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## SAFETY BULLETIN



June 24, 2016

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## What are you doing to retain the good drivers that you have in your fleet?

*The American Trucking Association's recently released report indicates that the shortage of truck drivers is reaching unsustainable levels. The report indicates that the shortage of truck drivers could increase by 26,000 to reach a mind boggling high of over 70,000 by end 2016. This is all still cheerful in light of the final figure – a shortage of 175,000 drivers by 2024.*

To meet this shortfall, it is estimated that around 89,000 new drivers will have to be hired each year for the next decade. A large percentage (45%) of these new drivers will be required merely to meet the shortfall created due to current drivers retiring; 33% will be required just to keep up with an increase in demand. With the supply of qualified drivers at this considerable low, driver salaries are expected to keep rising as an incentive to retain existing drivers, with many transport companies looking into innovative measures to entice old drivers to stay and new drivers to join the business.

### The following are some tips for consideration to retain the good drivers you have:

1. Review for your company policies and procedures for honesty with your drivers. Make sure the policies are forthright and achievable by your drivers. The number one reason a driver leaves the employment of a motor carrier is that the driver feels that the company has been dishonest with them.
2. Drivers need to be recognized as an asset to the company and a valued part of the



Register Now for the 2016 Idealease / NPTC Safety Seminar

Idealease and the National Private Truck Council NPTC will again be hosting safety seminars in 2016. The

company in all aspects of their operations and performance.

3. Involve drivers in the operations of your company on a regular basis, i.e.: equipment selection, accident review committees, policy and procedure issues, customer service relationships etc. Develop a relationship with your drivers, know who they are, show a genuine concern for their welfare and longevity with the company. This relationship should be consistent from the top management and ownership down.
4. Review your pay and benefit programs to make sure they are competitive in the industry.
5. Keep your vehicle maintained with a systematic maintenance and inspection program that insures a safe operating unit for your driver.
6. Provide ongoing training. It has been proven that drivers that receive training and are elevated in position are less likely to leave your company.
7. Strictly adhere to your driver hiring and selection standards. Qualified, experienced drivers to not want to be associated with a company that hires substandard drivers.
8. Provide a structured and comprehensive new driver orientation-training program. Drivers need to know the policies and procedures of the company prior to being placed into service. If the driver is informed of policies-procedures after being placed into service they will likely terminate, as they do not know what other policies-procedures they will be required to comply with in their job later on.
9. Recognize drivers for their achievements and performance. Safe driving awards, longevity awards, customer service, etc. Provide the drivers with recognition that they cannot get anywhere else. The recognition should be personalized to the driver. Coats with their name and achievement, decals for the side of their units with their first name and achievement, plaques, etc. All driver recognition should take place with other drivers as their peers in attendance.
10. When a driver terminates employment, conduct an exit interview. This can be done in person or send a self addressed stamped envelope to the driver with a written evaluation to be completed. Try to determine what the actual reason for the driver leaving your employment.

## Your US DOT operating authority may be deactivated if you are not updating your motor carrier information as required every 2 years.

Recently, I have had a number of our customers that have gone through roadside inspections informed that their US DOT operating authority has been deactivated for failure to update their motor carrier information as required every 2 years.

Federal Motor Carrier Safety Administration (FMCSA) requires all entities under its jurisdiction to update their information every two years. You are required to provide this update every two years even if your company has not changed its information, has ceased interstate operations since the last update, or is no longer in business and you did not notify FMCSA.

Failure to complete a Biennial Update will result in deactivation of your USDOT number and may result in civil penalties of up to \$1,000 per day, not to exceed \$10,000. Updating your information is free. We have included instructions below to help you complete your biennial update.



one day seminar this year will focus on the new Electronic Logging Device (ELD) regulation, basic safety and compliance, regulation changes and CSA. In addition, this year attendees will receive the mandatory two hour Drug and Alcohol supervisor training as part of the seminar. 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.

[Click Here](#) to register

### 2016 Idealease Safety Seminar Schedule:

September 20	Lafayette, IN
September 21	Santa Fe Springs, CA
September 22	Santa Barbara, CA
October 4	Green Bay, WI
October 4	Erie, PA
October 5	Butler, PA
October 5	Columbia, SC - <b>NEW!</b>
October 6	Cleveland, OH
October 12	Chicago, IL

- [Deadlines for Filing Update](#)
- [Update Online](#)
- [Update via US Mail](#)

### How can I tell if my authority is active?

Go to [www.saferys.org](http://www.saferys.org) and scroll down the home page to the links at the bottom. Click on "Company Snapshot" and enter your US DOT number.

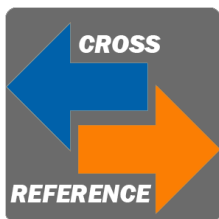
You will be able to tell on the Snapshot report on the second entry "operating status" whether it is active or not.

**Per California Assembly Bill 529 Vehicles: Motor carriers:** Inspections, the California Highway Patrol (CHP) is required to provide the public with the outcome of terminal inspections performed in the State of California. This site provides searching parameters to find the carrier that may potentially own or uses a terminal within California. Carriers can be located outside of California, but, terminals must reside within California.

Please use the search parameters provided to research the carrier for which you wish to view inspection results. Results of the search are returned, you may click on the Carrier (CA) / Motor Carrier Permit (MCP) number link and you will be redirected to that carrier's inspection results.

<http://www2.idealease.com/e/36492/ion-carrier-inspection-results/4xyl5/512437892>

## Cross Referencing of Data can pay off in a Big Way!



In a world now where we receive more data than ever before, it is important to not only read the data you receive but in certain situations to "cross reference" with other data you already have on file. By "cross referencing" the data you can validate the accuracy of the data in question as well as determine if you indeed have all of the data needed. For those of you who are responsible for

compliance with the FMCSA regulations "cross referencing" of data should be a common occurrence in your safety program.

### Below I have listed some data that "cross referenced".

1. Pre-Employment Screening Report (PSP) with a CMV drivers Application. ***The PSP report provides the name of the past employers of a driver who incurred moving violations, roadside inspections and reportable crashes. These employers should have been placed on the application as previous employers by the driver applicant.*** [www.psp.fmcsa.dot.gov](http://www.psp.fmcsa.dot.gov)
2. Hours of Service records cross referenced to CSA SMS information for accuracy showing a roadside inspection, crashes, moving violations, etc. logged as "On Duty" time on the log.
3. Accident Register CFR 390.15 cross referenced with the CSA SMS Crash Basic information to make sure all recordable crashes are logged on the register.
4. Moving violations on the CSA SMS with a driver's Certification of Violation form CFR 391.27 required to be completed annually.
5. Annual motor vehicle record CFR 391.25 with the Certification of Violation Form CFR 391.27
6. Daily Vehicle Inspection Reports DVIR CFR 396.11 with CSA SMS Maintenance Basic violations to see if the driver noted the violation during a pre-post trip inspection

on their DVIR.

7. CSA SMS inspection information (click on relevant inspections to see all inspections) and compare with copies of roadside inspections provided by your drivers to make sure you have copies of all the inspections in the last 12 months as required by CFR 396.9.
  8. Supporting documentation such as fuel receipts, toll tickets, GPS records compared to Hours of Service (logs).
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