

# HANDS-FREE HOW TO FOR EMPLOYERS



**Phone Down.  
Save Lives.**

HANDS-FREE MINNESOTA

## Does the new law apply to my employees?

- ▶ **Yes, for all drivers – anytime – anywhere.**  
Use voice commands or single-touch activation to make calls, text, listen to music, and get directions.

## Should my organization update our traffic policy?

- ▶ **Yes. ALL employees must use their phones in a hands-free, one-touch manner.**
- Develop and communicate clear rules and regulations on the use of mobile phones.
- As an employer, you can be stricter than the law with your policy.

## Can my employees use their phones while driving?

- ▶ **Yes, but only hands-free or one-touch activation mode.**

## Can my employees use their phones for GPS?

- ▶ **Yes.**
- One-touch or voice-activated mode.
- NO typing or scrolling while driving or part of traffic.

## Does it matter if the phones are company issued or personal?

- ▶ **No. The law is hands-free regardless who owns the phone.**

## Does the new law effect Commercial Vehicle Drivers?

- ▶ **No. The law remains the same for CMV drivers.**
- Hands-free.
- One touch.

## Can my employees use their phone in an emergency?


- ▶ **Yes. Hands-free or hand-held when there is an immediate threat to life and safety.**

## How can I make employees phones hands-free compatible?

- Employees can use a single earphone that has a microphone.
- Pair their phone to their current Bluetooth system.
- Use an auxiliary cable to connect to their phone's earphone jack to the vehicle's car AUX jack.
- If the vehicle has a cassette player, purchase an adapter that fits into the cassette player.
- Provide holders that clip to the dash, vent or cup holder to make phone use hands-free.



MINNESOTA SAFETY COUNCIL

 Chapter of the National Safety Council