

## Workplace rights and responsibilities for drivers

Occupational health and safety statutes identify important rights and responsibilities for each person with a workplace role - from employees to owners. The summary below uses 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*.

<b>Worker / Driver responsibilities</b> As an employee, you must:	<b>Worker / Driver rights</b> As an employee, you have the right to:
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.	<ul style="list-style-type: none"> <li>• receive training, instruction and information about the vehicle you drive, and the driving environments you may encounter.</li> <li>• be made aware of known and reasonably foreseeable hazards you might face.</li> <li>• 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.</li> <li>• participate in your health and safety by reporting concerns to your supervisor or employer, and participating in joint committees, workplace inspections and investigations.</li> <li>• no discrimination: a worker cannot be fired, suspended or demoted for participating in health and safety activities.</li> </ul>
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.	
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.	
4. not engage in horseplay or other conduct that may endanger any person – drivers, passengers, other motorists, cyclists and pedestrians.	
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.	
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.	
7. cooperate with members of the occupational health and safety committee or worker representative. Help them help you, and other drivers in the organization.	
8. cooperate with WorkSafeBC officers and any other person who is carrying out a duty under the WCA or the OHSR.	

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