

No Cell Phone Use While Driving

Massachusetts law prohibits all drivers from using cell phones and other mobile devices to text or email while behind the wheel. This rule applies even if a person is stopped in traffic, and it is a primary law, which means law enforcement can pull you over and cite you even if you haven't committed another traffic violation.

Policy

Any employee driving a NorthStar vehicle or driving on NorthStar business is prohibited from using a cell phone—whether NorthStar-issued or personal. This policy extends to all technological devices that could potentially compromise an employee's ability to operate a motor vehicle.

The only exception to the above policy is when the employee has safely parked their vehicle before using a cell phone or technological device. The vehicle must remain parked until the communication has ended.

Warnings in NorthStar vehicles

Notices will be put in NorthStar-owned and -leased vehicles reminding drivers:

Phone use while driving is dangerous
and a violation of NorthStar policy.

Response

For your safety and the safety of your passengers and others on the road, this policy will be enforced at all times. If an employee is observed or otherwise found violating this policy, they will receive a verbal or written warning, suspension, and/or termination of employment, depending on the consequences of the violation.

Tips to help employees adapt

Restricting cell phone use behind the wheel requires changing some habits. To help you adapt to a new phone policy:

- Make appointments or report status to supervisors while on location and before getting back on the road.
- Check messages at destinations or rest stops.

Minimize other distractions

Please note that many of the risks related to cell phone use also apply to anything a driver is doing that could be a distraction from operating the vehicle.

Employee acknowledgement

I have read and understand NorthStar's cell phone policy and the potential consequences of violating it.

Signature _____

Printed name _____

Date _____