

Workplace Rights and Responsibilities for Drivers

Occupational health and safety statutes identify important rights and responsibilities for each person with a role in the workplace - from employees to owners.

The summary below applies a road safety perspective to explain the rights and responsibilities described for workers under the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*.



<p style="text-align: center;">Worker / Driver Responsibilities</p> <p style="text-align: center;">As an employee, you must</p>	<p style="text-align: center;">Worker / Driver Rights</p> <p style="text-align: center;">As an employee, you have</p>
<p>1. take reasonable care to protect your health and safety, and the health and safety of other people who could be affected by the actions you take, or neglect to take at work.</p>	<ul style="list-style-type: none"> ● the right to receive training, instruction and information about the vehicle you drive, and the driving environments you may encounter.
<p>2. know and follow your employer’s safe driving procedures, and the laws and regulations that apply to the vehicles you operate, and the roads on which you operate them.</p>	<ul style="list-style-type: none"> ● the right to be made aware of known and reasonably foreseeable hazards you might face.
<p>3. as soon as you are aware of them, report unsafe work conditions or unsafe acts to your supervisor or employer. Don’t wait or assume that someone else will report it. Where it’s safe to do so, be proactive and do what you can to prevent others from being exposed to that hazard.</p>	<ul style="list-style-type: none"> ● the right (or duty) to refuse legitimately unsafe driving. That could be dangerous driving conditions, a vehicle that is not road worthy, or a driving assignment you have good cause to believe you can’t complete safely.
<p>4. not engage in horseplay or other conduct that may endanger <u>any</u> person – drivers, passengers, other motorists, cyclists and pedestrians.</p>	<ul style="list-style-type: none"> ● the right to participate in your health and safety by reporting concerns to your supervisor or employer, and participating in joint committees, workplace inspections and investigations.
<p>5. make sure that your ability to work without risk to yourself or to any other person is not impaired by alcohol, drugs (including prescription and non-prescription drugs) or other causes, including physical and/or mental impairment due to fatigue.</p>	<ul style="list-style-type: none"> ● the right to no discrimination: a worker cannot be fired, suspended or demoted for participating in health and safety activities.
<p>6. use or wear protective equipment, devices and clothing when and where required. That includes a hi-vis vest when outside the vehicle and exposed to traffic or mobile equipment, and footwear that allows you to quickly operate foot pedals.</p>	
<p>7. cooperate with members of the occupational health and safety committee or worker representative. Help them help you, and other drivers in the organization.</p>	
<p>8. cooperate with WorkSafeBC officers and any other person who is carrying out a duty under the WCA or the OHSR.</p>	

The information contained in this document is for educational purposes only. It is not intended to provide legal or other advice to you, and you should not rely upon the information to provide any such advice. We believe the information provided is accurate and complete; however, we do not provide any warranty, express or implied, of its accuracy or completeness. Neither WorkSafeBC, nor the Justice Institute of British Columbia nor Road Safety at Work shall be liable in any manner or to any extent for any direct, indirect, special, incidental or consequential damages, losses or expenses arising out of the use of this form. December 2015

