

Manitoba Employment Standards Code Changes affect Company Vehicle Use

The Employment Standards Code Amendment Act took effect on April 30, 2007, and includes changes that affect employers and their ability to deduct wages to cover any costs related to:

- ✓ Vehicle accidents
- ✓ Speeding tickets
- ✓ Parking tickets
- ✓ Faulty work
- ✓ Loss of customers

Employers are now required to cover the costs directly and then determine whether or not to pursue the employee by means of criminal or civil court. The employers can only garnish the wages of the employee who caused the damages if the court issues an order of repayment.

BE PROACTIVE & USE OTTO

Otto is a GPS-based device that knows where the vehicle is and how fast it is going. Otto provides the driver with feedback if the vehicle is exceeding the posted speed limit and when the vehicle is approaching a safety hazard.

All locations in a municipality are potential safety hazards and one should always be driving with due care and caution, but with Otto, the driver of the vehicle gets a little extra reminder at the designated safety areas just in case.

Road safety is an issue with aggressive driving behaviour, so proactive driver monitoring allows for the prevention of unintentional speeding tickets, or the hundreds or potentially thousands of dollars in hidden costs resulting from increased insurance premiums, license fees, or the costs of human suffering from injuries and even death.

Giving employees such a tool demonstrates the employers' initiative to prevent potential fines and accidents, and the potential hassle of pursuing the employees for repayment. The employers can also use the trip data from the Otto device to validate the employee's driving behaviour and for proof in the case of a ticket or accident.

OttoLog



The OttoLog data files contain the trip information that can be exported as a summary report, or individual trip reports that detail the driving behaviour including speeding exceptions, aggressive acceleration and deceleration, and estimated trip fuel costs.

The data files can also be exported to GoogleEarth® 3D or to Microsoft® Streets and Trips™ mapping application software.



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