SEC. 4410. NATIONAL EMPLOYER NOTIFICATION SERVICE.

(a) NATIONAL EMPLOYER NOTIFICATION SERVICE.—

(1) EMPLOYER NOTIFICATION SERVICE DEFINED.—In this section, the term “employer notification service” means a service that automatically furnishes an employer with a report on the change in the status of the driving record or driver’s license of an employee who has a commercial driver’s license due to a conviction for a moving violation, a failure to appear, an accident, driver’s license suspension, driver’s license revocation, or any other action taken against the driving privilege.

(2) IMPLEMENTATION OF NATIONAL EMPLOYER NOTIFICATION SERVICE.—

(A) REQUIREMENTS.—Not later than 1 year after the date of enactment of this Act, the Secretary of Transportation, acting through the Administrator of the Federal Motor Carrier
Safety Administration, shall issue a final regulation requiring the implementation of a national employer notification service that States may access.

(B) CONSIDERATIONS.—Before issuing such final regulation requiring the implementation of a national employer notification service, the Secretary shall consider—

(i) the recommendations made by the American Association of Motor Vehicle Administrators (AAMVA), including recommendations on annual per driver fees for participating employers, in its report, “Employer Notification System Design & Best Practices Recommendations”, produced for the Federal Motor Carrier Safety Administration under grant/cooperative agreement number FMCDL–0143–13–01–03; and

(ii) the results of a pilot program conducted in 2007 under section 4022 of the Transportation Equity Act of the 21st Century (Public Law 105–178), to assess the feasibility, costs, safety impacts, and benefits of such a system, and to assess
methods for efficient exchange of driver
safety data from existing State systems.

(b) **STATE IMPLEMENTATION.**—

(1) **IMPLEMENTATION.**—Not later than 2 years after the Secretary has issued a final regulation re-
quiring the implementation of a national employer notification service, each State shall use such service to notify employers with a report described in sub-
section (a)(1).

(2) **ENFORCEMENT.**—After the 2-year period described in paragraph (1), the Secretary shall en-
sure that the national employer notification service described in this section is included as part of the requirements and standards of the commercial driver license program, including the consequences of non-

(3) **EMPLOYER COMPLIANCE AND ALLOWABLE GRANT COST.**—Included in developing the final regu-
lation under subsection (a)(2), the Secretary shall—

(A) require any employer who has 1 or more employees who holds a commercial driv-
er’s license with a school bus endorsement, pur-
suant to section 383.123 of title 49, Code of
Federal Regulations, to participate in the em-
ployer notification service; and

(B) ensure that State implementation of
the employer notification service is an allowable
cost for commercial driver’s license program im-
plementation grant awards under section 31313
of title 49, United States Code.

(4) ANNUAL INQUIRY EXEMPTION.—In keeping
with Federal Motor Carrier Safety Administration
regulatory guidance set forth on page 13069 of vol-
ume 80 of the Federal Register, the Secretary shall
ensure that employers participating in the employer
notification service are exempt from the require-
ments for annual inquiry and review of driving
record, pursuant to part 391.25 of title 49, Code of
Federal Regulations.

(c) APPLICABILITY TO SCHOOLS AND SCHOOL DIS-
TRICTS.—For purposes of this Act, a school district, local
educational agency, or school shall be considered an em-
ployer for purposes of the national employer notification
service if it organizes, sponsors, or pays for the transpor-
tation of preprimary, primary, and secondary students to
or from school or on extracurricular trips. In the case of
a school district, local educational agency, or school that
pays a private company or proprietorship to provide trans-
portation services for students traveling to or from school or on a extracurricular trip, both the private company or proprietorship and the school district, local educational agency, or school shall be considered employers for purposes of the national employer notification service.

(d) **Simultaneous Driver Notification.**—Included in developing the final regulation under subsection (a)(2), the Secretary shall ensure that whenever the national employer notification service furnishes an employer with a report on an employee, such employee shall receive simultaneous notification and a copy of the report.