



DRIVER INCENTIVE PROGRAM

SAFE DRIVING BONUS

SAFE DRIVERS WILL GET PAID TWICE



**\$25 BONUS
FOR EVERY
D.O.T.
INSPECTION
THAT
RESULTS IN
NO
VIOLATIONS.**

OVERALL DRIVER PERFORMANCE (ANNUAL)

1st place → \$300 BEST BUY Gift Certificate

2nd place → \$150 BEST BUY Gift Certificate

3rd place → \$75 BEST BUY Gift Certificate

**ENGINE IDLING
BELOW 10%**

1 CENT PER MILE

MONTHLY BONUS

**ACCIDENT FREE
& GOOD
DRIVING
RECORD**

\$75

**QUARTERLY BONUS
(MAX. \$300 PER YEAR)**

**LAYOVER
PAID (DUE TO
BAD
WEATHER)**

75\$

**If bad weather,
driver must stop at
nearest truck stop**



PROGRAM INFORMATION

ACCIDENTS

- a) Accidents for which the employee is at fault or for which the driver's action or lack of action is a contributory factor, will result in disciplinary action which may range from reprimand to dismissal, according to the seriousness of the accident, and/or the frequency of accidents.
- b) Abuse to vehicles or negligence in regard to pre-trip inspection, tire checks, loose wheels, excessive speed (engine damage) will be classified as an accident in relation to the safe driving program as described under the P&B Transport Safety Program section.

ACCIDENT PAY

The driver's pay for any lost time caused by an accident in which he/she was involved shall be withheld until the accident fault is established and settlement received. This applies to any accident involving the movement of the vehicle he/she is driving.

INVESTIGATING PROCEDURE FOR ACCIDENTS

1. Check for any injuries (if any, check which hospital they were taken to).
2. Seek out any witnesses to the accident and get statements from them and their name, address and phone number and also attempt to get other involved drivers' statement.
3. Obtain investigating officer's name, badge number, precinct and phone number.
4. Take measurements as required to accurately show vehicle location to roadway, other vehicles or obstacles and **VERIFY POINT OF IMPACT**.
5. **Take photos as required to VERIFY POINT OF IMPACT, ETC.**
6. **Get third party's insurance company, address, phone number, and policy number.**



P&B TRANSPORT SAFE DRIVING INCENTIVE PROGRAM

For each month employed by P&B Transport, the sum of \$25.00 is set aside in a Safety Bonus Fund. For example, a driver who is employed for a full year (January 1 to December 31) would have a possible safety bonus of \$300.00 for an accident free year, on a quarterly basis.

In cases where the preventability of an accident is disputed the following appeal's process may be used.

When a driver does not agree with the ruling made by the personnel department, he/she has the option to submit his/her complaint to the Safety Manager, Mr. Brian Telford. The complaint will then be reviewed by Mr. Telford and a decision will be made. If the driver cannot accept Mr. Telford's decision, the driver can request that the accident be reviewed by the Director for evaluation.

The accident details will be sent to the Director and he will rule on the accident within a week of receipt. That ruling will be final.

All drivers are encouraged to use this process and are reminded to ensure all the facts of the accident are put into the report. Try not to leave anything out, even if you don't think it is important.

All drivers involved in an accident will receive a written status report which will indicate whether an accident is preventable or non-preventable and the value as it affects the cash bonus.

CONDITIONS

- 1. A minimum of \$100.00 is deducted from the bonus for an accident (regardless of damage).**
- 2. When the damage exceeds the amount of Safety Bonus possible, then the resulting bonus is nil.**
- 3. Any accident which is not reported, except for accidents occurring when the driver is not with the truck and if P&B Transport finds out about circumstances from another source, the total bonus built up is cancelled.**

***ALL ADMINISTRATIVE ISSUES ARE MONITORED BY MRS. VICKY PARDO.
SHOULD YOU HAVE QUESTIONS AND/OR CONCERNS, PLEASE CONTACT HER.***