

**We do not allow our employees to talk on their cell phone or use it if they are by their machine due to safety reasons. They are allowed to use them on lunch and or breaks. But now employees are wearing smart watches and we've noticed they are constantly looking at the watch to see if a text or post came through. What are some of the other companies doing about smart watches? Are they banning them in the work place or are employees allowed to have them on but just not use them?**

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Luckily we have not experienced this problem with Smart Watches.

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We do have some with smart watches. it is extremely very difficult to make them understand that when they are at work, they should be at work, not wasting time for personal business. but they all use watch/phone/email/social media, etc.

We are thinking to come up with some plan but no idea yet.  
So much productivity is lost because of this

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We allow them but ask our employees to not respond  
Until their breaks

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We have no policy regarding smart watches.

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We have not addressed this. I am curious to see what others are doing.

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Floor/shop/manufacturing employees are not allowed to use their cell phones while on the floor. Mostly because in some areas, technology is not allowed. I am curious as to how other companies handle this. Smart watches are not a thing on our floor yet.

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We treat Smart Watches the same as Cell Phones. They are allowed to carry, but not allowed to use while operating equipment or on the production floor. Obviously use as a time piece accepted, but other distractions prohibited. After first warning, we require individual to remove cell phone, smart watch, iPod, etc. and place in locker during work hours. Only to be used during break period. Have only had a couple individuals abuse this policy.

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Our production staff are not allowed to wear jewelry on their arms or hands due to safety reasons. We have bans on cell phones in any areas that are considered secure which includes most of our production areas.

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Smart watches (and e-cigs) are just a current spin on the same old issues. Our policies are “no electronic devices in production” and “no smoking whatsoever”.

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We don't have a policy regarding this. What next???

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We do not allow any jewelry, except for wedding bands, on the production floor. Employees cannot wear Fit Bits or other similar devices when on the floor and that would include smart watches.

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*My suggestion is to call your cell phone policy an “Personal Electronic Device Policy” and include smart watches in the ban of personal electronic devices from the production floor. See below for a sample.*

*Smart watches are becoming affordable and I expect that they are the big holiday gift this season. This question is very timely, because come December 26 we will be seeing so many more of them.*

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## **SAMPLE - PERSONAL ELECTRONIC DEVICE POLICY**

Cell Phones and Personal Electronic Devices (smart watches, iPods, tablets, etc.):

For your safety and the safety of everyone at the Company, the production floor must remain free from distractions. Neither cell phones nor any personal electronic devices are allowed on the production floor. These devices may never be used while operating a motorized vehicle such as a lift truck, pallet jack, or delivery vehicle. Employees may keep their devices in a locker, car, or other secure location at their own risk. Employees may use their devices off of the production floor during breaks. Management and supervisory personnel are permitted to use electronic devices on the production floor only for professional reasons.

Personal calls or text messages during work time should be limited to emergencies or unexpected personal situations (e.g., childcare arrangements, transportation, etc.). Personal calls and text messaging decreases overall productivity and disrupts normal business activities.

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