### SECOND REGULAR SESSION

# HOUSE BILL NO. 2497

## 99TH GENERAL ASSEMBLY

#### INTRODUCED BY REPRESENTATIVE REIBOLDT.

D. ADAM CRUMBLISS, Chief Clerk

## AN ACT

To repeal sections 302.170, 302.173, and 302.720, RSMo, and to enact in lieu thereof three new sections relating to licensure to operate motor vehicles, with penalty provisions.

Be it enacted by the General Assembly of the state of Missouri, as follows:

	Section A. Sections 302.170, 302.173, and 302.720, RSMo, are repealed and three new
2	sections enacted in lieu thereof, to be known as sections 302.170, 302.173, and 302.720, to read
3	as follows:
	302.170. 1. As used in this section, the following terms shall mean:
2	(1) "Biometric data", shall include, but not be limited to, the following:
3	(a) Facial feature pattern characteristics;
4	(b) Voice data used for comparing live speech with a previously created speech model
5	of a person's voice;
6	(c) Iris recognition data containing color or texture patterns or codes;
7	(d) Retinal scans, reading through the pupil to measure blood vessels lining the retina;
8	(e) Fingerprint, palm prints, hand geometry, measure of any and all characteristics of
9	biometric information, including shape and length of fingertips, or recording ridge pattern or
10	fingertip characteristics;
11	(f) Eye spacing;
12	(g) Characteristic gait or walk;
13	(h) DNA;
14	(i) Keystroke dynamic, measuring pressure applied to key pads or other digital receiving
15	devices;

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

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(2) "Commercial purposes", shall not include data used or compiled solely to be used
 for, or obtained or compiled solely for purposes expressly allowed under Missouri law or the
 federal Drivers Privacy Protection Act;

(3) "Source documents", original or certified copies, where applicable, of documents presented by an applicant as required under 6 CFR Part 37 to the department of revenue to apply for a driver's license or nondriver's license. Source documents shall also include any documents required for the issuance of driver's licenses or nondriver's licenses by the department of revenue under the provisions of this chapter or accompanying regulations.

24 2. Except as provided in subsection 3 of this section and as required to carry out the 25 provisions of subsection 4 of this section, the department of revenue shall not retain copies, in 26 any format, of source documents presented by individuals applying for or holding driver's 27 licenses or nondriver's licenses or use technology to capture digital images of source documents so that the images are capable of being retained in electronic storage in a transferable format. 28 29 Documents retained as provided or required by subsections 3 and 4 of this section shall be stored 30 solely on a system not connected to the internet nor to a wide area network that connects to the 31 internet. Once stored on such system, the documents and data shall be purged from any systems 32 on which they were previously stored so as to make them irretrievable.

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3. The provisions of this section shall not apply to:

(1) Original application forms, which may be retained but not scanned except asprovided in this section;

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(2) Test score documents issued by state highway patrol driver examiners;

37 (3) Documents demonstrating lawful presence of any applicant who is not a citizen of
38 the United States, including documents demonstrating duration of the person's lawful presence
39 in the United States;

40 (4) Any document required to be retained under federal motor carrier regulations in Title
41 49, Code of Federal Regulations, including but not limited to documents required by federal law
42 for the issuance of a commercial driver's license and a commercial driver instruction permit;
43 [and]

(5) Documents submitted by a commercial driver's license applicant who is a
Missouri resident and is active duty military or a veteran, as "veteran" is defined in 38
U.S.C. 101, which allow for waiver of the commercial driver's license knowledge test, skills
test, or both; and

48 (6) Any other document at the request of and for the convenience of the applicant where 49 the applicant requests the department of revenue review alternative documents as proof required 50 for issuance of a driver's license, nondriver's license, or instruction permit.

4. (1) To the extent not prohibited under subsection 13 of this section, the department of revenue shall amend procedures for applying for a driver's license or identification card in order to comply with the goals or standards of the federal REAL ID Act of 2005, any rules or regulations promulgated under the authority granted in such Act, or any requirements adopted by the American Association of Motor Vehicle Administrators for furtherance of the Act, unless such action conflicts with Missouri law.

57 (2) The department of revenue shall issue driver's licenses or identification cards that are 58 compliant with the federal REAL ID Act of 2005, as amended, to all applicants for driver's 59 licenses or identification cards unless an applicant requests a driver's license or identification card that is not REAL ID compliant. Except as provided in subsection 3 of this section and as 60 required to carry out the provisions of this subsection, the department of revenue shall not retain 61 62 the source documents of individuals applying for driver's licenses or identification cards not compliant with REAL ID. Upon initial application for a driver's license or identification card, 63 64 the department shall inform applicants of the option of being issued a REAL ID compliant driver's license or identification card or a driver's license or identification card that is not 65 66 compliant with REAL ID. The department shall inform all applicants:

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(a) With regard to the REAL ID compliant driver's license or identification card:

a. Such card is valid for official state purposes and for official federal purposes as
outlined in the federal REAL ID Act of 2005, as amended, such as domestic air travel and
seeking access to military bases and most federal facilities;

b. Electronic copies of source documents will be retained by the department and
destroyed after the minimum time required for retention by the federal REAL ID Act of 2005,
as amended;

c. The facial image capture will only be retained by the department if the application isfinished and submitted to the department; and

d. Any other information the department deems necessary to inform the applicant about
 the REAL ID compliant driver's license or identification card under the federal REAL ID Act;

(b) With regard to a driver's license or identification card that is not compliant with thefederal REAL ID Act:

a. Such card is valid for official state purposes, but it is not valid for official federal
purposes as outlined in the federal REAL ID Act of 2005, as amended, such as domestic air
travel and seeking access to military bases and most federal facilities;

b. Source documents will be verified but no copies of such documents will be retained
by the department unless permitted under subsection 3 of this section, except as necessary to
process a request by a license or card holder or applicant;

c. Any other information the department deems necessary to inform the applicant aboutthe driver's license or identification card.

88 5. The department of revenue shall not use, collect, obtain, share, or retain biometric data 89 nor shall the department use biometric technology to produce a driver's license or nondriver's 90 license or to uniquely identify licensees or license applicants. This subsection shall not apply 91 to digital images nor licensee signatures required for the issuance of driver's licenses and 92 nondriver's licenses or to biometric data collected from employees of the department of revenue, 93 employees of the office of administration who provide information technology support to the 94 department of revenue, contracted license offices, and contracted manufacturers engaged in the 95 production, processing, or manufacture of driver's licenses or identification cards in positions 96 which require a background check in order to be compliant with the federal REAL ID Act or any 97 rules or regulations promulgated under the authority of such Act. Except as otherwise provided 98 by law, applicants' source documents and Social Security numbers shall not be stored in any 99 database accessible by any other state or the federal government. Such database shall contain 100 only the data fields included on driver's licenses and nondriver identification cards compliant 101 with the federal REAL ID Act, and the driving records of the individuals holding such driver's 102 licenses and nondriver identification cards.

6. Notwithstanding any provision of this chapter that requires an applicant to provide
reasonable proof of lawful presence for issuance or renewal of a noncommercial driver's license,
noncommercial instruction permit, or a nondriver's license, an applicant shall not have his or her
privacy rights violated in order to obtain or renew a Missouri noncommercial driver's license,
noncommercial instruction permit, or a nondriver's license.

108 7. No citizen of this state shall have his or her privacy compromised by the state or 109 agents of the state. The state shall within reason protect the sovereignty of the citizens the state 110 is entrusted to protect. Any data derived from a person's application shall not be sold for 111 commercial purposes to any other organization or any other state without the express permission 112 of the applicant without a court order; except such information may be shared with a law 113 enforcement agency, judge, prosecuting attorney, or officer of the court, or with another state for 114 the limited purposes set out in section 302.600, or for the purposes set forth in section 32.091, 115 or for conducting driver history checks in compliance with the Motor Carrier Safety 116 Improvement Act, 49 U.S.C. Section 31309. The state of Missouri shall protect the privacy of 117 its citizens when handling any written, digital, or electronic data, and shall not participate in any 118 standardized identification system using driver's and nondriver's license records except as 119 provided in this section.

8. Other than to process a request by a license or card holder or applicant, no person shall
access, distribute, or allow access to or distribution of any written, digital, or electronic data

122 collected or retained under this section without the express permission of the applicant or a court 123 order, except that such information may be shared with a law enforcement agency, judge, 124 prosecuting attorney, or officer of the court, or with another state for the limited purposes set out 125 in section 302.600 or for conducting driver history checks in compliance with the Motor Carrier 126 Safety Improvement Act, 49 U.S.C. Section 31309. A first violation of this subsection shall be 127 a class A misdemeanor. A second violation of this subsection shall be a class E felony. A third 128 or subsequent violation of this subsection shall be a class D felony.

129 9. Any person harmed or damaged by any violation of this section may bring a civil 130 action for damages, including noneconomic and punitive damages, as well as injunctive relief, 131 in the circuit court where that person resided at the time of the violation or in the circuit court 132 of Cole County to recover such damages from the department of revenue and any persons 133 participating in such violation. Sovereign immunity shall not be available as a defense for the 134 department of revenue in such an action. In the event the plaintiff prevails on any count of his 135 or her claim, the plaintiff shall be entitled to recover reasonable attorney fees from the 136 defendants.

137 10. The department of revenue may promulgate rules necessary to implement the 138 provisions of this section. Any rule or portion of a rule, as that term is defined in section 139 536.010, that is created under the authority delegated in this section shall become effective only 140 if it complies with and is subject to all of the provisions of chapter 536 and, if applicable, section 141 536.028. This section and chapter 536 are nonseverable and if any of the powers vested with the 142 general assembly pursuant to chapter 536 to review, to delay the effective date, or to disapprove 143 and annul a rule are subsequently held unconstitutional, then the grant of rulemaking authority 144 and any rule proposed or adopted after August 28, 2017, shall be invalid and void.

145 11. Biometric data, digital images, source documents, and licensee signatures, or any 146 copies of the same, required to be collected or retained to comply with the requirements of the 147 federal REAL ID Act of 2005 shall be retained for no longer than the minimum duration required 148 to maintain compliance, and immediately thereafter shall be securely destroyed so as to make 149 them irretrievable.

150 12. No agency, department, or official of this state or of any political subdivision thereof 151 shall use, collect, obtain, share, or retain radio frequency identification data from a REAL ID 152 compliant driver's license or identification card issued by a state, nor use the same to uniquely 153 identify any individual.

154 13. Notwithstanding any provision of law to the contrary, the department of revenue 155 shall not amend procedures for applying for a driver's license or identification card, nor 156 promulgate any rule or regulation, for purposes of complying with modifications made to the 157 federal REAL ID Act of 2005 after August 28, 2017, imposing additional requirements on

158 applications, document retention, or issuance of compliant licenses or cards, including any rules

or regulations promulgated under the authority granted under the federal REAL ID Act of 2005,as amended, or any requirements adopted by the American Association of Motor Vehicle

161 Administrators for furtherance thereof.

162 14. If the federal REAL ID Act of 2005 is modified or repealed such that driver's licenses 163 and identification cards issued by this state that are not compliant with the federal REAL ID Act 164 of 2005 are once again sufficient for federal identification purposes, the department shall not 165 issue a driver's license or identification card that complies with the federal REAL ID Act of 2005 166 and shall securely destroy, within thirty days, any source documents retained by the department 167 for the purpose of compliance with such Act.

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15. The provisions of this section shall expire five years after August 28, 2017.

302.173. 1. Any applicant for a license, who does not possess a valid license issued pursuant to the laws of this state, another state, or a country which has a reciprocal agreement 2 3 with the state of Missouri regarding the exchange of licenses pursuant to section 302.172 shall be examined as herein provided. Any person who has failed to renew such person's license on 4 5 or before the date of its expiration or within six months thereafter must take the complete examination. Any active member of the Armed Forces, their adult dependents or any active 6 member of the Peace Corps may apply for a renewal license without examination of any kind, 7 8 unless otherwise required by sections 302.700 to 302.780, provided the renewal application 9 shows that the previous license had not been suspended or revoked. Any person honorably discharged from the Armed Forces of the United States who held a valid license prior to being 10 inducted may apply for a renewal license within sixty days after such person's honorable 11 12 discharge without submitting to any examination of such person's ability to safely operate a motor vehicle over the highways of this state unless otherwise required by sections 302.700 to 13 14 302.780, other than the vision test provided in section 302.175, unless the facts set out in the 15 renewal application or record of convictions on the expiring license, or the records of the director 16 show that there is good cause to authorize the director to require the applicant to submit to the 17 complete examination. No applicant for a renewal license shall be required to submit to any 18 examination of his or her ability to safely operate a motor vehicle over the highways of this state 19 unless otherwise required by sections 302.700 to 302.780 or regulations promulgated thereunder, 20 other than a test of the applicant's ability to understand highway signs regulating, warning or 21 directing traffic and the vision test provided in section 302.175, unless the facts set out in the 22 renewal application or record of convictions on the expiring license, or the records of the director 23 show that there is good cause to authorize the director to require the applicant to submit to the 24 complete examination. The examination shall be made available in each county. Reasonable 25 notice of the time and place of the examination shall be given the applicant by the person or

26 officer designated to conduct it. The complete examination shall include a test of the applicant's 27 natural or corrected vision as prescribed in section 302.175, the applicant's ability to understand 28 highway signs regulating, warning or directing traffic, the applicant's practical knowledge of the 29 traffic laws of this state, and an actual demonstration of ability to exercise due care in the operation of a motor vehicle of the classification for which the license is sought. When an 30 31 applicant for a license has a license from a state which has requirements for issuance of a license 32 comparable to the Missouri requirements or a license from a country which has a reciprocal 33 agreement with the state of Missouri regarding the exchange of licenses pursuant to section 34 302.172 and such license has not expired more than six months prior to the date of application 35 for the Missouri license, the director may waive the test of the applicant's practical knowledge 36 of the traffic laws of this state, and the requirement of actual demonstration of ability to exercise 37 due care in the operation of a motor vehicle. If the director has reasonable grounds to believe that an applicant is suffering from some known physical or mental ailment which ordinarily 38 would interfere with the applicant's fitness to operate a motor vehicle safely upon the highways, 39 the director may require that the examination include a physical or mental examination by a 40 41 licensed physician of the applicant's choice, at the applicant's expense, to determine the fact. The 42 director shall prescribe regulations to ensure uniformity in the examinations and in the grading 43 thereof and shall prescribe and furnish all forms to the members of the highway patrol and to 44 other persons authorized to conduct examinations as may be necessary to enable the officer or 45 person to properly conduct the examination. The records of the examination shall be forwarded 46 to the director who shall not issue any license hereunder if in the director's opinion the applicant 47 is not qualified to operate a motor vehicle safely upon the highways of this state.

2. Beginning July 1, 2005, when the examiner has reasonable grounds to believe that an individual has committed fraud or deception during the examination process, the license examiner shall immediately forward to the director all information relevant to any fraud or deception, including, but not limited to, a statement of the examiner's grounds for belief that the person committed or attempted to commit fraud or deception in the written, skills, or vision examination.

3. The director of revenue shall delegate the power to conduct the examinations required for a license or permit to any member of the highway patrol or any person employed by the highway patrol. The powers delegated to any examiner may be revoked at any time by the director of revenue upon notice.

4. Notwithstanding the requirements of subsections 1 and 3 of this section, the successful completion of a motorcycle rider training course approved pursuant to sections 302.133 to 302.137 shall constitute an actual demonstration of the person's ability to exercise due care in the operation of a motorcycle or motortricycle, and no further **practical knowledge or** driving

62 test shall be required to obtain a motorcycle or motortricycle license or endorsement. The

- 63 motorcycle rider training course completion shall be accepted for purposes of motorcycle
- 64 license or endorsement issuance for one year from the date of course completion.

65 5. Notwithstanding the requirements of subsections 1 and 3 of this section, the successful completion of a military motorcycle rider training course that meets or exceeds the Motorcycle 66 67 Safety Foundation curriculum standards by an applicant who is an active member of the [U.S.] 68 United States Armed Forces, shall constitute an actual demonstration of the person's ability to 69 exercise due care in the operation of a motorcycle or motortricycle, and no further practical 70 **knowledge or** driving test shall be required to obtain a motorcycle or motortricycle license or 71 endorsement. The military motorcycle rider training course completion shall be accepted 72 for purposes of motorcycle license or endorsement issuance for one year from the date of 73 course completion. The director of revenue is authorized to promulgate rules and regulations 74 for the administration and implementation of this subsection including rules governing the 75 presentment of motorcycle training course completion cards from a military motorcycle rider 76 training course or other documentation showing that the applicant has successfully completed 77 a course in basic motorcycle safety instruction that meets or exceeds curriculum standards 78 established by the Motorcycle Safety Foundation or other national organization whose purpose 79 is to improve the safety of motorcyclists on the nation's streets and highways. Any rule or 80 portion of a rule, as that term is defined in section 536.010, that is created under the authority 81 delegated in this section shall become effective only if it complies with and is subject to all of 82 the provisions of chapter 536 and, if applicable, section 536.028. This section and chapter 536 83 are nonseverable and if any of the powers vested with the general assembly pursuant to chapter 84 536 to review, to delay the effective date, or to disapprove and annul a rule are subsequently held 85 unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted after 86 August 28, 2012, shall be invalid and void.

302.720. 1. Except when operating under an instruction permit as described in this 2 section, no person may drive a commercial motor vehicle unless the person has been issued a 3 commercial driver's license with applicable endorsements valid for the type of vehicle being 4 operated as specified in sections 302.700 to 302.780. A commercial driver's instruction permit shall allow the holder of a valid license to operate a commercial motor vehicle when 5 accompanied by the holder of a commercial driver's license valid for the vehicle being operated 6 7 and who occupies a seat beside the individual, or reasonably near the individual in the case of buses, for the purpose of giving instruction in driving the commercial motor vehicle. No person 8 9 may be issued a commercial driver's instruction permit until he or she has passed written tests 10 which comply with the minimum federal standards. A commercial driver's instruction permit 11 shall be valid for the vehicle being operated for a period of not more than six months, and shall

not be issued until the permit holder has met all other requirements of sections 302.700 to 12 13 302.780, except for the driving test. A permit holder, unless otherwise disqualified, may be 14 granted one six-month renewal within a one-year period. The fee for such permit or renewal 15 shall be five dollars. In the alternative, a commercial driver's instruction permit shall be issued for a thirty-day period to allow the holder of a valid driver's license to operate a commercial 16 17 motor vehicle if the applicant has completed all other requirements except the driving test. The permit may be renewed for one additional thirty-day period and the fee for the permit and for 18 19 renewal shall be five dollars.

20 2. No person may be issued a commercial driver's license until he has passed written and 21 driving tests for the operation of a commercial motor vehicle which complies with the minimum 22 federal standards established by the Secretary and has satisfied all other requirements of the 23 Commercial Motor Vehicle Safety Act of 1986 (Title XII of Pub. Law 99-570), as well as any other requirements imposed by state law. All applicants for a commercial driver's license shall 24 25 have maintained the appropriate class of commercial driver's instruction permit issued by this 26 state or any other state for a minimum of fourteen calendar days prior to the date of taking the 27 skills test. Applicants for a hazardous materials endorsement must also meet the requirements 28 of the U.S. Patriot Act of 2001 (Title X of Public Law 107-56) as specified and required by 29 regulations promulgated by the Secretary. Nothing contained in this subsection shall be 30 construed as prohibiting the director from establishing alternate testing formats for those who 31 are functionally illiterate; provided, however, that any such alternate test must comply with the 32 minimum requirements of the Commercial Motor Vehicle Safety Act of 1986 (Title XII of Pub. 33 Law 99-570) as established by the Secretary.

34 (1) The written and driving tests shall be held at such times and in such places as the 35 superintendent may designate. A twenty-five dollar examination fee shall be paid by the applicant upon completion of any written or driving test, except the examination fee shall be 36 37 waived for applicants seventy years of age or older renewing a license with a school bus 38 endorsement. The director shall delegate the power to conduct the examinations required under 39 sections 302.700 to 302.780 to any member of the highway patrol or any person employed by 40 the highway patrol qualified to give driving examinations. The written test shall only be 41 administered in the English language. No translators shall be allowed for applicants taking the 42 test.

43 (2) The director shall adopt and promulgate rules and regulations governing the 44 certification of third-party testers by the department of revenue. Such rules and regulations shall 45 substantially comply with the requirements of 49 CFR 383, Section 383.75. A certification to 46 conduct third-party testing shall be valid for one year, and the department shall charge a fee of 47 one hundred dollars to issue or renew the certification of any third-party tester.

48 (3) Beginning August 28, 2006, the director shall only issue or renew third-party tester 49 certification to community colleges established under chapter 178 or to private companies who own, lease, or maintain their own fleet and administer in-house testing to their employees, or to 50 51 school districts and their agents that administer in-house testing to the school district's or agent's 52 employees. Any third-party tester who violates any of the rules and regulations adopted and 53 promulgated pursuant to this section shall be subject to having his certification revoked by the 54 department. The department shall provide written notice and an opportunity for the third-party 55 tester to be heard in substantially the same manner as provided in chapter 536. If any applicant 56 submits evidence that he has successfully completed a test administered by a third-party tester, 57 the actual driving test for a commercial driver's license may then be waived.

58 (4) Every applicant for renewal of a commercial driver's license shall provide such 59 certifications and information as required by the Secretary and if such person transports a hazardous material must also meet the requirements of the U.S. Patriot Act of 2001 (Title X of 60 61 Public Law 107-56) as specified and required by regulations promulgated by the Secretary. Such person shall be required to take the written test for such endorsement. A twenty-five dollar 62 63 examination fee shall be paid upon completion of such tests.

64 (5) The director shall have the authority to waive the **knowledge and** driving skills [test] tests for any qualified military applicant for a commercial driver's license who is currently 65 licensed at the time of application for a commercial driver's license. The director shall impose 66 67 conditions and limitations to restrict the applicants from whom the department may accept 68 alternative requirements for the knowledge and skills [test] tests described in federal regulation 69 49 CFR 383.71 and 49 CFR 383.77. An applicant must certify that, during the two-year period 70 immediately preceding application for a commercial driver's license, all of the following apply:

71 72 (a) The applicant has not had more than one license; (b) The applicant has not had any license suspended, revoked, or cancelled;

73 (c) The applicant has not had any convictions for any type of motor vehicle for the 74 disqualifying offenses contained in this chapter or federal rule 49 CFR 383.51(b);

75 (d) The applicant has not had more than one conviction for any type of motor vehicle for 76 serious traffic violations;

77 (e) The applicant has not had any conviction for a violation of state or local law relating 78 to motor vehicle traffic control, but not including any parking violation, arising in connection 79 with any traffic accident, and has no record of an accident in which he or she was at fault;

80 (f) The applicant has been regularly employed within the last [ninety days] year in a 81 military position requiring operation of a commercial motor vehicle and has operated the vehicle 82 for at least sixty days during the two years immediately preceding application for a commercial driver's license. The vehicle must be representative of the commercial motor vehicle the driver
applicant operates or expects to operate;

85 (g) The applicant, if on active duty, must provide a notarized affidavit signed by a 86 commanding officer as proof of driving experience as indicated in paragraph (f) of this 87 subdivision;

(h) The applicant, if honorably discharged from military service, must provide a
 form-DD214 or other proof of military occupational specialty;

90 (i) The applicant must meet all federal and state qualifications to operate a commercial91 vehicle; and

(j) The applicant will be required to complete all applicable knowledge tests, except
when the applicant provides proof of approved military training sufficient for waiver of
the knowledge and skills tests as specified in subdivision (5) of subsection 3 of section
302.170.

96 3. A commercial driver's license or commercial driver's instruction permit may not be 97 issued to a person while the person is disqualified from driving a commercial motor vehicle, 98 when a disqualification is pending in any state or while the person's driver's license is suspended, 99 revoked, or cancelled in any state; nor may a commercial driver's license be issued unless the 90 person first surrenders in a manner prescribed by the director any commercial driver's license 101 issued by another state, which license shall be returned to the issuing state for cancellation. 102 4. Beginning July 1, 2005, the director shall not issue an instruction permit under this

4. Beginning July 1, 2005, the director shall not issue an instruction permit under this
section unless the director verifies that the applicant is lawfully present in the United States
before accepting the application. The director may, by rule or regulation, establish procedures
to verify the lawful presence of the applicant under this section. No rule or portion of a rule
promulgated pursuant to the authority of this section shall become effective unless it has been
promulgated pursuant to chapter 536.

5. Notwithstanding the provisions of this section or any other law to the contrary, beginning August 28, 2008, the director of the department of revenue shall certify as a third-party tester any municipality that owns, leases, or maintains its own fleet that requires certain employees as a condition of employment to hold a valid commercial driver's license; and that administered in-house testing to such employees prior to August 28, 2006.

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