

Drive Employees...

**TO A COMPANY-WIDE TRAFFIC SAFETY POLICY:
NO DRINKING & DRIVING**



FREQUENTLY ASKED QUESTIONS ABOUT IMPAIRED DRIVING (AND HOW TO ANSWER THEM)

A sober driving policy improves your bottom line, prevents injuries and saves lives. Implementing a policy like this may prompt questions from employees. Below are some questions you might get asked, along with responses.

1. HOW MUCH ALCOHOL IS TOO MUCH?

Impairment begins with the first drink. Your gender, body weight, the number of drinks you've consumed and the amount of food you've eaten all affect your body's ability to process alcohol. Women, young people and small people become impaired with small amounts of alcohol. In Texas, a person is legally intoxicated with a .08 BAC (blood or breath alcohol concentration). However, if law enforcement thinks your driving is impaired due to alcohol or other drugs, you can be stopped and arrested regardless of your BAC.

2. WHY DOES THE COMPANY CARE IF I DON'T DRIVE SOBER?

Organizations can be held financially responsible for alcohol-related crashes, but that's not the first thing we're concerned about. The fact is, drinking and driving or taking drugs and driving is dangerous. We have policies and practices to help keep you safe from other work-related hazards where we know there is increased risk of injury. Our responsibility to you is to provide a safe work environment, so you return safely home each day to your family and friends. The primary reason we are introducing a sober driving policy is to help reduce your risk of injury—or worse.

3. WHAT SHOULD I DO IF I AM CONCERNED ABOUT A COLLEAGUE WHO DRINKS AND DRIVES?

In the situation where a colleague might be impaired and inclined to drive, do your best to keep that person from getting behind the wheel. Call a cab, or to drive (only if you have not been drinking). Or, encourage him or her to call a sober friend or family member to take them home.

4. HOW CAN I AVOID A DWI?

Plan ahead if you plan to drink. Designate a sober driver beforehand, call a cab or someone you trust to pick you up, or spend the night where you are. Bottom line: Do not get behind the wheel if you've been drinking alcohol or taking drugs that impair your judgment and reaction times.



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The National Safety Council saves lives by preventing injuries and deaths at work, in homes and communities, and on the roads, through leadership, research, education and advocacy. For more information about safe driving in Texas, please visit the Texas Chapter of the National Safety Council at txdrivingconcern.org/safecompany, call 888-222-4143 or email texas@nsc.org.

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5. OTHER THAN THOSE STATED IN THE POLICY, WHAT ARE THE PENALTIES FOR DRINKING AND DRIVING?

FOR THOSE 21 AND OLDER

FIRST OFFENSE	SECOND OFFENSE*	THIRD OFFENSE*
<ul style="list-style-type: none">• Up to a \$2,000 fine• Three to 180 days in jail upon conviction• Loss of driver's license up to a year• \$1,000 surcharge for three years to retain driver's license	<ul style="list-style-type: none">• Up to a \$4,000 fine• Five days to a year in jail upon conviction• Loss of driver's license up to two years• \$1,500 surcharge for three years to retain driver's license	<ul style="list-style-type: none">• Up to a \$10,000 fine• Two to ten years in prison upon conviction• 10-60 days in jail if defendant receives probation• Loss of driver's license up to two years• \$2,000 surcharge for three years to retain driver's license

*After two or more DWI convictions in five years, motorists must install a special ignition switch that prevents their vehicle from being operated if they've been drinking.

DWI WITH A CHILD PASSENGER

Motorists can be charged with child endangerment for driving while intoxicated if they're carrying passengers younger than 15 years old. DWI with a child passenger is a felony and punishable with:

- Up to a \$10,000 fine
- Up to two years in a state jail
- Loss of driver's license for up to two years

FOR THOSE UNDER 21: It is illegal for minors (those under 21) to purchase, attempt to purchase, possess or consume alcohol. It's also against the law for minors to misrepresent their age to obtain alcohol.

MINORS IN POSSESSION (MIP)

Here's what happens the first time minors are found in possession of alcohol. Any amount of beer, wine or liquor will trigger the penalties.

- Up to a \$500 fine
- 30- to 180-day driver's license suspension
- Eight to 40 hours of community service
- Mandatory alcohol awareness classes



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A second or third offense can lead to suspension of the minor's driver's license for 60 to 180 days. Those 17 or older can be fined as much as \$2,000 or go to jail for up to 180 days for a third offense or both, plus automatic driver's license suspension.

DRIVING UNDER THE INFLUENCE (DUI)

It is illegal for anyone under 21 to drive with any detectable amount of alcohol in their system. Here's what happens the first time a minor is convicted of a DUI. Any amount of beer, wine or liquor can trigger these penalties.

- Up to a \$500 fine
- 60-day driver's license suspension
- 20 to 40 hours of community service
- Mandatory alcohol awareness classes

DRIVING WHILE INTOXICATED (DWI)

Drivers 17 and older who are stopped for drinking and driving with a blood or breath alcohol concentration (BAC) of .08 or greater can also face DWI criminal penalties listed for those 21 and older.



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