



by

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## Importance of Motor Vehicle Record Reviews in the Structural Mover Industry

Sure, you trust the guy driving your company truck because he's been doing it for years, and may even be a close friend or relative. You know a lot about him, but do you know what his motor vehicle record says about his driving habits?

A number of safety precautions must be taken in connection with the raising and moving of a structure to prevent damage to the structure itself, or injury to those involved with the move. Structural movers rely on their company drivers for the safe transportation of buildings and structures from one location to another, usually transported over public roads. The driver of the vehicle moving the structure is an important factor in helping to ensure the safety of the structure itself, as well as the safety of the people involved with the move. This article will explain the importance of driver screening and selection, highlight motor vehicle grading criteria and indicate how to obtain a driver's Motor Vehicle Report to inform your driver selection.

Company drivers should be properly screened and selected. This is a key factor in a company's efforts to mitigate losses to structures, employees, other contractors involved with the move, as well as any others with whom the structure and your vehicles may share the road. Training and proper supervision are very important factors in creating safe drivers. Hiring drivers with good driving history is an important factor in a company's efforts to encourage and retain good drivers. The time spent effectively screening and selecting applicants will help reduce the time and expense of handling potential claims and personnel problems, saving your company money in the long run. Hiring drivers with good Motor Vehicle Records (MVRs) may provide the added benefit of lower insurance rates.

Proper selection and screening of drivers may help your company reduce its auto liability exposure. For example, in the event of a serious accident, your company may face potentially significant liability from any legal action alleging that you were negligent in hiring a driver without conducting the required background check. Proper screening and selection of drivers is the wise course of action. Any shortcuts taken when hiring drivers may become very costly in the event of an accident.

Driving records for all employees with driving privileges should be obtained prior to hire, and updated at least annually thereafter. Drivers with prior accidents and violations are more likely to be involved in accidents than those with clear driving records. Motor Vehicle Records (MVRs) on prospective employees can provide valuable data, such as verification that prospective or current drivers have an up-to-date and valid driver's license, and documented evidence of driving habits. The driver's license state of issue must be the same as the driver's state of residence. Most of the time, MVRs are available within a couple of days, and a copy provided by a driver should never be accepted. It is always a good practice to conduct annual MVR checks regardless of whether the employee is already driving for your company, is a family member, or someone you have known for many years.

There are a number of reasons to perform MVR checks. They include:

- Helping you to reduce accidents
- Helping you to reduce driver turnover
- Helping you to control insurance costs
- Helping you to minimize terminations and lawsuits - negligent hiring suits
- Helping you to reduce operational, legal, or customer service/relation issues

Companies should try to hire drivers with at least two years of recent experience on the type of vehicles operated by your company. Less-experienced drivers tend to have a higher frequency of accidents. All companies should establish driving performance standards for prospective and current drivers. Your company should evaluate driver performance during annual reviews and after any accidents. As previously mentioned, MVRs should be obtained and evaluated on an annual basis. If you have a very low annual MVR order rate volume, it may be most cost effective to order MVRs directly from the state of license. They can also be

obtained through an outside service. Be aware that the Fair Credit Reporting Act may apply when using an outside service and compliance with FCRA may require a driver's signed release statement in some states. A service that can be used from a computer at your facility is:

US Investigations Services (USIS)  
 4500 South 129 East Ave., Suite 200  
 Tulsa, OK 74134  
 (866) 205-6129  
 usis.com

### Motor Vehicle Grading Criteria (last three years)

Number of Minor Violations	Number of preventable accidents			
	0	1	2	3
0	Clear	Acceptable	Borderline	Poor
1	Acceptable	Acceptable	Borderline	Poor
2	Acceptable	Borderline	Poor	Poor
3	Poor	Poor	Poor	Poor
4	Poor	Poor	Poor	Poor

### Motor Vehicle Grading Criteria (last five years)

Any Serious violation	Poor
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Minor Violations	Serious Violations
<ul style="list-style-type: none"> <li>• Motor vehicle equipment, load or size requirement</li> <li>• Improper/failure to display license plates</li> <li>• Failure to sign or display registration</li> <li>• Failure to have driver's license in possession (if valid license exists)</li> <li>• Any moving violation that is not a Serious violation</li> </ul>	<ul style="list-style-type: none"> <li>• Driving under influence of alcohol/drugs</li> <li>• Careless driving</li> <li>• Chemical test refusal</li> <li>• Driving after suspension or revocation of license</li> <li>• Fleeing or eluding a police officer</li> <li>• Leaving the scene of an accident</li> <li>• Passing a stopped school bus</li> <li>• Reckless driving</li> <li>• Speeding 15 miles above the limit</li> </ul>

St. Paul Travelers offers a variety of risk control materials and resources on many topics in the form of exposure guides, technical bulletins, and the Safety Academy. For more information on motor vehicle records, background checks, fleet safety and more, visit "<http://www.stpaultravelers.com/riskcontrol>". All resources and services are free to St. Paul Travelers policyholders.

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