

Sample Mandatory Seat Belt Use Agreement

We recognize that seat belt use helps protect our employees and prevent injury. Reducing the risks involved in driving our vehicles can make us a more efficient business. Furthermore, wearing a seat belt is mandatory under the *Highway Safety Code*.

Seat belts must be worn whenever an employee uses one of the business's vehicles, whether during work hours or not. If the vehicle is equipped with a sleeper berth, the occupant restraint system installed by the manufacturer must be used. This policy applies to all employees and all occupants of vehicles driven by employees. It applies to all vehicles owned by the business, as well as to any leased or personal vehicles used by employees in the course of their work.

Responsibilities

Employees are responsible for seat belt use and commit to wearing seat belts according to the prescribed rules. Any employee who does not comply with this obligation will be held responsible and may be subject to disciplinary measures, up to and including dismissal.

Disciplinary Measures (to be determined)

Seat belt use is a priority for our business. Failure to comply with the comprehensive safety policy may lead to disciplinary measures, in the same way as failure to comply with any other work-related rules.

Disciplinary measures may go from _____ for a first offence, up to _____ for repeat offences.

Our policy includes strategies for monitoring seat belt use in order to ensure that this obligation is met. Seat belt use will also become a criteria during employee performance appraisals.

Commitment

I, (employee's first name and last name), hereby confirm that I have received a copy of (name of the company)'s comprehensive safety policy, which addresses seat belt use in particular. I have read the policy and was given the opportunity to ask questions. I understand the penalties for failing to comply with the policy.

I undertake to always wear a seat belt when using one of the business's vehicles, or when using any other vehicle during work hours.

I also undertake to ensure that the occupants of any vehicle I drive also wear their seat belts.

(Employee's signature, date)