

## Policies regarding Range of Motion Testing

Information compiled November 27, 2007

**The Question:** Do you have an existing policy on testing for range of motion for operators? If so, are the tests given only as a pre-employment requirement, or also given annually? If you test annually and find operators who can no longer physically meet the range of motion requirements of the job, do you have a policy to help the employee improve their physical problems?

**Ben Franklin Transit** says...No we do not. We have developed FIT TEST requirements but have not implemented it. We are, however, looking to pre-employment IME's in 2008

**Columbia County Public Transportation** says... We do not have a policy regarding this and do not do this testing

**Community Transit** says...We do not do range-of-motion testing for applicants or current employees; we do fit testing only at the present.

**CUBS** says...CUBS does not have a policy for range of motion testing

**Grays Harbor Transit** says...Grays Harbor Transit has no policy pertaining to range of motion.

**Intercity Transit** says...We do a pre-employment physical standard testing at the time they take the video test. [See attached](#). We do not do this annually. Operators go thru a re-cert physical every two years where a doctor certifies their ability to hold the required cdl.

**Jefferson Transit** says....We don't have a policy specific to this, but range of motion is all part of the Operator Essential Physical Functions Screening before we hire. We also do this when operators have had injuries that keep them out of work for a period of time. The other range of motion testing is done as part of the bi-annual CDL physical. We have not had occasion to restrict an operator due to lack of physical function, except Chuck – in that case it was doctor's orders that he not perform paratransit functions.

**Kitsap Transit** says... We do a basic fit for duty test on the interview day. It takes about 20 minutes and consists of reaching, bending, fit behind the wheel, etc, - all in a few different buses. If the candidate is successful and is selected and a conditional offer is made, then they they will go through a more thorough Physical Capacities Exam that they must pass prior to their first day of training. We do not have an annual test. However, we have reached an agreement with ATU after several, very lengthy battles over fit for work and Return To Duty issues. That agreement

allows us to administer a Functional Assessment to any operator returning from their own medical absence of at least 30 days. If they are unsuccessful in passing any aspect of that assessment, then they are sent back to the doctor to address those concerns.

**Link Transit** says...We do not have a range of motion test other than what our docs give at our pre-employment physical

**Mason Transit** says...Mason Transit performs a pre-employment physical standards test. After hire, a yearly road test is conducted. This encompasses driving habits, physical capabilities and customer service skills. If deficiencies are found, a re-training program is customized to assist the employee with reaching maximum job performance.

**Pacific Transit** says...We do not have any tests here at Pacific Transit

**Pullman Transit** says...No we do not have a policy on this. All of our employees, including paratransit drivers, must have a CDL physical every two years. If they pass that then we do not question their ability to physically do the job. It will be interesting to see what others do.

**Valley Transit** says... No we do not. I would be interested to see what someone else has.

**Whatcom Transit** says...No Policy on range of motion. We only test at start of employment, during interview phase, as part of the Physical Standards test ([copy attached](#)); any other testing is per the initial (and thereafter bi-annual) CDL physical.

**Yakima Transit** says...To my knowledge, we have no policy on range of motion.