



## Employers Can be Held Liable for Commuting Accidents

Be cautious when allowing your employees who feel ill or impaired in any way to drive home, because you could be found liable for any accidents they cause. An important court ruling found that if an employee can show the job contributed to the accident, your company can be liable.

In a recent case, an employee complained that she felt ill during the same day the company sprayed its factory for bugs. A supervisor offered to send her to the company doctor, but the employee declined. When driving home, the employee rear-ended another car. She told police she felt light-headed before the accident. The person in the other car sued the company for her injuries.

An appeals court allowed the case to go to trial because the company could have foreseen a potential risk and didn't stop it. Bottom-line: Pay attention to any illness or injury complaints that can be related to work. Be proactive. Do the same in other cases where driving may be impaired, such as after late-night work or where alcohol has been served.

For guidance on workplace laws or to make an appointment to discuss your workplace matters, please contact PMP at 516-921-3400 or email us at [info@pmpHR.com](mailto:info@pmpHR.com).



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