

# Truck Driver Employment Contract

This **Truck Driver Employment Contract** ("**Agreement**") is entered into as of \_\_\_\_\_ ("**Effective Date**"), by and between the parties below:

**Employer**

**Employee**

Employer and Employee may be referred to individually as a "**Party**" and collectively as the "**Parties**".

## 1. Position and Duties

The Employer hereby employs the Employee as a Truck Driver, and the Employee accepts such employment under the terms of this Agreement.

The Employee shall:

- Operate commercial vehicles in a safe, lawful, and efficient manner
- Transport goods as assigned by the Employer
- Conduct pre-trip and post-trip inspections
- Maintain accurate logs and records as required by applicable regulations and Employer policies
- Comply with all applicable traffic laws, safety standards, and internal procedures

The Employee agrees to perform duties diligently and in the best interests of the Employer.

## 2. Employment Relationship

This Agreement establishes an employment relationship. Unless otherwise specified by applicable law, employment shall be considered at-will, meaning either the Employer or the Employee may terminate the employment in accordance with the Termination clause.

### 3. Commencement Date and Work Schedule

Employment shall commence on \_\_\_\_\_.

The Employee's typical work schedule shall be determined by operational needs and may include:

- Long-haul or local routes
- Night, weekend, or holiday assignments
- Variable hours depending on delivery schedules

The Employee acknowledges that flexibility in scheduling is a condition of the role.

### 4. Compensation

The Employee shall be compensated as follows:

Compensation Type	Details
Base Pay	
Overtime	
Bonuses/Incentives	
Payment Frequency	

All payments shall be subject to applicable deductions and withholdings as required by law.

### 5. Benefits

The Employee may be eligible for benefits in accordance with Employer policies, which may include:

- Health insurance
- Paid time off
- Retirement plans
- Other benefits as communicated by the Employer

Eligibility, scope, and continuation of benefits shall be governed by Employer policies and may be amended from time to time.

## 6. Licenses and Compliance

The Employee represents and warrants that they:

- Hold a valid commercial driver's license appropriate for the assigned vehicle
- Meet all regulatory requirements for commercial driving
- Will maintain all required licenses, certifications, and medical clearances

The Employee must immediately notify the Employer of any suspension, restriction, or revocation of driving privileges.

## 7. Vehicle Use and Responsibilities

The Employee shall:

- Use Employer-owned or assigned vehicles solely for authorized business purposes
- Keep vehicles clean and in good working condition
- Report any defects, damage, or incidents promptly
- Not operate vehicles under the influence of alcohol, drugs, or any impairing substance

The Employee may be held responsible for damage resulting from negligence or misconduct, in accordance with applicable law and Employer policy.

## 8. Expenses and Reimbursements

The Employer may reimburse reasonable and authorized work-related expenses, including fuel, tolls, and lodging, subject to:

- Prior approval where required
- Submission of valid receipts
- Compliance with Employer reimbursement policies

## 9. Safety and Regulatory Compliance

The Employee shall strictly adhere to all applicable safety laws and regulations, including hours-of-service requirements and cargo handling rules.

Failure to comply with safety requirements may result in disciplinary action, including termination.

## 10. Confidentiality

During and after employment, the Employee shall not disclose or use any confidential information related to the Employer's business, including client information, operational data, pricing, or internal procedures, except as required for job performance.

## 11. Conduct and Discipline

The Employee is expected to maintain professional conduct at all times. Grounds for disciplinary action may include, but are not limited to:

- Unsafe driving practices
- Violation of laws or regulations
- Falsification of records
- Misuse of company property
- Failure to follow reasonable instructions

Disciplinary measures shall be applied in accordance with Employer policies.

## 12. Termination

Either party may terminate this Agreement at any time, subject to applicable law.

Termination may occur:

- **For cause**, including misconduct, violation of safety rules, loss of required license, or breach of this Agreement
- **Without cause**, upon reasonable notice as determined by Employer policy or applicable law

Upon termination:

- The Employee shall return all Employer property, including vehicles, equipment, and documents
- Final compensation shall be processed in accordance with applicable law
- Confidentiality obligations shall continue to apply

### 13. Governing Law and Dispute Resolution

This Agreement shall be governed by the laws of \_\_\_\_\_.

Any disputes arising out of or relating to this Agreement shall be resolved through good faith negotiations. If unresolved, disputes shall be submitted to a competent court within the applicable jurisdiction, unless otherwise agreed between the parties.

### 14. Entire Agreement

This Agreement constitutes the entire understanding between the Employer and the Employee regarding employment and supersedes all prior discussions or agreements.

### 15. Amendments

This Agreement may be amended only by a written document signed by both the Employer and the Employee.

### 16. Acknowledgement

By signing this Agreement, the Employee acknowledges that they have read, understood, and agreed to the terms and conditions set forth herein.

**Employer**

**Name**

**Date**

**Signature**

\_\_\_\_\_

**Employee**

**Name**

**Date**

**Signature**

\_\_\_\_\_



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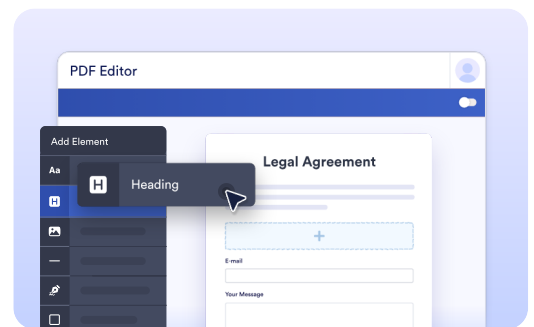
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