

DRIVE EMPLOYEES...

**TO A COMPANY-WIDE TRAFFIC SAFETY POLICY:
ALWAYS USE A SAFETY BELT**



SAFETY BELT FACTS

THE LOWDOWN ON BUCKLING UP

It's no secret that safety belts save lives—but did you know they can save your company money, too? Taking care of business means protecting your employees and looking out for your bottom line, too.

- Motor vehicle crashes are the #1 cause of work-related fatalities. You care about your employees, and you obviously don't want them to suffer a traffic crash. But if that happens, you will have to invest in the time and cost of hiring a replacement.
- Employees injured in traffic crashes will undoubtedly lose productivity. If they're out of work for an extended period of time, you'll also have to pay to hire or train a substitute.

SAFETY BY THE NUMBERS

- Wearing safety belts increases your odds of survival by 50 percent—or up to 80 percent if you're driving a pickup truck and it rolls over during a crash.
- Front seat passengers don't wear their safety belts as often as their drivers.
- Pickup truck drivers and passengers are less likely to wear a safety belt than those in cars.
- The population in Texas is 24,326,974. We know that 92.94 percent are buckling up, which means there are still 1,727,215 who still have yet to get into the habit of buckling up. Are they your employees?

THE PROBLEM

One in ten Texans does not buckle up, and odds are that some of your employees are among them. The simple act of buckling up is the easiest, least expensive and best way to prevent traffic deaths and injuries, both on and off the job. 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 BUCKLING UP A COMPANY POLICY

Safety belts keep passengers inside the vehicle during a crash, where they're most likely to survive without getting hurt. Get employees to wear them properly 100 percent of the time by enacting a company-wide policy about safety belt use both on and off the job. See the sample policy on the CD, and feel free to use it as the starting point for developing your company's position on the mandatory use of safety belts. Your policy should clearly state that:

- Employees must properly use safety belts while operating or riding in any passenger vehicle, and by state law, that now also applies to 15-passenger vans.



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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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- Employees should require all riders in a vehicle to buckle up, whether they're employees of your company or not. Unbuckled passengers can be ejected from the vehicle or injure fellow passengers during a crash.
- Consequences for not following the company's safety belt policy also should be spelled out.

WHAT TO DO

Follow these three simple steps to enact a company-wide safety belt policy:

1. First, educate your staff about risks of not wearing safety belts. Use the materials included on this CD, including fact sheets and meeting tips.
2. Second, develop your written safety belt 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 their 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. (Note: If any of your employees are Solid Waste Handlers, they are exempt from the law while handling trash on the job, so you may wish to note this on your policy.)
3. Third, routinely promote safety belt use: 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 buckle up—on and off the job—and remind them to buckle up their children, too.



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