to a CDL (Part 363.5).

The regulations concerning the physical qualifications to operate a CMV are contained in 49 CFR, Parts 390 and 391. In Section 390.5(a), the definition of a CMV includes vehicles with a GVWR or gross combination weight rating of 4,537 kilograms or more (10,001 pounds or more). The physical qualifications for drivers are described in Section 391.41, and Section 391.41(b)(3) disqualifies an insulin-dependent diabetic driver from operating a CMV.

Section 390.3(b) refers to Part 363, "Commercial Driver's License Standards; Requirements and Penalties," and specifically to Section 363.5, which defines a CMV as a vehicle with a GVWR of 11,794 kilograms or more (26,001 pounds or more).

The regulation for physical qualifications of drivers of CMVs takes precedence over the CDL's definition of a CMV. Consequently, the Postal Service is correct in its policy of prohibiting insulin-dependent diabetic employees from operating a CMV.

Some offices might incorrectly be allowing insulin-dependent employees to operate 2-ton vehicles in the mistaken belief that these vehicles have a GVWR under 10,000 pounds. However, the GVWR of the 2-ton vehicles exceeds 10,001 pounds. Vehicle maintenance managers are to share this information with their managerial counterparts in other functions to make them aware of the policy and its implications.

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To: Managers,
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Support

Attn: Managers, Vehicle
Maintenance

Managers, Vehicle
Maintenance Facility

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Contents:

- I. Policy on Insulin-Dependent Diabetics
- II. Changes to 1998 Wabash National Trailers Rear Underide Protection
- III. Change in Hourly Rate Chargeable to Others
- IV. Hitachi Gear Reduction Starter for the LLV
- V. New LLV Window Regulator
- VI. LLV Damage Estimates Available From Grumman
- VII. New LLV Seat Source