

Tailgate meeting guide

Using personal vehicles for work

Use this guide to lead a discussion with employees who drive their own vehicle for work. It will help you explain their safety responsibilities. Use any of the suggested key points in your talk. Use the form on Page 2 to record meeting details. Consider printing this guide and giving it to drivers.

Why is this topic important?

Key points

- A vehicle is a workplace while operated for work purposes. A personal vehicle is no different from a company vehicle when used for work
- Work-related motor vehicle crashes are the leading cause of traumatic workplace fatalities in BC

Important definitions

- An employee-owned vehicle is one an employee owns, leases, rents or borrows
- Using a vehicle for work purposes includes any work activity, including making deliveries, driving between job sites or client homes/offices, picking up supplies, etc. Commuting between your home and your primary work location is typically not driving for work purposes

Employee road safety responsibilities

Key points

Employees have responsibilities under the Workers Compensation Act and the

Occupational Health and Safety Regulation that apply to driving for work. Employees using a personal vehicle for work need to:

- Ensure their vehicle is licensed, insured, operated, and maintained in accordance with the *Motor Vehicle Act* and its *Regulations* (and other laws if used for commercial purposes).
- Have a valid driver's licence appropriate for the vehicle they drive
- Take steps to ensure their safety and the safety of others
- Follow their organization's safety policies, procedures, and practices
- Inspect their vehicle at the start of each shift (trip)
- Complete all repairs necessary to ensure the vehicle's safe operation before using it for work
- Not drive or work if impaired by alcohol, drugs, fatigue, or other causes
- Report driving-related hazards to their supervisor or employer

Tailgate meeting activities and resources

- Have workers review our [Vehicle Inspections and Maintenance Tool Kit](#)

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Employer Guide For Company Vehicles

**Brustowicz, Delano, Gabor,
Salkin, Wagner and Watson**



Employer Guide For Company Vehicles:

California Employment Law: An Employer's Guide James J. McDonald, Jr., 2024-04-16 California Employment Law An Employer's Guide is the go to guide for anyone who must contend with employment law in California as part of their day to day work including employers based outside of California with employees working in the state This valuable reference is comprehensively updated to address new developments in 2021 including new requirements for severance agreements new restrictions on non disparagement agreements expansion of the California Family Rights Act to include parents in law new Cal OSHA penalties for enterprise wide and egregious violations and many more *Employer's Guide to Workplace Torts* Ronald Michael Green, Richard J. Reibstein, 1992 Liability can arise in every phase of the employment relationship And whether the tort involves action or inaction by the president of your company or by a single manager whether it is intentional or unintentional your whole organization may be liable Protect yourself and your organization from lawsuits and expensive settlements with this guide to avoiding liability and successfully defending workplace tort claims Two nationally known employment attorneys give you a thorough review of common workplace torts including general principles of law involved in most claims summaries of 175 court cases that shape employers responsibilities more than 200 practical suggestions for avoiding liability settling claims and successfully litigating when necessary summaries of state and federal laws relating to use of criminal record information polygraphs credit reports drug testing AIDS smoking and more This guide clearly forewarns you of potential workplace tort hazards advises you on minimizing exposure and arms you against possible million dollar settlements and judgments *The Employer's Handbook 2014-15* Barry Cushway, 2014-05-03 The Employer's Handbook has established itself as a source of reliable unambiguous guidance for all small to medium sized employers clearly identifying the legal essentials and best practice guidelines for effective people management The book is a comprehensive source of hands on advice on the increasingly complex legal framework now governing UK employment law including guidelines on age discrimination legislation and the latest employment tribunal procedures Coverage includes recruitment contracts benefits performance management maternity and paternity rights personnel records and data protection terminating employment and ensuring the health safety and welfare of employees and pension obligations It also provides access to a unique set of downloadable templates forms and policy documents for dealing with key employment issues

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Employee Handbook Lisa Guerin, Amy Delpo, 2021-05-14 Avoid legal problems and run a productive workplace with an up to date employee handbook Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime medical leave and social media Create Your Own Employee Handbook provides everything business owners managers and HR professionals need to create or update a legal and plain English employee handbook Find the latest legal information practical suggestions and best practices on wages hours and tip pools remote work at will employment discrimination and harassment complaints and investigations health and safety alcohol and drugs including medical legal marijuana workplace privacy and email and social media This new edition covers recent updates to state and federal laws including expanded rules on paid family and medical leave sick leave state temporary disability programs and much more With Downloadable forms Forms to help All policies and forms along with modifications and alternative language you can tailor to your workplace are available for download details inside

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Mandated Benefits 2020 Compliance Guide Brustowicz, Delano, Gabor, Salkin, Wagner and Watson, 2019-12-23 Mandated Benefits 2020 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations Mandated Benefits 2020 Compliance Guide includes in depth coverage of these and other major federal regulations and developments HIPAA Health Insurance Portability and Accountability Act Wellness Programs ADA and GINA regulations Mental Health Parity Act as amended by the 21st Century Cures Act Reporting Requirements with the Equal Employment Opportunity Commission AAPs final rules Pay Transparency Act Mandated Benefits 2020 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful

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Bookkeeping For Dummies Jane Kelly, Paul Barrow, Lita Epstein, 2011-03-16 The easiest way to master the art of bookkeeping Accurate bookkeeping is crucial to every business but few people relish the task This straight talking guide simplifies every aspect of financial record keeping walking you through all the basic skills you need From tracking transactions and keeping ledgers to producing balance sheets and year end reports this book makes bookkeeping your best friend in business

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Equal Employment Opportunity Compliance Guide 2016 BUCKLEY, 2015-12-16 Equal Employment Opportunity Compliance Guide 2015 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop andquot EEO solutionandquot delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent

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