



DO YOU HAVE A CAREER PATH FOR YOUR EMPLOYEES?



Our industry continues to struggle with finding enough drivers and technicians to service and drive trucks. When was the last time you heard a young boy or girl say “when I grow up, I want to be a truck driver or truck technician? There is not a week that goes by that someone is asking me what they can do to recruit new drivers and technicians. My first response to that question is “what are you doing to keep the good drivers and technicians that you currently have?” In today’s employment environment if you are not actively working to retain your employees someone else is actively recruiting them from you! There is no clear answer to driver and technician retention but there are several proven methods that you can implement to reduce turnover. One is to develop a career path for all your employees to follow. Another common term used for a career path is driver or technician elevation program. If an employee does not have a clear vision of what they can achieve with your company, they are likely to become dormant and will eventually leave the company. Both drivers and technicians will leave a company for a pay rate that is slightly higher than what they are currently receiving. I would recommend that you tie training and pay increases together. We have implemented a career path program in the Idealease of Atlanta facility and have tied pay increases to the amount of training that a technician has completed. The technician can increase their pay by completing training and passing examinations. This has proven to be a benefit to the employer and the employee. The employer benefits by having technicians who are highly skilled and educated to

repair and service units. Also, technician turnover has been reduced. The technicians can repair and service the units more efficiently with a lower occurrence of comeback repairs. Technicians can increase their pay and enhance their careers with education. Imagine the savings you could have with all employees at the highest level of education and pay!

Cargo Securement Regulations

Anything and everything carried on a truck must be properly secured to prevent loss of control or falling cargo from injuring drivers, passengers, or pedestrians. While safe cargo securement principles (and of course regulations) apply to every single item carried for delivery, they also apply to anything else on the truck, including dunnage, tools, and equipment you need to get your job done. Shovels, blocks, webbing, chains, spare tires, brooms, forklifts, pallet jacks, winches, ratchets, etc., all must be secured.



1. Know the regulations—Cargo securement standards represent the minimum safety requirements for general cargo and some specific commodities. They are available at no charge from FMCSA in the U.S. and from the Canadian Council of Motor Transport Administrators in Canada.
2. Invest in the illustrated cargo securement handbook, which includes both U.S. and Canadian regulations for reference. Click on CVSA's store at www.cvsa.org (<http://www.cvsa.org>) and order a copy of Practical Cargo Securement: Guidelines for Drivers, Carriers & Shippers, 406 pages, USD\$30
3. Download the FMCSA Driver's Handbook on Cargo Securement and provide a copy to your drivers. Integrate the handbook sections that apply to your type of operation in your Driver's policy and procedures manual. <http://www.fmcsa.dot.gov/regulations/cargo-securement/drivers-handbook-...> (<http://www.fmcsa.dot.gov/regulations/cargo-securement/drivers-handbook-cargo-securement-introduction>)
4. Properly secure all equipment as well as your load—one of the most frequently cited violations is for improper securement of dunnage or equipment, such as tarps, blocks, chains or other tie-downs, spare tires, brooms, forklifts, pallet jacks, winches, ratchets, etc.
5. Inspect tie-downs for wear and damage. CVSA's North American Standard Out-of-Service Criteria includes the tie-down defect tables for the chain, wire rope, cordage, synthetic webbing, steel strapping, fittings or attachments, and anchor points. If worn out, tie-downs should be discarded.

6. Brace and block cargo properly within sided or van trailers. Loads that shift can cause not only crashes but damage to your equipment. And they indicate violations that will affect your company's safety rating.
7. Use best practices or due diligence. There may be best practices, established by consensus by those who haul what you're hauling, that are worth following. If your shipment is more unique, do your research, as the rules are established for a reason. Ensure your load is contained, immobilized, or secured so that it cannot: (a) leak, spill, blow off, fall from, fall through or otherwise be dislodged from the vehicle, or (b) shift upon or within the vehicle to such an extent that the vehicle's stability or maneuverability is affected. If needed, hire a professional specializing in vehicle loading.

Heart Month Tip

What can you do to help control hypertension?



Eat healthy foods

Try the dietary approach to control hypertension. Eat fruits, vegetables, whole grains, and low-fat dairy foods. Get plenty of potassium. Eat less saturated fat, trans fat, and total fat. Limit the amount of sodium (salt) in your diet.

Maintain a healthy weight

If you're overweight, losing even 5 pounds can lower your blood pressure.

Increase physical activity

Strive for at least 30 minutes of physical activity a day.

Limit Alcohol

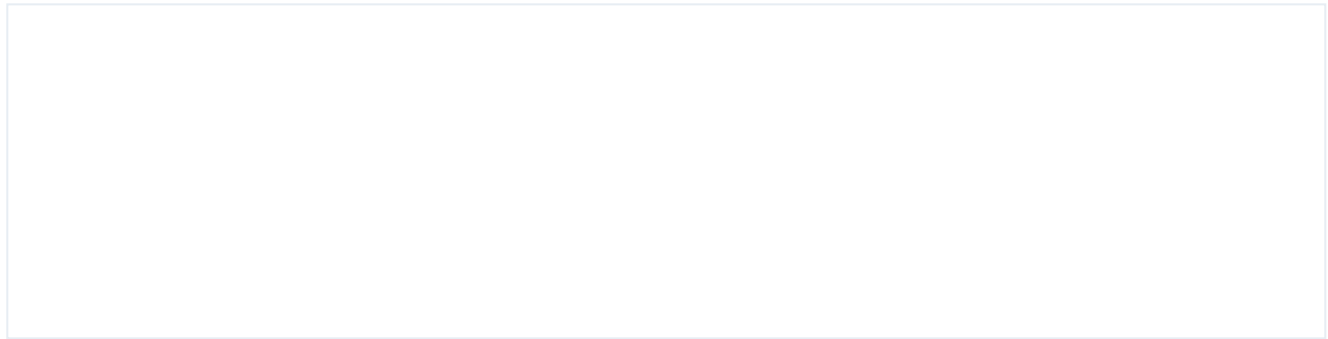
Even if you are healthy, alcohol can raise your blood pressure. Drink in moderation: it is suggested no more than one drink a day for women and two a day for men.

Don't Smoke

Tobacco injures blood vessel walls and speeds up the process of hardening of the arteries. If you smoke, get help. Ask your doctor to help you quit!

Manage your stress

Reduce stress as much as possible. Practice healthy coping techniques, such as muscle relaxation and deep breathing. Get plenty of sleep!



CHOOSING AN ELD

Motor carriers and drivers should choose only ELDs that are self-certified and registered on FMCSA's website. Manufacturers must demonstrate that their ELDs meet technical standards in the ELD rule and they must register them with FMCSA. View the list of self-certified ELDs on FMCSA's website: 3pdm.fmcса.gov/ELDLIST.aspx.

Why FMCSA Implemented the ELD Rule

The rule is intended to help create a safer work environment for drivers, and make it easier and faster to accurately track, manage, and share HOS data. As part of the SAFETEA-LU, Congress required adoption of the ELD rule.

Get More ELD Information

Visit www.fmcса.gov/elds to:

- Access Frequently Asked Questions for in-depth information on the rule.
- Sign up for the ELD newsletter to receive email updates.
- Visit the Training and Events section for upcoming opportunities hosted by FMCSA.
- Learn about using ELDs in the Drivers and Carriers sections.
- Find a list of self-certified and registered ELDs.

Contact Us
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August 2016 FMCSA-A00-16-049

Electronic Logging Devices (ELD) Rule

FACTS for the Commercial Motor Vehicle Industry

U.S. Department of Transportation
Federal Motor Carrier Safety Administration

About ELDs	ELD Rule Implementation	Exceptions to the ELD Rule
<p>The Electronic Logging Device (ELD) Rule applies to most motor carriers and drivers who are required to keep records of duty status (HOS). This includes commercial trucks as well as buses. It applies to drivers domiciled in Canada and Mexico, unless they qualify for an exception to the rule.</p> <ul style="list-style-type: none"> An ELD is technology that automatically records a driver's driving time and other hours-of-service (HOS) data. This makes easier, more accurate HOS recordkeeping. An ELD monitors a vehicle's engine to capture data on whether the engine is running, whether the vehicle is moving, miles driven, and duration of engine operation (engine hours). During the first phase of the ELD rule, law enforcement can review a driver's hours of service by viewing the ELD's display screen or from an ELD provider. 	<ul style="list-style-type: none"> All carriers and drivers subject to the ELD rule must use either an ELD or an AOBRD (automatic on-board recording device) compliant with existing regulations by December 18, 2017. AOBRDs may be used until December 18, 2019, if the devices were put into use before December 18, 2017. Starting December 18, 2019, all carriers and drivers subject to the rule must use ELDs. ELDs must have the capability of either telematic data transfer or local transfer. 	<ul style="list-style-type: none"> Drivers who use paper logs no more than 8 days during any 30-day period. Driverless/remote operations transporting an empty vehicle for sale, lease, or repair, if the vehicle is part of the shipment. Drivers of vehicles manufactured before model year 2000.

12/16/2016
ELD Final Rule Published

AWARENESS AND TRANSITION PHASE

Voluntary use of ELDs

12/18/2017
ELD Final Rule Compliance Date

PHASE-IN COMPLIANCE PHASE

Mandatory use of ELDs with existing AOBRDs grandfathered for 2 years

12/16/2019
Mandatory Use of ELDs

FULL COMPLIANCE PHASE

FMCSA Issues Guidance on Third Party Testing for ELDT

The Federal Motor Carrier Safety Administration's Entry-Level Driver Training Rule is effective as of February 7, 2022.

Under that rule, an entry-level driver applicant must meet certain training requirements before applying to:

- Obtain a Class A or Class B CDL for the first time
- Upgrade an existing Class B CDL to a Class A CDL
- Obtain a school bus (S), passenger (P), or hazardous materials (H) endorsement for the first time

The ELDT regulations are not retroactive; individuals who were issued a CDL or an S, P, or H endorsement prior to February 7, 2022, are not required to complete training for the respective CDL or endorsement. The training must be conducted by an entity that has certified it meets the FMCSA's training standards and is listed on the agency's Training Provider Registry.

In addition, the FMCSA has amended its regulatory guidance to explain that its current statutory authorities and regulations do not prohibit third party testers from administering the commercial driver's license knowledge tests for all classes and endorsements. State Drivers Licensing Agencies may accept the results of knowledge tests administered by third party testers in accordance with existing knowledge test standards and requirements.

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