**DRIVER RIGHTS AND RESPONSIBILITIES - COVID-19**

As COVID-19 can be spread by persons with or without symptoms in close quarters, transportation organizations around the world must balance the risk to staff and riders of contracting or spreading the virus with the need for riders to continue to access essential services. SAT values the desire of team members to remain operational for as long as possible or while allowed under government regulation, but wants drivers to be aware of their rights and responsibilities if they choose to drive during this crisis. ***Please carefully review this document and, if you agree with the terms, return a signed copy.***

**Your rights:**

● To be assured that SAT as your employer has put in place policies and procedures for their vehicles and employees that are in compliance with the *Health Protection Act*, and/or any other relevant legislation, and that SAT follows any orders or directives pertaining to the health and safety of their employees.

● To refuse to carry out any assigned trip or task that makes you feel unsafe, that puts a driver or rider at risk, or that does not allow for COVID-19 related policies or procedures to be carried out effectively.

● To request to be laid off or furloughed during any part of the COVID-19 crisis to protect your health, the health of our riders, or the health of those in your household.

● To request additional protective equipment for yourself, riders, or within vehicles, and refuse to work until all required equipment has been made available. Non-medical masks, disinfectant cleaner and hand sanitizer will be provided for all drivers. Riders will be provided with non-medical masks (if needed)

● To be provided with copies of COVID-19 policies and procedures and to be informed of any changes or updates in writing before next shift.

 **Your responsibilities:**

● To follow all Public Health and federally/provincially/municipally mandated guidelines as they develop including hand washing, staying home as much as possible and practicing social distancing. As COVID-19 can be spread by someone without symptoms, always assume that both yourself and all those you come in contact with may be infected, and act accordingly. To ensure that all drivers are aware of mandated guidelines, SAT will update its COVID-19 protocols as guidelines change or develop and provide drivers with updated written versions of any protocols.

● To carry out all COVID-19 related policies and procedures to reduce risk of spread to yourself, riders, and other community members. This includes disclosure of any potential symptoms, and asking to be immediately removed from the schedule if you or a household member feels unwell or has had direct close contact with someone who has a confirmed or suspected diagnosis of COVID-19.

● To communicate to the Manager in a timely manner the following:

* Failure of a rider to maintain social distancing or follow other safety procedures (purposely, inadvertently, or by necessity due to mobility issues) please report to Manager.
* The need to restock, or replace any protective equipment, please report to Manager.

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 **STATEMENT OF AGREEMENT**

*By signing below, I am indicating that I am aware of the risks of continuing to act as a driver for* *SAT during the COVID-19 pandemic. I understand my rights and commit to carrying out my responsibilities as described in this document, to protect the health and safety of myself, my loved ones, our riders, our team, and our community.* I *acknowledge and agree that SAT will not be liable in any way if I contract or transmit COVID-19 as a result of working for SAT, provided SAT is in compliance with relative legislative requirements, orders and directives pertaining to COVID-19. Further, SAT will not be liable in any way for the failure of myself or anyone to comply with the directives, recommendations, protocols or orders of government, health authorities or SAT; however, SAT will be responsible for ensuring that suspension or other action is taken against those failing to comply. I understand and am aware that I am releasing and discharging SAT and its employees, officers, and agents from liability, provided SAT adheres to its responsibilities as outlined in this Statement of Agreement.*

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Driver Name (Print) Driver Signature Date