

Newsletter ~ Spring 2010

Transportation **S**afety and **C**ompliance **S**olutions

New TS&CS Services Available in 2010

1. Workplace Violence Training

- For Supervisors & Managers
- For your Workers

2. Waste Management Safety at Landfill Sites

3. Repair Shops and Maintenance Mobile Safety Meetings

4. Supervisor Fleet Manager Training

- Hiring drivers
- Reference checks
- Collision investigation
- Collision record keeping
- Creating collision processes and policies
- Fleet maintenance policy

Looking to Upgrade a Yard Shunter to a Driver?

Just recently I was completing some driver license upgrades for a client and noticed an interesting fact. Five of the rookies had experience as company shunt truck drivers, one drove bus about 20 years ago in his home country and the last driver was totally green to commercial vehicles and standard transmissions.

Prior to the in-cab training, these rookies all obtained training for their Air Brake Endorsement.

Because of their shunting experience, these drivers learned the fundamentals (backing and trailer off tracking) quickly. Within the first 6-10 hours they were out on the road training in realistic conditions.

One thing that I identified as their largest learning challenge was that they kept forgetting to account for the size of the vehicle and the differences between a truck and a car. For example, a car has the capability to accelerate quickly from an intersection while a truck does not have the same ability for acceleration.

As a company with professional drivers, rookie training is very important; it is your responsibility to give them that training.

A primary objective of a good school or training program is to get the appropriate class of driver's license for the driver.

Ongoing training is also important for experienced drivers.

Regardless of the driver's experience, to determine the appropriate level of training required, you first should arrange a road tested to understand that particular driver's strengths and weaknesses.

For more information contact Mike @ 519 748 4420

TS&CS Added Value

After each training session, TS&CS will provide your company with a log of training history provided by us.

We will assist you in managing your records better and to remain in training compliance with the Ministry of Transport, Ministry of Labour, WSIB and the HRSDC.

Remember the HST comes into effect on July 1, 2010.

By arranging your training or safety consulting prior to the deadline you will conserve part of your training budget, helping it to go further.

***TS&CS is your
formula for safety
519-748-4420***

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Cargo Theft

Cargo thieves are becoming more organized, more sophisticated, and are creating larger economic losses for businesses.

In the U.S., "cargo theft is a \$10 billion to \$25 billion annual problem – one with far reaching consequences for the supply chain and, ultimately, the consumer."

Cargo thieves outnumber us, they are more flexible than us, and they take major advantage of our main weakness, which is not sharing information across law enforcement agencies and between companies.

Cargo thieves will steal from anyone, anytime, anywhere. We also know that they really don't care about the impact their actions have on the economy or other people.

Cargo theft is also providing money for all kinds of activities, including funding terrorism. That's why we need to break down all the barriers to win this battle.

Cargo thieves are stealing whatever they can and sell it as fast as they can without any regard to the safety of the products they are selling or the people they are selling it to. Think about the food and prescription drugs they are stealing with no concern for temperature control. With high rates of unemployment but a continuous need to eat and take care of ourselves, there will be many people without prescription plans that will purchase black market prescription drugs.

Cargo theft is a rapidly growing problem in North America. It's also low risk with easy opportunity and the profits are often much more lucrative than selling illegal drugs. We need to increase minimum penalties for cargo theft. Cargo theft is a very important issue and must be on the agenda at every transport company or warehouse management meeting. Information must be shared with drivers, dispatchers and warehouse workers. When you lose sight of this problem you are losing control of your operation.

Content for this article was gathered from *Target: Cargo Theft* Oct 21, 2009 By Sean Kilcarr. Visit <http://fleetowner.com/management/news/cargo-theft-meeting-1021/> for the full article

Mike's tips to prevent cargo theft

1. Request staff to report any suspicious activity.
2. Educate your staff (drivers, dispatchers and yard staff) on security.
3. Talk to police about trends and happenings in the industry and your city.
4. Report all thefts to the police, this incident may be the clue to solving a chain of thefts.
5. Frequently change schedules and routes to eliminate patterns.
6. Remind drivers that freight and customers is a need-to-know basis and not to share the information.
7. Review your yard parking and layout. The current layout may not only be convenient for shunters and driver but also convenient for thieves.

Bill 168 Violence in the workplace

Have you heard about Bill 168 which related to violence in the workplace?

Bill 168: The Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace), 2009. Bill 168 amends the *Occupational Health and Safety Act* to address issues of workplace harassment and violence. I encourage you to read about the Bill for yourself at <http://www.ontla.on.ca>. Be sure to check out the Federal regulations at www.servicecanada.gc.ca

In summary, Bill 168 requires that you train your supervisors and staff, create a policy and investigate all incidents of violence and harassment in the workplace.

We tend to overlook violence in the trucking industry and assume that it will not happen to us.

Some of the reasons that we think we are immune to violence in our workplace

- ~ We do not see our drivers all that often.
- ~ We communicate with our drivers via satellite.
- ~ Our drivers and dispatchers are always separated.

But have you thought about your customers? We have all encountered irate motorists who might provoke violence. The reality is that violence can, and unfortunately does happen everyday in our industry.

I encourage you to take some time and think about some potential scenarios during your daily routines and tasks where the potential for violence lurks. You should then document these scenarios and brainstorm how these situations could be prevented before they happen or illustrate what you think should be done if the scenario is encountered. Keep this documentation and use it as a guide to help protect yourself. Furthermore, you can use these records as a journal to document situations that had some signs of violence and the actions you took to mitigate the potential of the event.

Have you noticed that the quality of a professional driver is changing?

In a recent conversation with a trainer from one of the established truck training schools, we discussed the quality of students entering the program. He felt that the students today compared to five years ago have no concept of what trucking is all about.

I think that before a student invests the time and money in driver education, they should have a fairly good idea what they are getting into. In addition, driver training schools should be bringing this to the student's attention and offering counseling prior to the student's application.

Maybe it is a flaw in the system where many of the students are applying as part of a government program with a feeling of entitlement. Are they just applying to get the education because they have paid into the system for years and feel this is a way of getting their share of benefit from the social system?

As a carrier hiring drivers, let them know what the expectations are upfront during the interview process. Give it to them in writing and review this information at the orientation.

Automatic Transmissions

Industry information from the Ontario Trucking Association (OTA) and the Ministry of Transportation (MTO) tells us that 26% of Commercial Vehicles in Ontario are equipped with an automatic transmission. As a trucker for over 37 years, I think this is a good change for the trucking industry. Change is good! Change is needed!

There are a few fleets with automatic transmission in more than 50% of their trucks. Some of those fleets have drivers that are approaching 65 or passed that young age and are scheduled to go to the Drive Test Centre for the test.

Industry groups such as the OTA are in constant communication with MTO and telling them that they have to review their stand on testing drivers with automatic transmissions and to permit the use for a driver's road test.

I believe fleets are changing to auto transmissions for a few reasons. A primary reason is that it is fuel efficient. I'm sure I don't need to convince you of the value of a dollar in your pocket compared to the value of a dollar in the fuel tank. Secondly, there are some people that cannot drive a standard transmission to save their life. From a recruitment aspect it is opening doors to allow more drivers into the industry. In the long term, automatic transmissions save the operator huge maintenance expenses on clutches and transmissions, especially if they have difficulty maneuvering the gears of a manual transmission.

CSA 2010

The Federal Motor Carrier Safety Association (FMCSA) is deploying CSA 2010, which is a new carrier monitoring system measuring fleet safety and will be based on carrier performance. The U.S. tells us that this program is going to be up and running in June or July of 2010.

It will reflect your history in seven categories.

- Unsafe Driving (FMCSR Parts 392 and 397)
- Fatigued Driving (FMCSR Parts 392 and 395)
- Driver Fitness (FMCSR Parts 383 and 391)
- Controlled Substances and Alcohol (FMCSR Parts 392)
- Vehicle Maintenance (FMCSR Parts 393 and 396)
- Improper Loading/Cargo Securement (FMCSR Parts 392, 393, 397 and HM Violations), and
- Crash Indicators

The carrier history is based on a 2-year window and the driver history is on a 36-month window.

For example, the DOT in Georgia was out to visit one of the carriers in that state with regard to problems in two of the seven categories. During the visit they only addressed the problem portions of the carrier profile. The carrier had a 3-week notification of the expected visit.

The carrier was told that if they are in violation in one category the DOT will usually be in contact via phone to discuss the problems. At this time they would be expecting the carrier to give details of how they intend to do to rectify the situation. For two category violations, a representative from the DOT will come in and audit those two categories.

Three category violations could result in a full audit process from the DOT. Is your company's safety program ready for an audit?