



Cannabis and Mobility

Is your fleet policy ready?

2019



Your presenters



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A strong fleet policy

Core components

Coverage

- > Vehicle eligibility
- > Driver eligibility
- > Replacement parameters
- > Vehicle choice
- > Safety

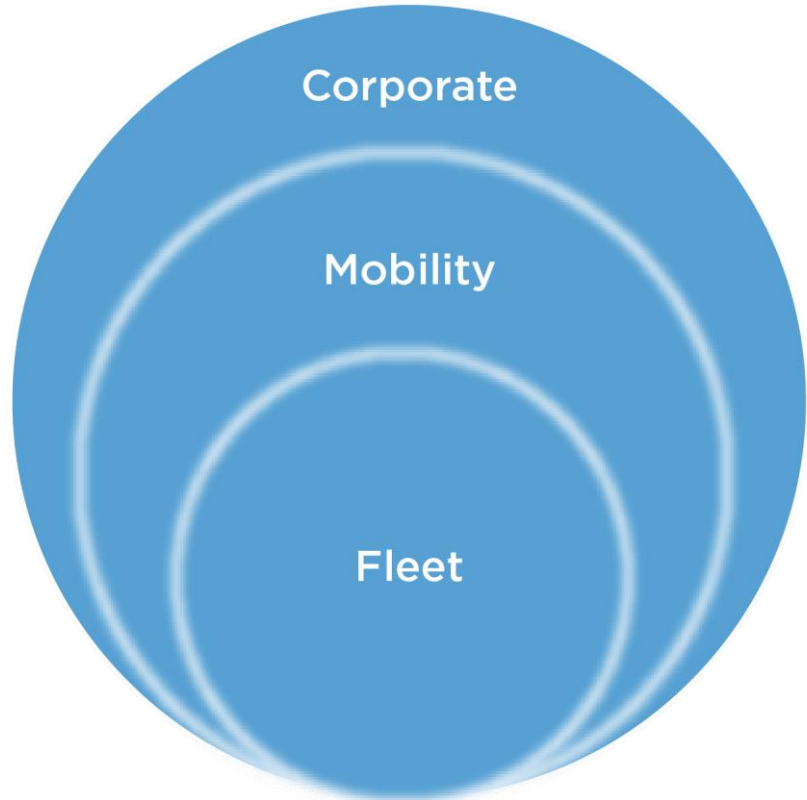
Support

- > Creation
- > Compliance
- > Enforcement

Engagement

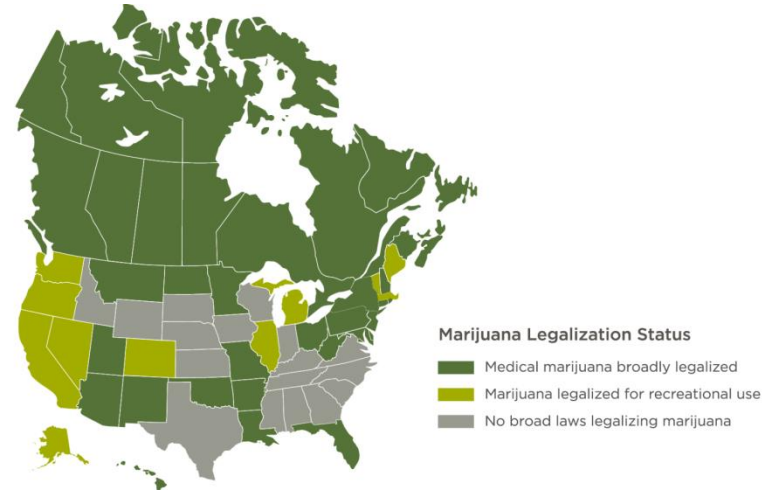
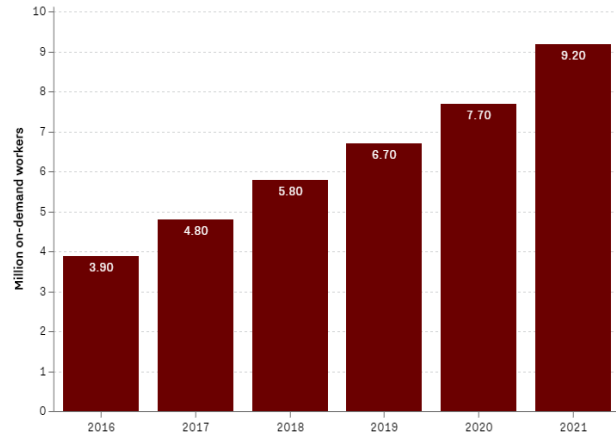
- > Communication
- > Policy acknowledgements
- > Training
- > Gamification

 **Policy lines are blurred**



The World is Changing

Number of Americans working in the gig economy



Every State – as well as the District of Columbia – allows the carrying of concealed weapons in some form.





When was the last time you changed your fleet policy?

- a. 1 year
- b. 2-4 years
- c. 4-6 years
- d. 6+ years

Coverage

What's #Trending in policy content?

Personal Use



- > Can vehicles be used for personal gain?

Drugs



- > Do they understand your expectations while on the job?

Weapons



- > What are your employees allowed to carry with them?

Mobility



- > How should your policy align with today's mobility trends?



Personal Use

The Importance

- > Flash back
 - Concern was that vehicle was being used to deliver “pizzas”
- > Flash forward
 - Now it’s about delivering food, moving furniture, moonlighting as a people / goods mover or other personal gains

The Risks

- > Liability
- > Fuel costs
- > Resale values
- > Company image
- > Vehicle condition
- > Increased maintenance costs

Personal Use

Sample Policy Language

TIP: Align with your company culture when constructing your guidelines

- > It is expected that employees will at all times, during work duty and off-duty, operate their company vehicle accordance with all laws and regulation acting in a responsible manner as a representative of the company.
- > Using a company provided vehicle for a taxi, ride-sharing and/or delivery service is strictly prohibited
- > Company vehicles may not be used for:
 - Commercial uses other than intended purpose
 - Any political or activist campaigns
 - Off-road use or used as a recreational vehicle.
 - Routine multi-person transportation such as transporting sports teams, field trips or as a taxi.
 - Refrain from using the Company-provided vehicle to tow anything e.g. boat, trailer, etc.
 - Do not pick up hitchhikers at any time for the safety of yourself and the Company

Personal Use

How many of you have policies that address Personal Use in this manner?



**WHAT DO YOU
THINK?**

Weapons

The Importance

> Flash back

- Vague guidelines or no guidelines in place; weapons in the public mind are generally limited to hunting & recreational uses

> Flash Forward

- Increase in gun violence & mass shootings has ignited a debate about weapons in public spaces

The Risks

- > Safety
- > Brand/company image
- > Legal compliance



Weapons

Sample Policy Language

TIP: Determine if there are subsets of your fleet who may need to carry a weapon (security), and align policy accordingly

- > Carrying firearms in a company vehicle is prohibited.
- > Weapons of any kind are prohibited inside a fleet vehicle, including but not limited, to guns and knives.
- > Fleet Drivers that have a permit to carry a concealed weapon are prohibited from carrying a weapon while operating a fleet vehicle.
- > Do not possess firearms, ammunition or weapons in a Company-provided vehicle on Company premises or while conducting Company business

Exemptions

- > Any law enforcement personnel engaged in official duties
- > Any security personnel engaged in official duties
- > Any person engaged in military activities sponsored by the federal or state government, while engaged in official duties

Weapons

How many of you have policies that address weapons in this manner?



**WHAT DO YOU
THINK?**

Drugs

The Importance

- > Flash back
 - Focus was on drunk driving and illegal substances
- > Flash forward
 - Now it's about the drugs that are legal such as marijuana and prescription

The Risks

- > Health
- > Safety
- > Brand/company image



Drugs

Sample Policy Language

TIP: Don't just limit to marijuana, policy should include all "substances"

- > Substance – a chemical agent inhaled, ingested, or applied which alters the body's normal operating functions are not allowed
- > Do not drive while under the influence of alcohol, drugs, sleep-inducing medication, or performance affecting medication, or with Doctor's restrictions

Drugs

How many of you have policies that address drugs in this manner?



**WHAT DO YOU
THINK?**



Mobility

The Importance

- > Flash back
 - People used trains, taxis and vehicles to get to a business appointment
- > Flash forward
 - Now it's about bicycles, e-scooters / bikes, ride-hailing, ride-sharing (even a one-wheel!)

The Risks

- > Safety and financial
- > Brand/company image
- > Unmanaged expenses
- > Visibility time management

Mobility

Policy Considerations

TIP: Look beyond fleet when it comes to a mobility policy, as the category gets broader so should your coverage

Connected Vehicle

- > Data privacy

Alternative Powertrains

- > Charging station installation requirements
- > Charging expenses reimbursement

Autonomous

- > Required to keep these features on

Different Modes

- > Mode restrictions (Uber vs. Lyft or neither; are e-scooters / bikes okay)
- > Safety (helmets required, situation appropriate)

Mobility

How many of you have policies that address mobility in this manner?



WHAT DO YOU THINK?

How do you stack up?



A recent poll of your peers...

Personal Use: No 8%, Yes 92%

Weapons: No 44%, Yes 56%

Drugs: No 24%, Yes 76%

Mobility: No 70%, Yes 30%

Support: Compliance

Keep your finger on the pulse

- > Utilize a MVR monitoring program
- > Monitor violations
- > **Leverage connected vehicle data**
- > **Tap into colleagues (finance, risk, HR)**
- > **Establish a dedicated, collaborative policy review process**

Engagement


Employ the standards but get creative

- > Policy acknowledgements
- > Training
- > **Gamification**
- > **Multi-media communication (intranet, broadcasting, push notifications, publications)**



Next Steps?
Review and update your policy!





Thank you!

