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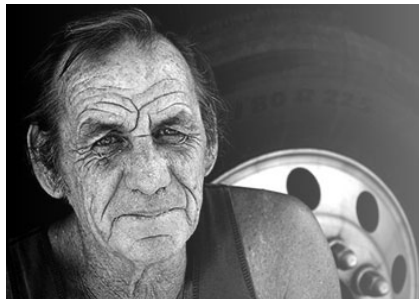
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## SAFETY BULLETIN



# An Aging Driver Force



May 19, 2017

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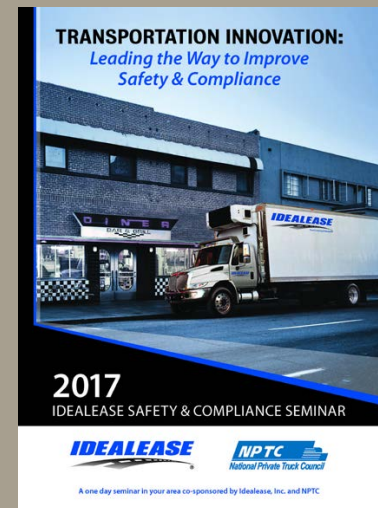
## An Aging Driver Force

*As we look into the future, the continued challenge of a driver shortage looms as a "perfect storm". There are many variables that would have an impact on the shortage. One element of the driver shortage is an aging workforce combined with a decline in the primary demographic group that comprises the bulk of the driver pool. Do you know what the average age is of your driver force?*

As we see freight volumes increase many fleets are experiencing difficulty in attracting qualified drivers and may be unable to seat trucks or add capacity at a time when freight volumes are growing. If current demographic trends continue, that shortage of truck drivers could increase to 111,000 by the end of the year. Over the next decade, the trucking industry will need to hire a total 890,000 new drivers, or an average of 89,000 per year. Replacing retiring truck drivers will be by far the largest factor, accounting for nearly half of new driver hires (45%).

The second largest factor will be industry growth, accounting for 33% of new driver hires. As transportation managers we are seeing our driver work force continue to age. The average age of a truck driver in the United States is over 50 years. Since 2000, the number of truck drivers 55 or older has surged 19%, to about 616,000, according to the federal Bureau of Labor Statistics. Truck companies with baby boomer drivers insist their safety record is at least as good as that of younger drivers. This is absolutely a segment of our driving force that we need and depend on. As all of us age, we do not physically or mentally age at the same rate.

The FMCSA does not have a maximum age limit for drivers of commercial motor vehicles unlike that of the FAA concerning pilots. All drivers are subject to the



Idealease and the National Private Truck Council NPTC will again be hosting safety seminars in 2017. The one day seminar this year will focus on the new Electronic Logging Device (ELD) regulation, basic safety and compliance, regulation changes and CSA. The seminars and will be provided to all Idealease customers, potential customers and NPTC members at no charge. The seminar provides important information applicable for both the novice and experienced transportation professionals. To register for an upcoming

medical qualifications of medical certification requirements of CFR 391.

But, the question remains, how do we as transportation managers know when it is time to ask for the keys of a driver that is no longer able to operate safely?

### Here are a few suggestions

- Develop a proactive safety and loss control program with policies and procedure that are not bias to age.
- Require all drivers to have physical examinations completed by an FMCSA registered medical examiner who has a relationship with your company.
- Develop job descriptions and job requirements for all positions based on actual requirements of the job activity.
- Implement a defensive driver training program with updated training annually for all drivers.
- Administer structured check rides at least annually to all drivers to assess the driver's skills and abilities.
- Develop a continuing relationship with all drivers to keep an open line of communication regarding the driver's ability to complete their driving responsibilities safely.
- Be vigilant and observant of the actions of all drivers.

## Are Your Drivers Wearing the Correct Sunglasses?

As a professional driver subject to the sun's rays constantly you need to make sure you are wearing the proper sunglasses to protect your eyes. In addition, proper sunglasses allow you as a driver to operate safely at an increased level of visibility.



### Tips for Choosing the Right Sunglasses

[Sunglasses](#) aren't just a fashion accessory. They are an important protection for your eyes against the [damaging rays of the sun](#). It's important for you to know what kind of light you need to protect your eyes from and what type of light is not necessarily harmful. Here are some tips for picking the right pair of nonprescription sunglasses.

#### Choose glasses that block 99 percent of ultraviolet (UV) rays.

This is the most important feature of your sunglasses, and you should always choose sunglasses that provide this protection. Long-term exposure to ultraviolet (UV) radiation in sunlight is linked to eye disease, including [cataracts](#). Some manufacturers' labels say UV absorption up to 400nm. This is the same thing as 100 percent UV absorption. Some glasses make additional claims for blocking infrared rays, but research has not shown a close connection between infrared rays and eye disease.

seminar in 2017 click on the following link:

<http://www2.idealease.com/e/36492/safety-seminar-registration/5cc628/569520499>

### Idealease 2017 Safety Seminar Schedule

Date	Location
September 12	Santa Rosa, CA
October 3	Charlottesville, VA
October 4	Erie, PA

### **Don't rely on the price.**

Budget conscious? Many types of affordable sunglasses offer 99 to 100 percent UV protection, so you don't need to spend a lot of money on a pair of sunglasses.

### **Check the quality of the sunglasses.**

In addition to UV protection, you also want to check the optical quality of the lenses. You can easily test the quality of sunglasses by looking at something with a rectangular pattern, such as a floor tile. Hold the glasses at a comfortable distance and cover one eye. Move the glasses slowly from side to side, then up and down. If the lines stay straight, the lenses are fine. If the lines wiggle, especially in the center of the lens, try another pair.

### **Look for impact-resistant lenses.**

All sunglasses must meet impact standards set by the U.S. Food and Drug Administration (FDA) for safety. No lens is truly unbreakable, but plastic lenses are less likely to shatter when hit by a ball or stone. Polycarbonate plastics, used in many sports sunglasses, are especially strong, but scratch easily. If you buy polycarbonate lenses, choose ones with a scratch-resistant coating.

### **Use protective eyewear instead of sunglasses for hazardous activities.**

If you are going to be engaged in outdoor activities like water or snow skiing that put your eye at risk for injury, don't count on your eyeglasses for protection. [Protective eyewear](#) is available with UV protection to shield your eyes from sunburn and glare.

### **Lens color tinting and polarization are personal preferences.**

There's no medical reason to recommend one tint of lens over another. Likewise, while polarized lenses work better at deflecting glare, they're not blocking any more harmful UV light than non-polarized lenses.

### **Once you have the right sunglasses, make sure you wear them.**

Especially in the summer when UV levels are at least three times higher than in the winter. Also be sure to wear them when participating in [winter sports](#), particularly at high elevations.

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# F M C S A

*Federal Motor Carrier Safety Administration*

## **Are you using the FMCSA PSP Screening Program?**

The Pre-Employment Screening Program (PSP) is a screening tool that allows motor carriers and individual drivers to purchase driving records from the Federal Motor Carrier Safety Administration's (FMCSA) Motor Carrier Management Information System (MCMIS). Records are available for 24 hours a day via the PSP web site. Motor Carriers and drivers can enroll in the PSP program by going to the FMCSA PSP website link: <http://www2.idealease.com/e/36492/Pages-default.aspx/5cc61s/569520499>

## **A driver with other compensated work outside of your employment could have a significant impact on your company's liability exposure and compliance!**

A dangerous liability situation that motor carriers can find themselves in is when a driver operating a commercial motor vehicle has another part-time job unbeknownst to the motor carrier. It is not until there is an accident or an on-site compliance review that the motor carrier becomes aware of the situation and finds that the driver is in noncompliance with the hours of service regulations placing the motor carrier in a grave liability situation as the outside part-time work is compensated. As defined in CFR 395.2 (9) under definition of "On duty time", performing any compensated work for a person who is not a motor carrier.

How does the motor carrier protect itself from this exposure? Consider this. Have all of your drivers sign a statement upon hire indicating that they do not currently have any other employment that they are being compensated for? Also include in the statement that if they incur compensation for any work outside of their employment with your company that they will immediately inform their supervisor and will be required to document the hours on their hours of service documentation, either a grid log or time record as "On Duty" time. Have the driver sign and date the statement and maintain in the driver's qualification file. Click on the following link to see an example of the Driver's Certification of other Compensated Work statement.

<http://www2.idealease.com/e/36492/liance-drivercertification->

<pdf/5cc61v/569520499>

## CVSA's 2017 International Roadcheck Enforcement Event to Take Place June 6-8

The Commercial Vehicle Safety Alliance's (CVSA) 30th annual International Roadcheck will take place June 6-8, 2017. Over a 72-hour period, CVSA-certified commercial motor vehicle inspectors in jurisdictions throughout North America will conduct inspections of commercial motor vehicles and their drivers.



[Learn more about International Roadcheck.](#)

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