

The Employee Pull Notice (EPN) Program

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Many employers in California employ persons who drive as part of their job duties and often provide them with vehicles to accomplish their job duties. Despite the fact that businesses profit from use of public roads, many do nothing to ensure that their drivers are safe before and during their employment.

On April 30, 2009, a woman was walking home from church services when an individual driving his employer's vehicle struck the woman and knocked her to the pavement as she was crossing the street in a crosswalk with flashing lights. The woman died from her head injury seventeen days later at a hospital.

The driver was driving while intoxicated when he struck the woman. He had a prior DUI conviction in October 2000 with a .24% blood level. He also had a DUI conviction in April 2007, again with a .24% blood level. The driver's license was suspended following his second DUI conviction and was not valid at the time he hit the woman. The driver pled guilty to felony DUI with great bodily injury and is now served a six year sentence in state prison.

The driver had been employed since 1987 and he drove for them as part of his job since 1989. At no time after the driver's DUI convictions was he suspended or kept from driving as part of his job for. Had the employer been checking the driver's motor vehicle record through the year using the Employee Pull Notice (EPN) program they would have discovered he was unfit to drive, both because of multiple DUI convictions and because he didn't have a valid license.

The Employee Pull Notice (EPN) program is a California DMV program that provides businesses with an efficient method of monitoring the driving records of employees who drive for their employers.

Easy Enrollment

It is very easy for a company to enroll in the EPN and register its employees in the program. Two documents must be completed by the employer and mailed to the department provided on forms available on-line.

-Application for Employer Pull Notice Account-INF 1104

-Pull Notice Contract-INF 1105

Once the employer completes and returns these forms to the DMV, the DMV provides the employer with a requester code, allowing a company to then register the employees whose driving records they wish to monitor. All that is necessary to register an employee in the EPN program is his or her authorization on a DMV provided document that is also available on-line.

-Authorization for Release of Driver Record Information (INF 1100)

Advantages for Employees

The EPN program automatically generates a driving record for each employee upon initial registration of the employee into the program. An employee's driving record is sent directly to the employer anytime:

- A traffic related conviction is added to the employee's driving record.
- An employee fails to appear in court.
- An employee is involved in an accident.
- An employee has their license suspended or revoked.
- Any other action is taken against the employee's driving privilege.

Inexpensive

The cost to the employer is minimal: To register an employee is only \$5 per employee. Once a driver is enrolled, the employer will be billed only \$1 each time the DMV sends an employee's driving record to the employer.

Advantage for the Public

Businesses that utilize the EPN program can help improve public safety by keeping employees with unsafe driving records off the roads and away from company vehicles. This additional level of driver scrutiny by employers can reduce traffic accidents and injuries.

For more information on the Employer Pull Notice (EPN) Program go to www.dmv.ca.gov .

Sources:

-DMV State of California

Questions or Assistance:

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