
Cell Phone Policy

Date Approved by Council: December 21, 2021

Resolution: 2021-12-21-666

Review Date: December

Related Bylaws: N/A

Amendments:

Purpose

To establish the expectations for using cell phones in a safe manner during work hours. This policy applies to the use of personal cell phones and to any device that makes or receives phone calls, leaves messages, sends text messages, surfs the internet, or downloads and allows for the reading of and responding to email. The Village of Hussar recognizes that the use of cell phones may be necessary and can be useful when performing business and/or duties for the Village of Hussar.

Guidelines

Cell phones are to only be used for work purposes during work hours. Any personal cell phone calls, text messages and internet use are prohibited during work hours and are only allowed during breaks or lunches.

Responsibility of Cell Phone Users

1. All employees are required to enter into a Cell Phone Agreement, presented as Schedule A.
2. An employee shall restrict personal use of cell phones during work time and should use personal cell phones during scheduled breaks or lunch periods.
3. An employee shall not use their cell phone or similar device to receive or place calls, text messages, surf the internet, check for phone messages, or receive or respond to email while driving.
4. Have cell phone with them at work and answer when available, so the CAO can communicate with them during or after regular working hours.
5. Lost or damaged phones must be reported to the CAO immediately and reimbursement may be recalculated if there is a prolonged period with no replacement phone.

Cell phone use in Vehicles

All employees operating equipment must adhere to the following:

- Adhere to the Distracted Driving Legislation and the use of “handheld” cell phones by the vehicle driver while the vehicle is in motion is prohibited
- If a call on the cell phone is received while the vehicle is in motion, let the person calling leave a message whenever possible
- As soon as it is safe to do so, pull over to a safe area out of the flow of traffic and return the call
- If placing a call on a cell phone, while in a Village owned vehicle and/or equipment, locate a suitable area and bring the vehicle/equipment to a stop, prior to dialing. Complete the call before continuing on your way.

- Do not use a cell phone while refueling and/or near any flammable gases.

Responsibility of the CAO

6. The CAO is responsible for issuance of payment for use of personal cell phones for business purposes.
7. The CAO is responsible for ensuring all employees are aware of the Distracted Driving Legislation and have signed the agreement before payment of cell phone allowances

Responsibility of Council

8. Council is responsible for setting the rate of the cell phone allowance for each position through a resolution in a regular council meeting
9. Casual and seasonal employees are not eligible to receive a cell phone allowance.

Non-Compliance

10. An employee found guilty of unauthorized use of a cell phone under this or any other legislation is subject to disciplinary action as per the Disciplinary Action Policy 4.11

Schedule A

Cell Phone Agreement

Requirements for use of a personal cell phone for business purposes:

1. The cell phone is only to be used for work purposes during regular business hours and personal use shall be limited to breaks and lunches.
2. The cell phone shall only be used in accordance with the provisions of the Cell Phone Policy established by the Village of Hussar, as attached hereto.

Cell Phone Number: _____

I, _____, acknowledge that I have read, understand and agree to adhere to Administrative Policy 5.12 Cell Phone Policy for the Village of Hussar. I understand that if I violate the rules/procedures outlined in this Policy, I may face punitive or corrective action, up to and including termination of employment as per the Disciplinary Action Policy 4.11. If my personal cell phone is lost or damaged, I will replace it in a timely fashion, at my own expense. I understand if I am without a cell phone for a prolonged period of time my cell phone allowance may be recalculated and reduced until a new phone is available.

Signature: _____

Date: _____