

Drive Employees...

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



IMPAIRED DRIVING FACTS

THE COST OF IMPAIRED DRIVING

Drunk driving is a serious crime in Texas, and it affects a lot more than just those directly involved in drunk driving crashes. Happy hours and other revelry between colleagues can often result in sad endings, such as serious injuries or even death. What employees do after hours affects a company's bottom line just as much as what happens on the clock. Businesses bear much of the cost in the higher premiums paid for employer-based health insurance tied to injuries from alcohol-related crashes.

However, impaired driving isn't limited to alcohol only. A person's ability to safely operate a motor vehicle is also compromised by illegal drugs, prescription drugs and even over-the-counter medications. Motor vehicle crashes are the #1 cause of work-related fatalities. You care about your employees, and you obviously don't want them to experience a traffic crash. But if it happens, you will have to invest in the time and cost of hiring a replacement, in addition to the cost of lost productivity.

SOBERING STATISTICS

- Alcohol is a factor in nearly four of every ten work-related crashes.
- Eliminating on- and off-the-job alcohol crashes could save Texas employees more than \$830 million each year.
- More than one third of all fatal crashes in Texas involve alcohol, claiming more than 1,300 lives each year.
- For every person killed in a crash due to alcohol or other drugs in Texas, there are 24 injuries and 266 crashes involving property damage.

THE PROBLEM

Alcohol and drugs affect a person's judgment, depth perception, coordination and reaction time—all prerequisites for safe driving. The National Highway Traffic Safety Administration reports that employers in Texas spend \$4.3 billion every year as a result of on- and off-the-job traffic injuries. Crashes that happen when employees are off the clock are responsible for 80 to 90 percent of your company's crash-related benefit and health care costs.

MAKING SOBER DRIVING A COMPANY POLICY

Prevent employees from driving under the influence of alcohol and other drugs—both on and off the job—by enacting a company-wide sober driving policy. See the sample policy on the CD, and feel free to use it as the starting point for developing your company's position on sober driving. Your policy should clearly state that:

- Employees may only drive when they are sober, whether on company time or not.



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OF safe drivers!**
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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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- A conviction for driving while intoxicated (DWI) will not be tolerated.
- Consequences for not following the company's sober driving policy also should be spelled out.

WHAT TO DO

Follow these three simple steps to enact a company-wide sober driving policy:

1. First, educate your staff about risks of driving under the influence of alcohol or drugs. Use the materials included on this CD, including fact sheets and meeting tips.
2. Second, develop a written sober driving policy, get it approved by company decision-makers and attorneys, distribute it to employees and have them return it to you or their supervisor, dated and signed. File it in each employee's personnel file. If applicable, work with your Human Resources manager to determine how to reward employees for following the policy or penalize them for violating it—including dismissal.
3. Third, reinforce your sober driving policy and equip employees with resources to facilitate sober driving: display reminders in break rooms or on public bulletin boards at your place of business, or consider using your company's email or Intranet. Take advantage of no-cost opportunities like these to encourage your employees to always drive sober—on and off the job.



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