

Business Driver Eligibility Requirements



Dear NETS Members,

January 11, 2012

Amy Leddy with Liberty Mutual submitted a question concerning business driver eligibility requirements.

Responses follow Amy's question.

Thank you to those of you who provided responses.

Please contact me if you have any questions or suggestions.

Best,

Jack

J. M. Hanley
Executive Director
Network of Employers for Traffic Safety
314-680-3293

QUESTION

I'd be interested in learning what the companies use as criteria or thresholds for driver eligibility to participate in the company fleet program. For example, we use 13K business miles as the minimum for participation in our program.

Amy Leddy
Liberty Mutual
Amy.Leddy@LibertyMutual.com

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	RESPONSES	Business Driver Eligibility Requirements
1	Responses indicating “No Business Driver Eligibility Policy”	1
2	Anonymous	Our approach to Company Car fleet management is to provide a “Car Allowance” to management level ,Senior Director and above. Mileage is not a consideration. The allowance is equal to \$390/pay period (26 pay periods) or \$10,140/year.
3	Amgen Scott Thompson sothomps@amgen.com	We don’t have a minimum mileage threshold. Our only requirement is that they are field based and under the sales compensation area.
4	AstraZeneca Mary Rose mary.rose@astrazeneca.com	At AstraZeneca, the individual must have a customer-facing role (i.e. sales representative) and they must drive a minimum of 12,000 business miles annually.
5	BP Ken Daigle Kenneth.Daigle@bp.com	<p>Higher-mileage driver Any light-vehicle driver (not a professional driver, i.e., chauffeur), who drives 3,200 kilometres (2,000 miles) or more each year on BP business (or pro-rata mileage for any part of a year). This includes driving personal, rental, and transient-use vehicles on BP business.</p> <p>Here are the categories we use at BP</p> <p>Low-mileage driver Any light-vehicle driver (not a professional driver, i.e., chauffeur), who drives less than 3,200 kilometres (2,000 miles) each year on BP business (or pro-rata mileage for any part of a year). This includes driving personal, rental, and transient-use vehicles on BP business driven.</p> <p>Professional driver Any member of the workforce who is a heavy-vehicle driver, bus driver, or chauffeur. Any member of the workforce who operates mobile equipment and drives for more than 15% of their working hours (or pro-rata part of the year).</p>
6	Chubb Sandy Williams sjwilliams@chubb.com	Chubb uses 15k business miles per year.

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7	Coca-Cola Amy Lokken alokken@coca-cola.com	We use 6,000 as the cut off. We use 6,000 to align with the eligibility in the FAVR reimbursement program. I would be very interested to hear how others arrive at the numbers they are using. Also, if anyone is doing any sort of “random” MVR pull on folks who are drivers, but under their cut off. This is something we have been considering –but not quite sure if it would be effective.
8	ComEd John Meyers john.meyers@ComEd.com	ComEd currently doesn’t have criteria defined we assign company vehicles typically based on what type of position or work is involved for the employee.
9	ExxonMobil Tom Bennett tom.j.bennett@exxonmobil.com	Authorized Drivers are further categorized as either “Frequent” or “Occasional,” defined as follows: <ul style="list-style-type: none"> • <u>Frequent Driver:</u> Authorized Drivers who expect to travel 5,000 miles (8,000Km) or more per year on company business • <u>Occasional Driver:</u> Authorized Drivers who expect to travel less than 5,000 miles (8,000Km) per year on company business
10	Forrest Pharmaceutical Theresa Belding TBelding@forestpharm.com	Our eligibility is based on job title.
11	J & J Sandy Lee SLee3@its.inj.com	Here’s where we stand on this question. Employees of J&J and its affiliates who drive company-owned or leased vehicles as a regular part of their job and for personal use; and/or employee-owned vehicles driven for company business as a “regular part” of their job; and/or long-term rental vehicles for which the employee receives a regular allowance to cover rental expenses. <u>“Regular part” is defined as more than 10% of the total yearly miles driven with that particular vehicle.</u> Employees who drive their own vehicles typically receive either some form of car allowance to purchase their own vehicle, and/or are reimbursed for fuel, maintenance, parking, insurance and other miscellaneous charges associated with vehicle upkeep, or mileage allowance on a regular basis. This group is generally regarded as the “fleet” audience and may include sales, marketing, service, clinical and other field-based representatives, or management personnel who are eligible for a company vehicle.

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12	Landis+Gyr Jeanne Kubeck Jeanne.Kubeck@landisgyr.com	<p>Our three types of drivers are listed below:</p> <ul style="list-style-type: none"> ❑ <u>'Daily Drivers'</u> operate fleet, facility or other work vehicles in the Systems, Services and Facilities functions of Landis+Gyr on a daily basis as part of their work activities. ❑ <u>'Business Travelers'</u> operate company and/or other work vehicles while traveling on Landis+Gyr business seven (7) times or more annually. ❑ <u>'Occasional Travelers'</u> operate company and/or other work vehicles while traveling on Landis+Gyr business less than seven (7) times annually
13	Land O'Lakes Don Schultz DWSchultz@landolakes.com	LOL uses 20,000 business miles to determine company fleet program.
14	Nationwide Kathy Konicki KONICKK@nationwide.com	<p>ELIGIBILITY TO DRIVE ON COMPANY BUSINESS</p> <p>Associates whose job position designates vehicle assignment or who have documented business mileage of greater than 15,000 miles annually are required to drive a company-provided vehicle.</p>
14	Novo Nordisk Donna Bibbo dbib@novonordisk.com	We don't have any mileage criteria--if you have a field position, you are eligible for a company vehicle regardless of mileage. Also if you have the title of Vice President or higher, you are eligible.
16	Pfizer Teri Snow theresa.l.snow@pfizer.com	Our answer is quite simple – if you work in our sales organization you are included in our program. (Must have a legal driver's license).
17	Roche Diagnostics-Canada Francine Seguin francine.seguin@roche.com	We have none. All field employees are eligible for Company Fleet Program upon hire.
18	Spectra Energy Kevin Wright KPWright@uniongas.com	<p>At Spectra Energy all drivers operating a fleet vehicle are considered a "driver" and qualify for all applicable/assigned training.</p> <p>One of our Canadian operating companies classifies employees operating a personal vehicle for company business as a "driver" if they drive greater than 20,000km a year. This classification as a "driver" identifies them for fleet</p>

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		<p>level training.</p> <p>All incidents experienced by an employee on company business must still be reported and count in the stats regardless of being classified as a “driver” or not.</p>
	<p>Tyco Rob Adams radams@TYCO.COM</p>	<p>We currently include everybody who operates a motor vehicle to complete work related tasks but the MVR review has to be done at least annually for employees who operate a vehicle as a “significant part of their job”.</p>

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