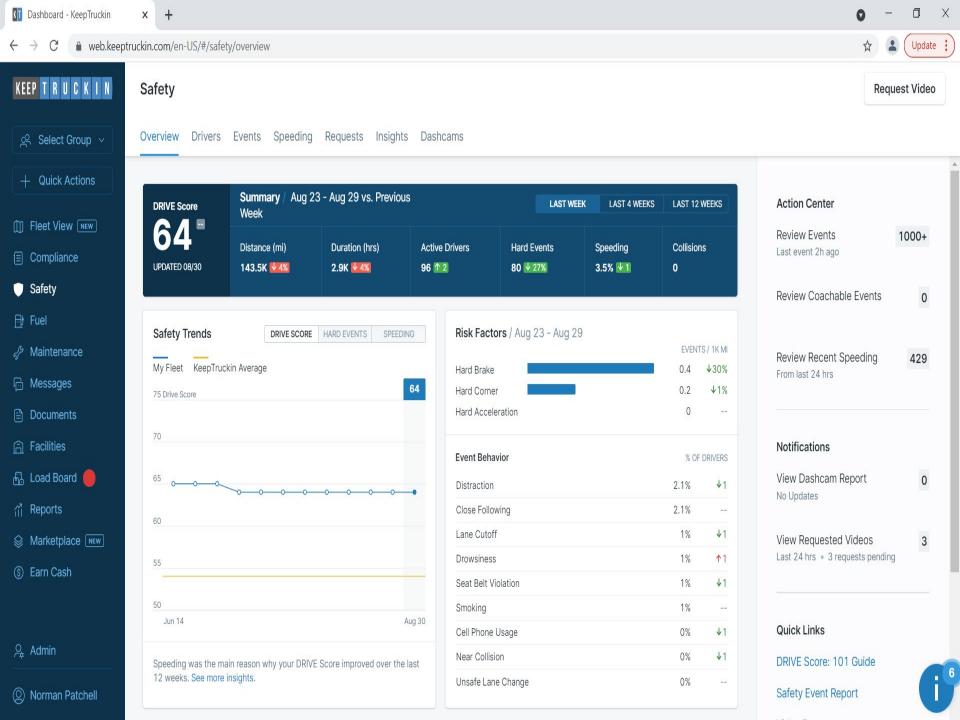
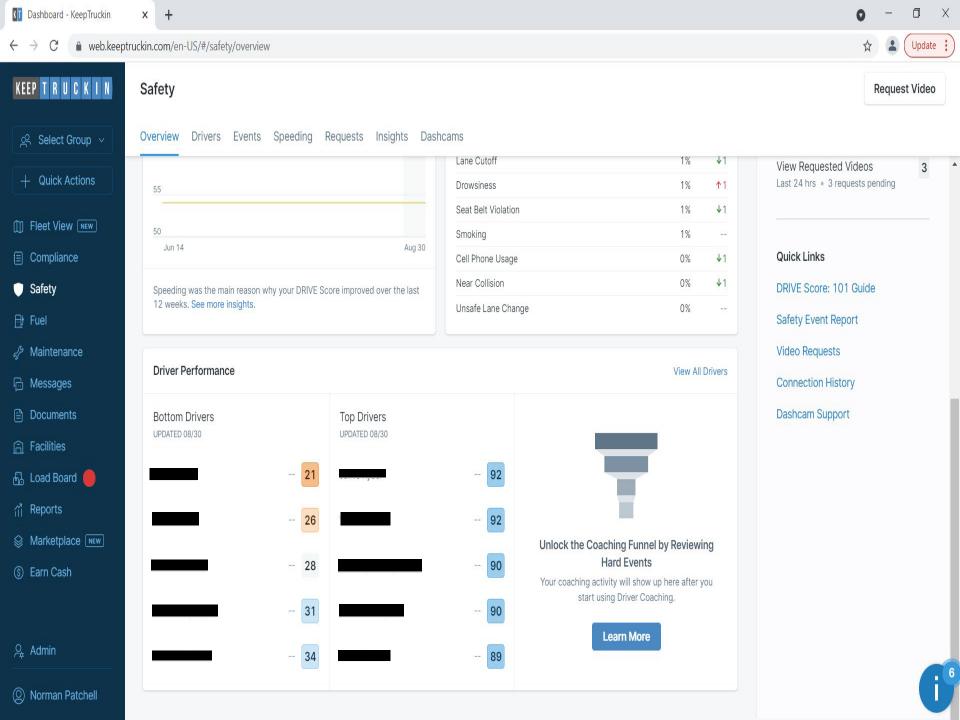
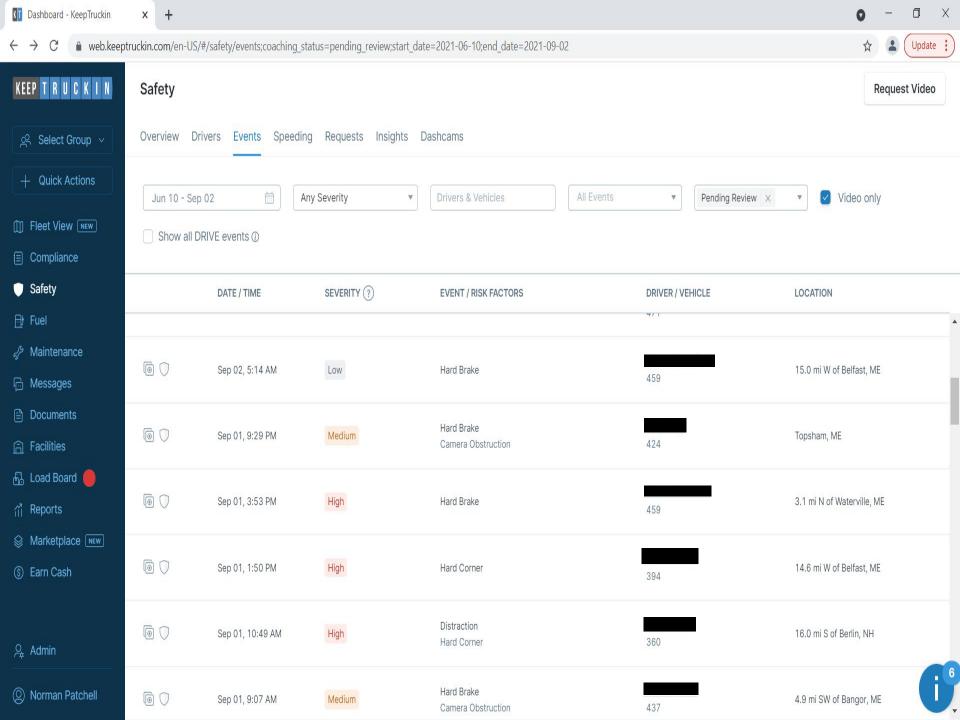
Norman Patchell Safety Director

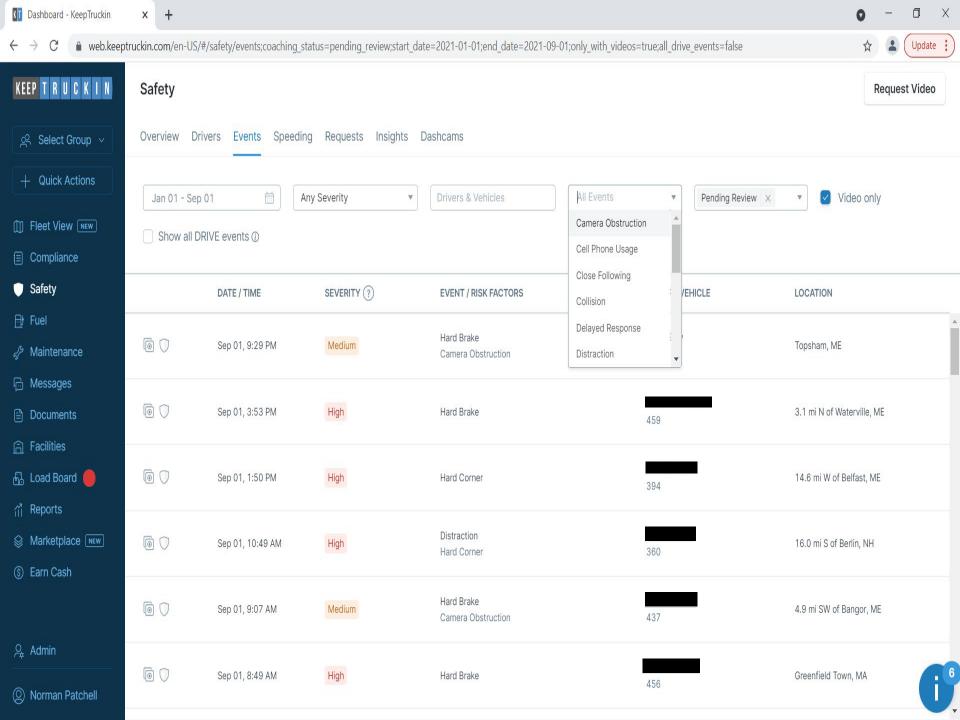


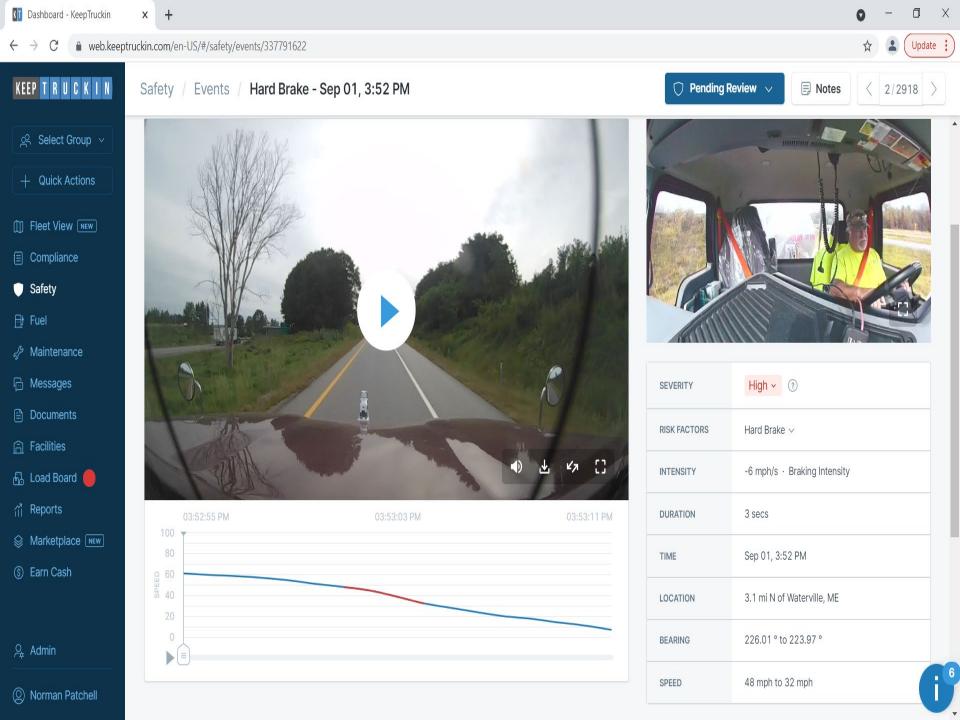
Dashcams

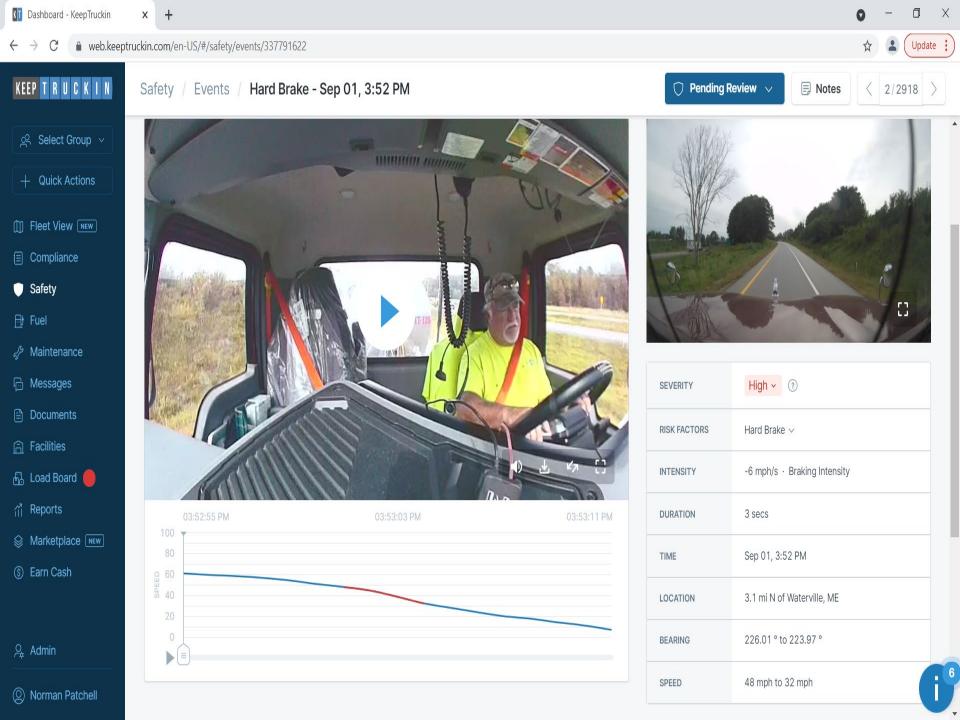




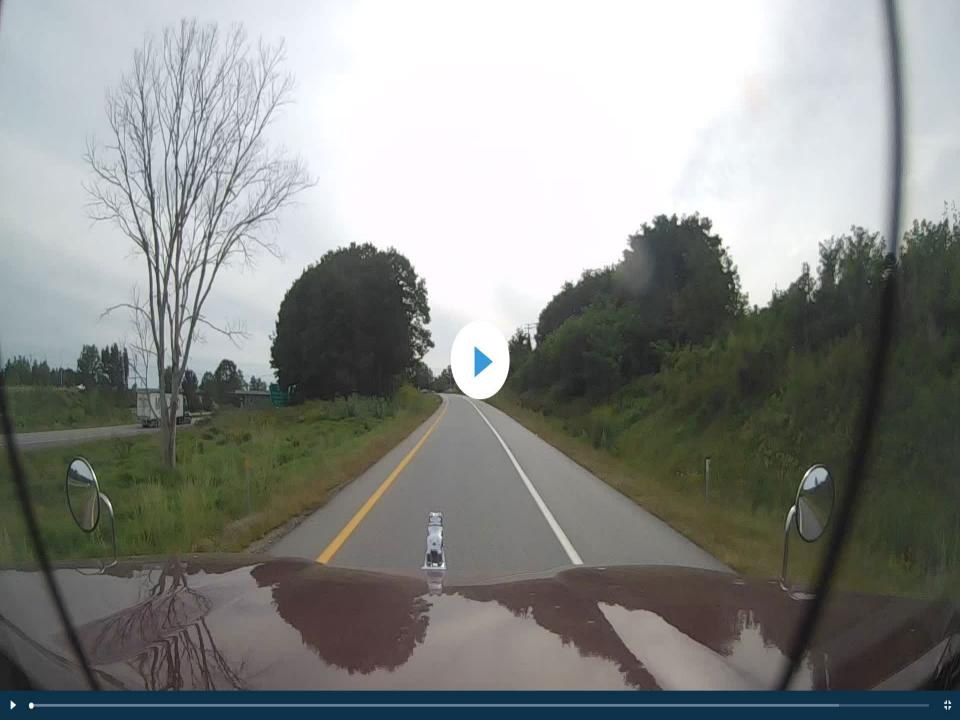


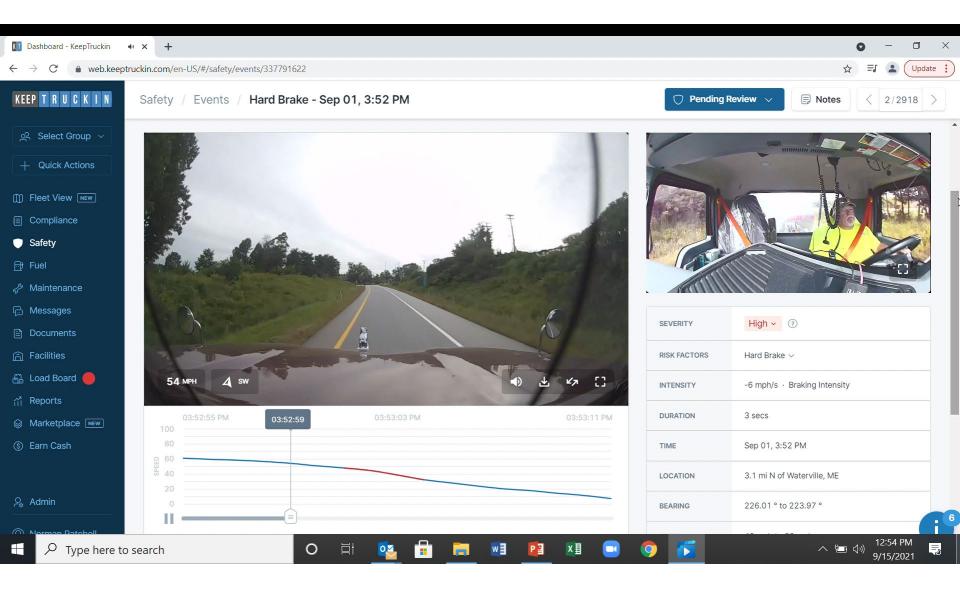




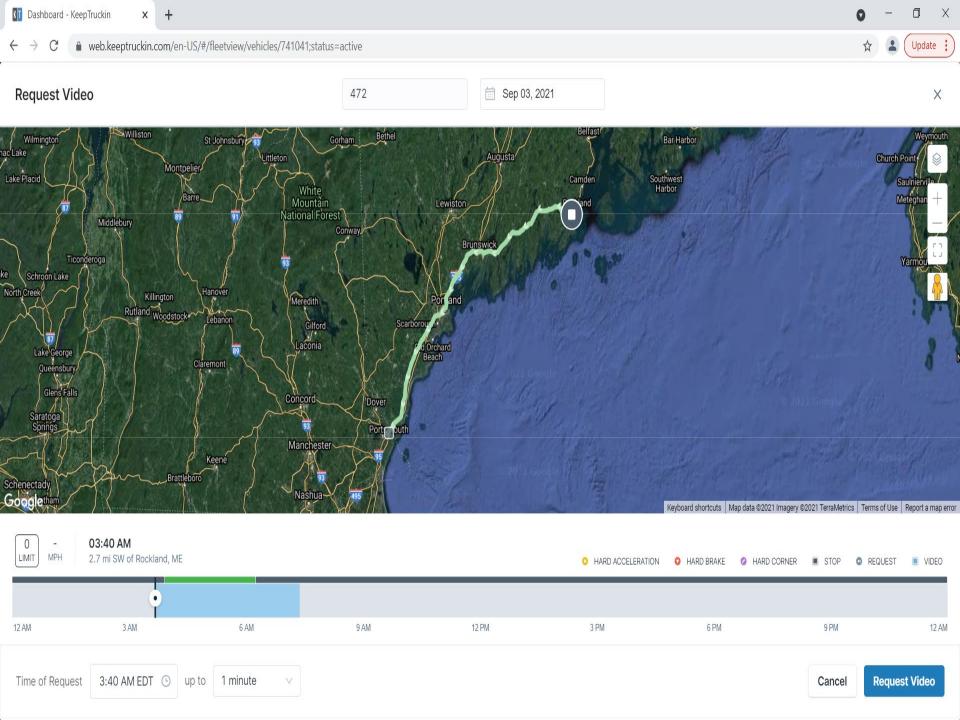


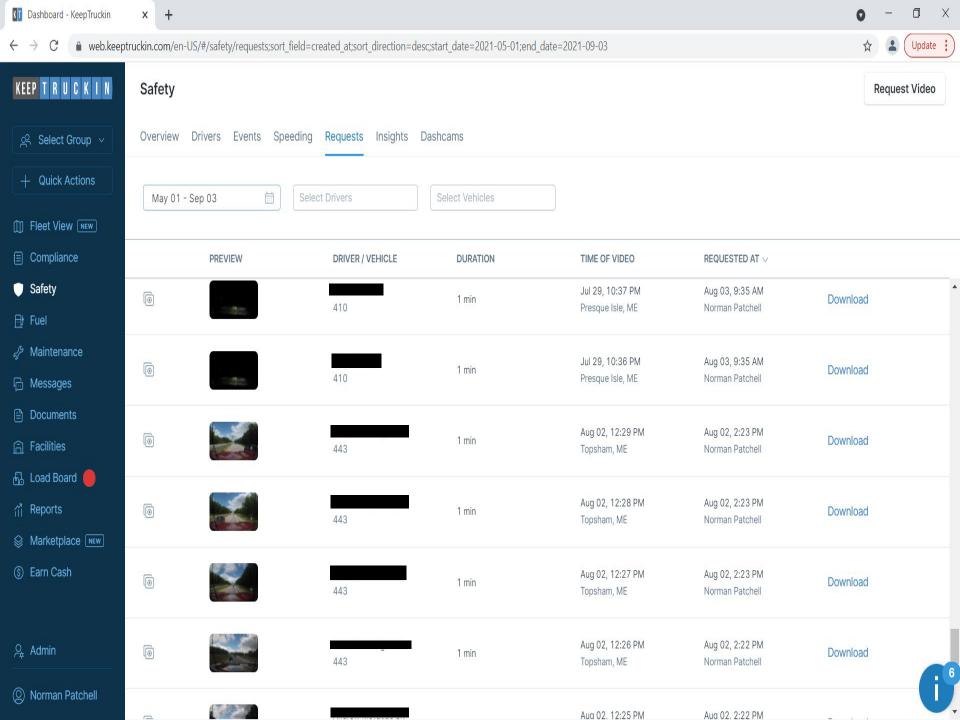




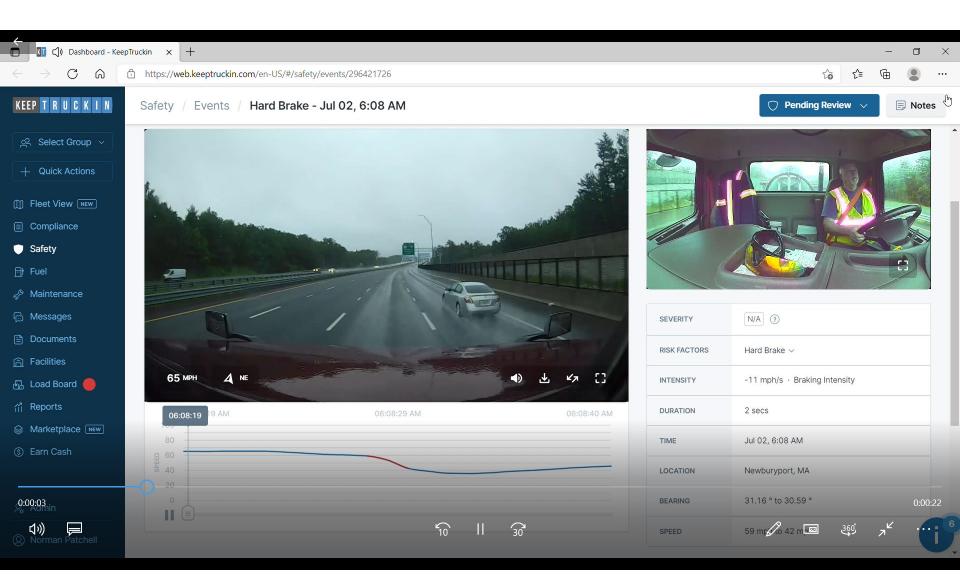


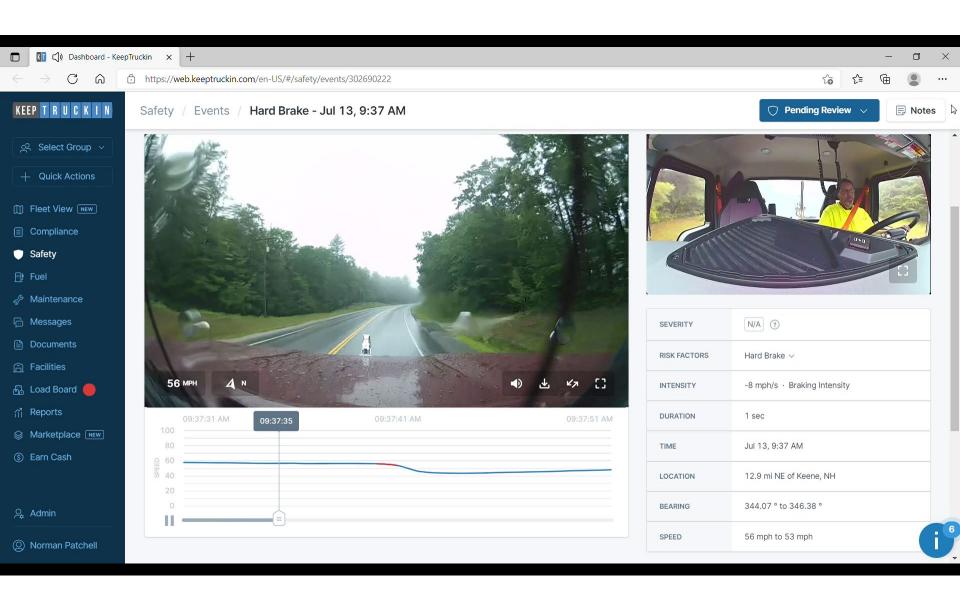
Video Requests

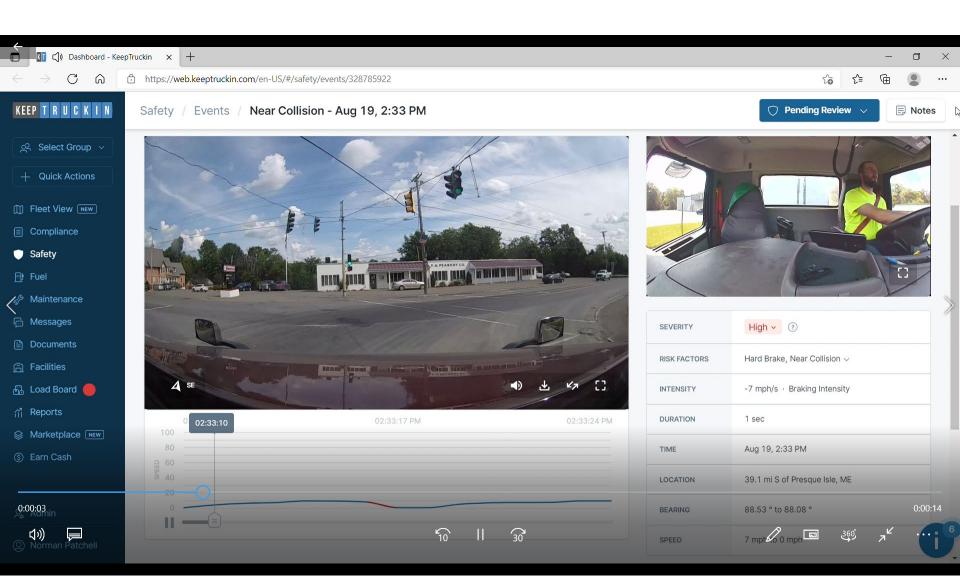


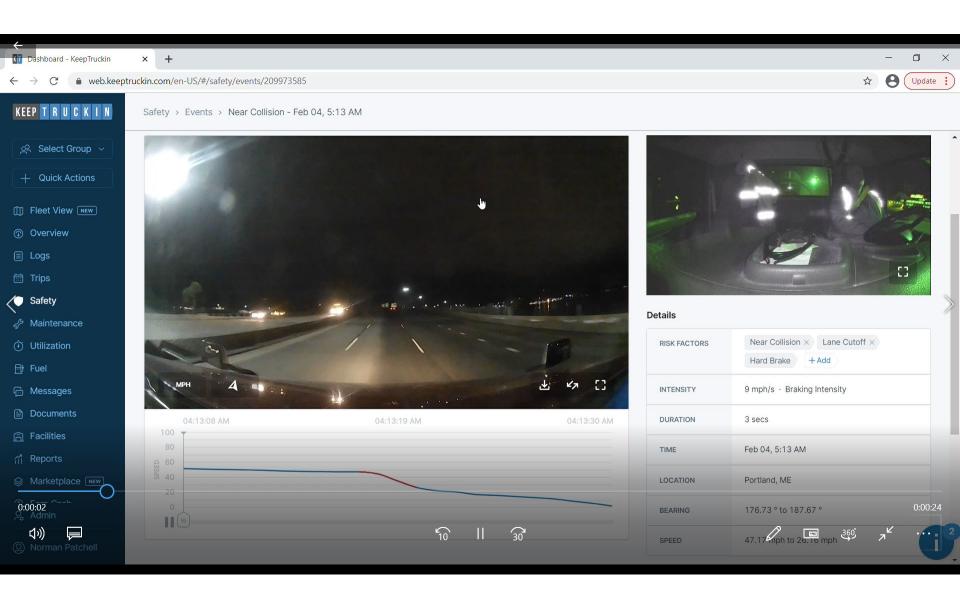


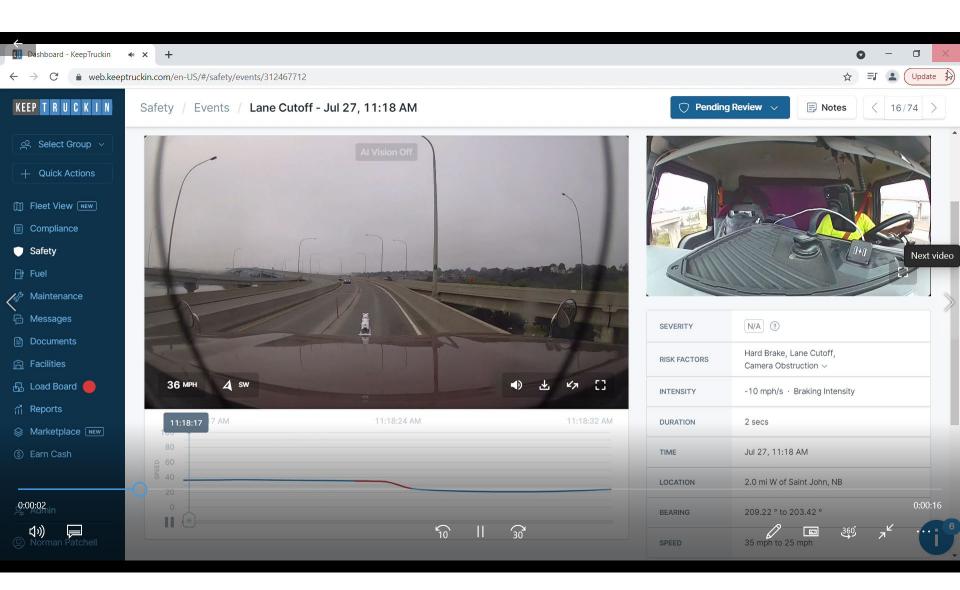
Near Misses

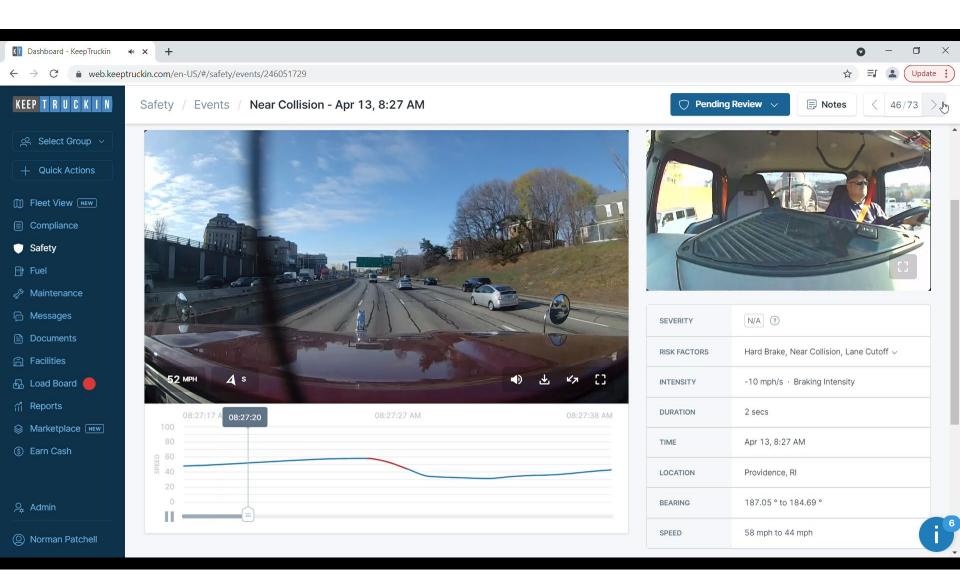


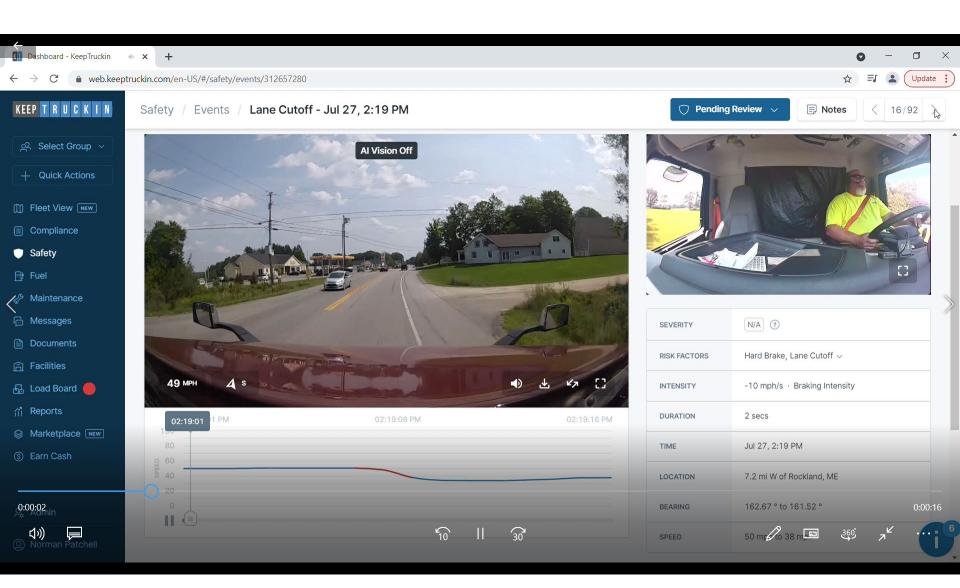


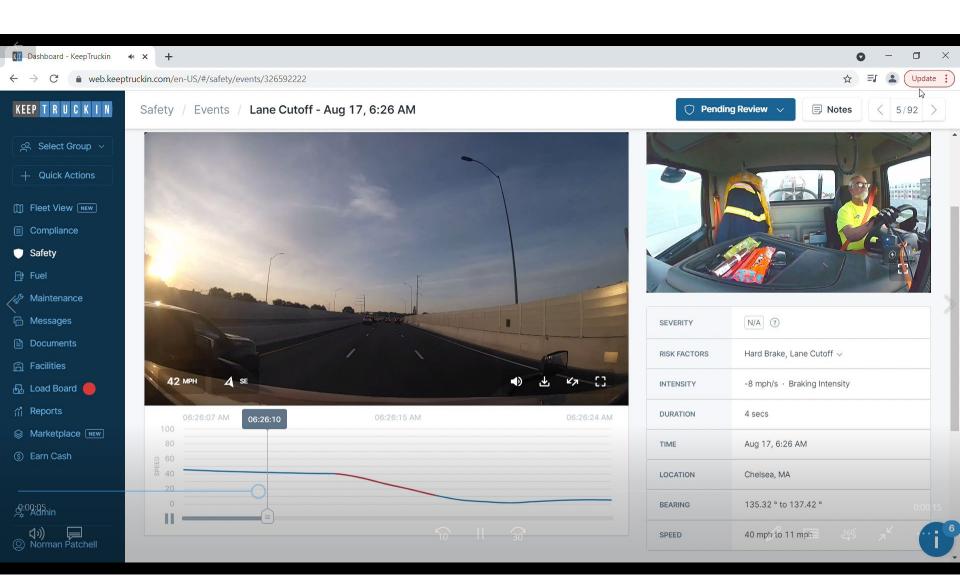


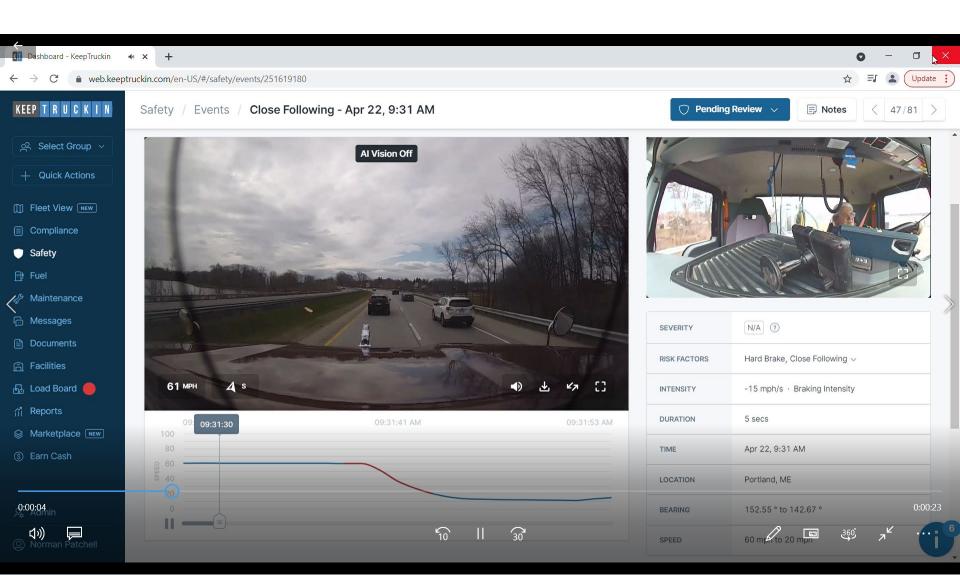


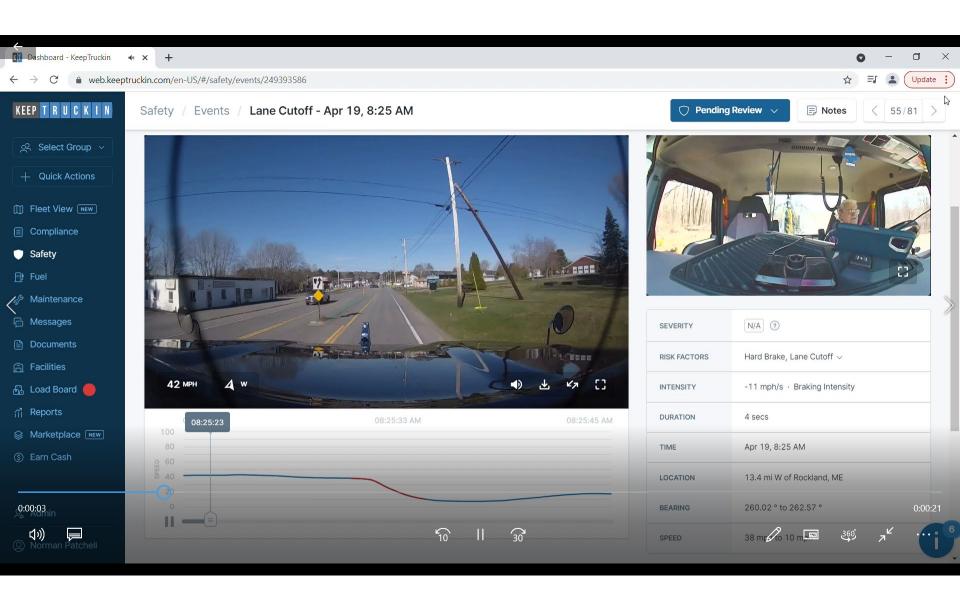


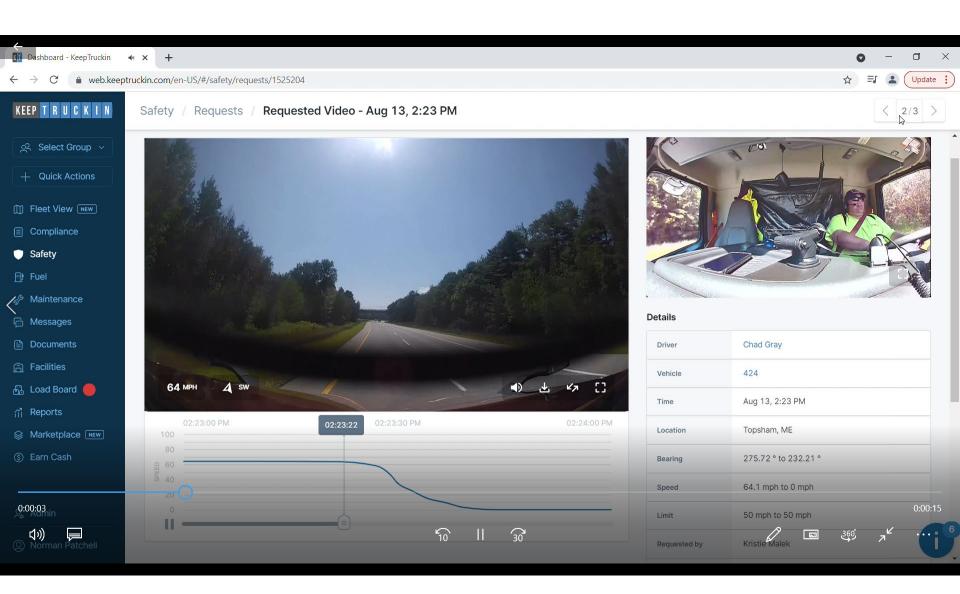


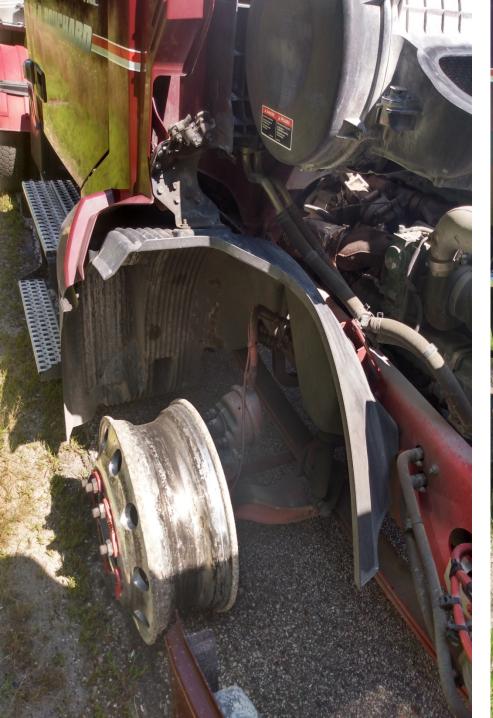














Dashcam Violation Policy 2019

At the November 2017 driver's meetings, I introduced the use of dashcams. I went on to explain what the triggers were for an event to be recorded. The intent on installing the cameras was to add protection for the driver and H.O. Bouchard in the event we are involved in a motor vehicle accident. The captured videos have already helped exonerate drivers of any wrong doing and cleared H.O. Bouchard of any serious liability claims. Since then, it has been made clear that if violations result from the triggered videos, those violations must be addressed. **I cannot and will not pretend I did not see them.**

49 C.F.R. §392.16 (a) States that "No driver shall operate a commercial motor vehicle, and a motor carrier shall not require or permit a driver to operate a commercial motor vehicle, that has a seatbelt assembly installed at the driver's seat unless the driver is properly restrained by the seatbelt assembly." Violating this law carries serious penalties for Unsafe Driving and has a great impact on company safety scores. A properly worn seatbelt also affects the seriousness of injury, should you be involved in an accident. Injuries on the job are covered under our workers compensation insurance. Please help us minimize the risk and fasten your seatbelt properly.

49 C.F.R. §392.82 (a)(1)(2) States that "No driver shall use a hand-held mobile telephone while driving a commercial motor vehicle. No motor carrier shall allow or require its drivers to use a hand-held mobile telephone while driving a CMV." (b) Definition. For the purpose of this section, *driving* means operating a CMV on a highway, including while temporarily stationary because of traffic, a traffic control device, or other momentary delays. Violating this law carries the highest penalties for Unsafe Driving. Distracted driving is a serious offense and will not be tolerated.

Penalties for violating this policy are as follo	owed and effective imme	diately:
First Offense will be a written warning.		
Second Offense will be a loss of the safety day employee from safety incentive pay raise if eli		of safety day does not disqualify th
Third Offense will be one week off without pa	ay. Disqualification of safe	ety incentive pay raise if eligible.
Fourth Offense will be termination of employ	ment.	
Employee Name:	Violation:	Seatbelt-Non Use
Violation Date(s):		Seatbelt-Improper UseUsing Hand-Held CellphoneOther
Penalty:		

Norman Patchell

Safety Director H.O.Bouchard,Inc.

Dashcam Violations 2020

23 Written Warnings	(45 - 2019)
13 Handheld Cellphone6 Seatbelt Not Fastened4 Improper Seatbelt Use	(17-2019) $(17-2019)$ $(10-2019)$
5 Loss of Safety Day3 Handheld Cellphone2 Improper Seatbelt Use	(4-2019) $(3-2019)$ $(1-2019)$
Week off without pay 1 Handheld cellphone	(0-2019)

What comes after week off without pay? Termination

Dashcam Violations 2021

3 – Written Warnings

- 2 Seatbelt Not Fastened
- 1 Cellphone Use

3 – Loss of Safety Day

- 1 Seatbelt Not Fastened
- 2 Cellphone Use

0 – Week Off Without Pay

0 – Termination of Employment

QUESTIONS?



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