

**Employee  
welfare**

*Motor vehicle  
safety program*

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**Tip**

31,693 occupants of passenger cars, light trucks, vans, and SUVs were killed in motor vehicle traffic crashes in 2004.

*National Highway Traffic Safety Administration (NHTSA)*

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**Know your state and federal laws**

Finally, every employer needs to understand and comply with state and federal laws regarding minor workers. A study found that over three-quarters of employers with minor workers were unfamiliar with child labor laws. For information about federal child labor laws, visit [www.dol.gov/dol/topic/youthlabor/index.htm](http://www.dol.gov/dol/topic/youthlabor/index.htm). Links to state labor offices are available at [www.ilsa.net](http://www.ilsa.net) or [www.youthrules.dol.gov/states.htm](http://www.youthrules.dol.gov/states.htm).

**Motor vehicle safety program**

Many of your employees probably use company vehicles to visit clients, pick up and deliver products and supplies, attend training or meetings, and do a variety of other tasks. If this is true, you know that vehicle crashes occur during the workday, and they are a leading cause of workplace fatalities. Whether crashes occur when employees are driving fleet vehicles or during their daily commutes, these incidents have a significant impact on your workplace.

Motor vehicle crashes are costly in multiple ways to both employers and employees. In fact, OSHA recommends that employers design an effective workplace driver safety program to reduce accident risks. To improve overall traffic safety performance and minimize the risk of employee involvement in

motor vehicle crashes, use the following guidelines to develop a vehicle safety program for your company.

### Evaluate your workplace

Evaluating the workplace for a vehicle safety program involves identifying:

- Employees who use company vehicles.
- How and when employees drive the company vehicles.
- Who inspects and maintains the vehicles.
- How and when the vehicles are inspected and serviced.

Your main concern is that employees operating company vehicles can be involved in traffic accidents, but you also need to ensure that vehicles are maintained and insured *and* that drivers are in compliance with licensing requirements. The evaluation should identify problems that could occur so that the risk for company vehicle crashes is minimized.

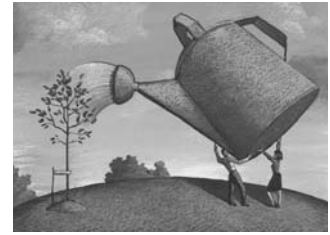
### Set the program goals

Driving is part of the job, and like every other task, it has to be done safely. A workplace company vehicle safety program helps to improve traffic safety performance and minimize the risk of motor vehicle crashes. The program can:

- Save lives and reduce injuries.
- Protect company resources (people and property).
- Reduce liability risks.

By implementing a company vehicle safety program, you show employees that you are concerned about their safety and well-being away from the facility as well as onsite. As part of the program, you will:

- Hire capable drivers and allow only eligible drivers to drive company vehicles.
- Inform drivers of what to do in case of a collision.
- Provide ongoing driver training.
- Reward safe drivers.



### Employee welfare

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#### Tip

An on-the-job crash that results in an injury typically costs the employer about \$74,000. Employer costs can exceed \$500,000 when a fatality is involved.

NHTSA

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