

# FREQUENCY OF DUI/DWI VIOLATIONS

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Dear NETS Members,

August 19, 2015

Jonathan Kamanns (Ingersoll Rand) submitted a question regarding the frequency of DUI/DWI violations. Please see Jonathan's full question below.

Thank you to those of you who provided responses.

Please contact me if you have any questions or suggestions.

Yours truly,

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		<p>The IR Fleet &amp; Safety Council met yesterday to review current trends and opportunities for improvement. During the meeting we discussed an alarming trend that we're seeing an influx in DUI/DWI violations both in pre-hire candidates and current employee population. The F&amp;S Council would like to better understand if other organizations are seeing the same thing.</p> <p><b><u>Question(s):</u></b></p> <ol style="list-style-type: none"> <li>1. Have member companies seen an increase in DUI/DWI violations over the last 2-years in pre-hire candidates?</li> <li>2. Have member companies seen an increase in DUI/DWI violations over the last 2-years in current employee population?</li> </ol> <p>Jonathan Kamanns (Ingersoll Rand)  <a href="mailto:jonathan.kamanns@irco.com">jonathan.kamanns@irco.com</a></p>
1	Have not seen an increase in violations: <b>4</b>	
2	AstraZeneca Lea Covington Rowen <a href="mailto:Lea.CovingtonRowen@astrazeneca.com">Lea.CovingtonRowen@astrazeneca.com</a>	<p>Pre-Hire: Unfortunately, I cannot speak to the frequency for prospective employees, although we do check MVRs on prospective hires for vehicle-eligible roles. Any previous DUI/DWI makes the individual ineligible for hire in a vehicle-eligible role.</p> <p>Current employees: AstraZeneca US has not seen a significant increase in DUI/DWI citations for active drivers. The frequency has remained fairly consistent.</p>
3	Land O'Lakes Don Schultz <a href="mailto:DWSchultz@landolakes.com">DWSchultz@landolakes.com</a>	Yes to both questions.

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4	Nationwide Jane Pounder POUNDEJ@nationwide.com	We have seen an increase in DUI violations for candidates, however a decrease in DUI's for associates.
5	Portland Gas and Electric Rhonda Fletcher Rhonda.Fletcher@pgn.com	At Portland General Electric we are seeing more DUI's in pre hire candidates, however in the last 2 years there have been fewer DUI's with current employees.
6	Roche Francine Seguin francine.seguin@roche.com	<p>I don't believe we have seen an increase. If I am correct, we have had only one case during the past few years that I have been monitoring driver records and, the case, was during employment.</p> <p>At the moment, we only deal with cases IF they come up but as a Health &amp; Safety Manager, I would not know if a candidates has been refused employment because of a bad driver record. I would only get involved if there is a reason to believe there could be an issue.</p>

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