

**CELL PHONE USAGE POLICY**

**NUMBER 900.4**

**POLICY STATEMENT:**

The District of Summerland recognizes that the employees are our most valuable asset. The District is firmly committed to the safety of our employees and the community. We will do everything possible to prevent workplace accidents and we are committed to providing a safe working environment for all employees.

To further this goal, the District of Summerland has developed a Cell Phone Usage Policy to control cell phone use while driving on municipal business.

**PURPOSE:**

Driver inattention is a factor in a majority of motor vehicle accidents. We are not only concerned about District of Summerland employees, but also the welfare of others who could be put in harms way by inattentive driving.

A new Provincial law being implemented to govern the use of cell phones comes into effect February 1<sup>st</sup>, 2010. This new law could increase employer liability since it makes it illegal to use a cell phone while driving. A hands-free device is permitted in some areas, however an employer could still be held responsible for an employee that is a negligent driver.

**REGULATIONS:**

1. District of Summerland staff shall not receive, make or text cell phone calls while operating a vehicle unless the employer has approved a 'hands free' device.
2. Public Works Municipal radio system is exempt from this policy.

**ADOPTED:**

January 25, 2010