



June 2016

NCAE MODEL MANAGEMENT POLICY:

SEAT BELT USE POLICY STATEMENT¹

[*Name of Business*] recognizes that seat belt use is extremely effective in preventing injuries and loss of life. On top of this, operators and persons on the passenger side of the cab of the truck are required by federal law to use their seatbelts while the vehicle is in motion. This policy is strictly enforced by [*Name of Business*] when any employee is operating an owned, rented, or leased company vehicle, is operating any vehicle on company owned premises, or operating any vehicle while on company business. All occupants must be using the seat belt installed by the vehicle manufacturer, properly adjusted and securely fastened, at all times during these circumstances, Child restraints shall also be utilized at all times for children of the age, height, or weight for which such restraints are prescribed by law. Lap belts must also be secured in those vehicles with automatic seat belt systems that require the lap portion of the belt to be manually secured. Personnel who discover an inoperable seat belt shall report the defect to a manager or supervisor as soon as possible. The operator of the vehicle is responsible for making sure that all occupants of their vehicle are in compliance with all aspects of this policy listed above as well as with the law. Failure to abide by this policy not only may result in a citation from law enforcement, but will also result in disciplinary action from [*Name of Business*]. Drivers that are in accidents that result in injury or that are fatal to a person in their cab who was not properly restrained will face more severe disciplinary repercussions up to and including termination, and may face a reduction in worker compensation benefits.

¹ This policy must be given to all employees. Supervisors should be informed of the importance of strict compliance with this policy and to monitor the business premises for compliance. If the employer has an Employee Handbook, this policy should be included. Employees should sign and date an acknowledgement that they have received this policy. If a farm labor contractor (FLC) is used to provide workers, a copy of this policy must be given to the FLC and explained. If the business has a written agreement with the FLC, this policy should be included in the agreement. The FLC must be instructed to explain the policy to its employees. The contractor must be informed that strict compliance with this policy is a condition of doing business and the FLC must enforce this policy with its employees, otherwise the business is entitled to terminate its agreement with the FLC.