

DRIVER'S LICENCE

Background

For those employees who are required to operate a motor vehicle in the performance of their job duties and responsibilities with the District, it shall be a condition of employment that they have and maintain a valid driver's licence. The employee must carry the driver's licence during hours of employment and must present it for examination on the request of their immediate supervisor.

Procedures

1. In the event that an employee's driver's licence is suspended or revoked in relation to events which are unrelated to the employee's employment by the District, the District will, where practical to do so, consider the possibility of reassigning the employee to work which does not necessitate the operation of a motor vehicle. Where such alternative work is not available or the reassignment is impractical, the District may suspend the employee without pay or benefits until their driver's licence is restored.
2. In the event of repeated occurrences, a suspension of more than twelve (12) calendar months, resulting problems related to insurance coverages or costs to the District, the District may terminate the services of the employee.
3. In the event that an employee's driver's licence is suspended or revoked for reasons related to the operation of a motor vehicle during the course of employment with the District or in control of a vehicle which is owned or controlled by the District, whether during regular working hours or otherwise, the employee may be immediately suspended without pay or benefits pending a full investigation. Following the receipt of a report of the investigation, the District may discipline or terminate the employee, according to the findings from the investigation.

Reference: Sections 22, 23, 65, 85 School Act
Automobile Insurance Act
Motor Vehicle Act

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