

902 - Seat Belt Usage Policy

Date Policy Approved:9/28/2006

Statistics show that traffic accidents cost employers an average of \$120,000 per death. The total cost to employers across the country is \$1.9 billion annually, according to the National Highway Users Federation. Traffic accidents are the leading cause of worker absenteeism. Here are just a few of the indirect costs to the parish: supervisor time spent rescheduling employees to cover the sudden absence; existing staff may neglect their own tasks when diverted to cover absent employee's duties; overtime pay needed to allow existing workers to cover for absent employees; retraining an employee; hiring a permanent replacement; losing a highly skilled employee; and administrative costs resulting from documentation of injuries.

Safety Belt Program goals:

- To reduce motor vehicle related injuries and trauma;
- To provide a comprehensive educational program regarding safety best use;
- To lower insurance costs by protecting employees while on parish business;
- To encourage the implementation of a safety belt policy for all employees;
- To help promote the use of safety belts.

There will be several methods used throughout this program to accomplish these goals. We plan to promote safety belt usage by the use of signs, decals, letters and/or memos, meetings, etc. We will also encourage safety belt use to the public. We hope to be able to continue this program to encourage the needed behavioral change in both employees and the public.

We value the lives and safety of our employees. Because it is estimated that seat belts reduce the risk of dying in a motor vehicle crash by 45 %, the Parish has adopted the following policy concerning employee seat belt usage.

In addition to following all other traffic regulations and Parish policies, all employees and their passengers are required to use a seat belt when traveling any vehicle while in the course of conducting parish business. The requirement applies to business travel in a parish owned vehicle, a rental vehicle, a vehicle owned by an individual employee, or any vehicle used by the employee, regardless of whether the employee is compensated for the use of the vehicle.

If an employee is provided a parish-owned vehicle that is used in the course of his/her employment and is also available for that employee's personal use, that employee, together with passengers who occupy the vehicle at any time for any purpose, whether business-related or personal, are required to use seat belts at all times the vehicle is in motion.

The use of seat belts is to be considered a condition of employment with DeSoto Parish Library. Failure to abide by this stated policy will be considered a breach of condition of employment and will subject the person in violation to disciplinary action, including suspension and possible termination in accordance with the DeSoto Parish Library personnel policies.