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Drivers with Calgary, Alta.'s Light Speed Logistics have been using ELDs, such as the MCP200 pictured above, for about a decade. Many employees say they appreciate the company's use of new technologies.

Left out in the rain

Port trucking companies feel wronged by retroactive pay decision

By Derek Clouthier

VANCOUVER, B.C. – Container trucking companies say an absence of consultation with regards to rate hikes was the prominent factor in the decision to file a lawsuit against Port Metro Vancouver and the federal government.

In total, 33 carriers have filed suit claiming that the federal government does not have the right to impose retroactive pay hikes on companies after the work in question had been completed and appropriately paid for.

Suzanne Wentt owns Indian River Transport, one of the carriers that are involved in the lawsuit, and said that her drivers were paid the mandated rates, and says the retroactive piece that was inserted into the legislation is "morally and ethically wrong," as she was first notified of the new rate schedule 30 days after drivers returned to work following a 2014 walkout over rate negotiations, and that a few weeks later, rates were changed to be retroactive to April 1, 2014.

Wentt added that there is also a rate sheet for 'off dock rates,' which is when companies pick up and return empty containers to depots other than the marine terminal.

"When the B.C. Container Trucking Act was signed in December, they added a clause and a new rate schedule for off dock moves that the owners had no knowledge of, however, it was mandated retroactive to April 1, 2014," Wentt said. "It was very clear that it trumped collective agreements and we had to pay."

Wentt said her company, like others at Port Metro Vancouver, had already performed and paid for the work and could not simply go back to the customer and ask for more money to recoup the lost revenue.

"Can you imagine if you shopped at Save-On-Foods from April until December and then in December receive a call telling you, 'Sorry, but there was an increase on all your purchases of 5% from April 1 to Dec. 19 and we need you to

Continued on page 19

Bring on the ELDs

Western trucking associations mostly in favour of electronic logging device (ELD) mandate

With reports indicating that the federal government may follow the US's lead and mandate truck drivers' use of electronic logging devices (ELDs), trucking associations in Western Canada appear to all be in favour of the move for a variety of reasons.

Safety

Safety was the primary reason for support of ELDs. Terry Shaw, executive director of the Manitoba Trucking Association (MTA) said that although there were many positive implications for bringing in ELDs, safety was the certainly the largest.

"If compliance with the hours-of-service (HoS) rules increases road safety, which we all believe they do," said Shaw, "then everyone that is subject to those rules should be utilizing this technology that will help drive increased compliance levels."

Alberta Motor Transport Association (AMTA) executive director Lorraine Card also voiced her approval of ELDs, and said all levels of government should provide leadership to get them mandated for the transportation industry.

"Carriers currently using this technology are doing so on a voluntary basis and most have made the decision to keep them in their fleet," Card said. "This will improve safety and productivity."

Louise Yako, president and CEO of the British Columbia Trucking Association (BCTA) said her group has been advocating for the mandated use of ELDs for several years, and that drivers already using them have reported a reduction in stress that was either self-imposed or put on by dispatchers or customers to make a delivery quicker.

"The ELD clearly demonstrates the driver is doing his job in a responsible, safe and legal way," she said.

Efficiency

Lowering fuel costs and increasing a driver's productivity was another benefit of using ELDs underscored by the associations.

"Drivers operating in an ELD environment realize a net gain in available driving/on-duty time of 30-120 minutes per seven-day cycle, leading to an increased earning potential," said Card.

Shaw said that Transport Canada has done a study on the use of ELDs, and that the MTA has been told that the return on investment is somewhere in the area of two-to-one.

"Increased HoS compliance from all heavy commercial road users is a benefit," he said. "Administratively, for companies there are benefits through streamlined awareness of a driver's hours, and for drivers, the administrative burden

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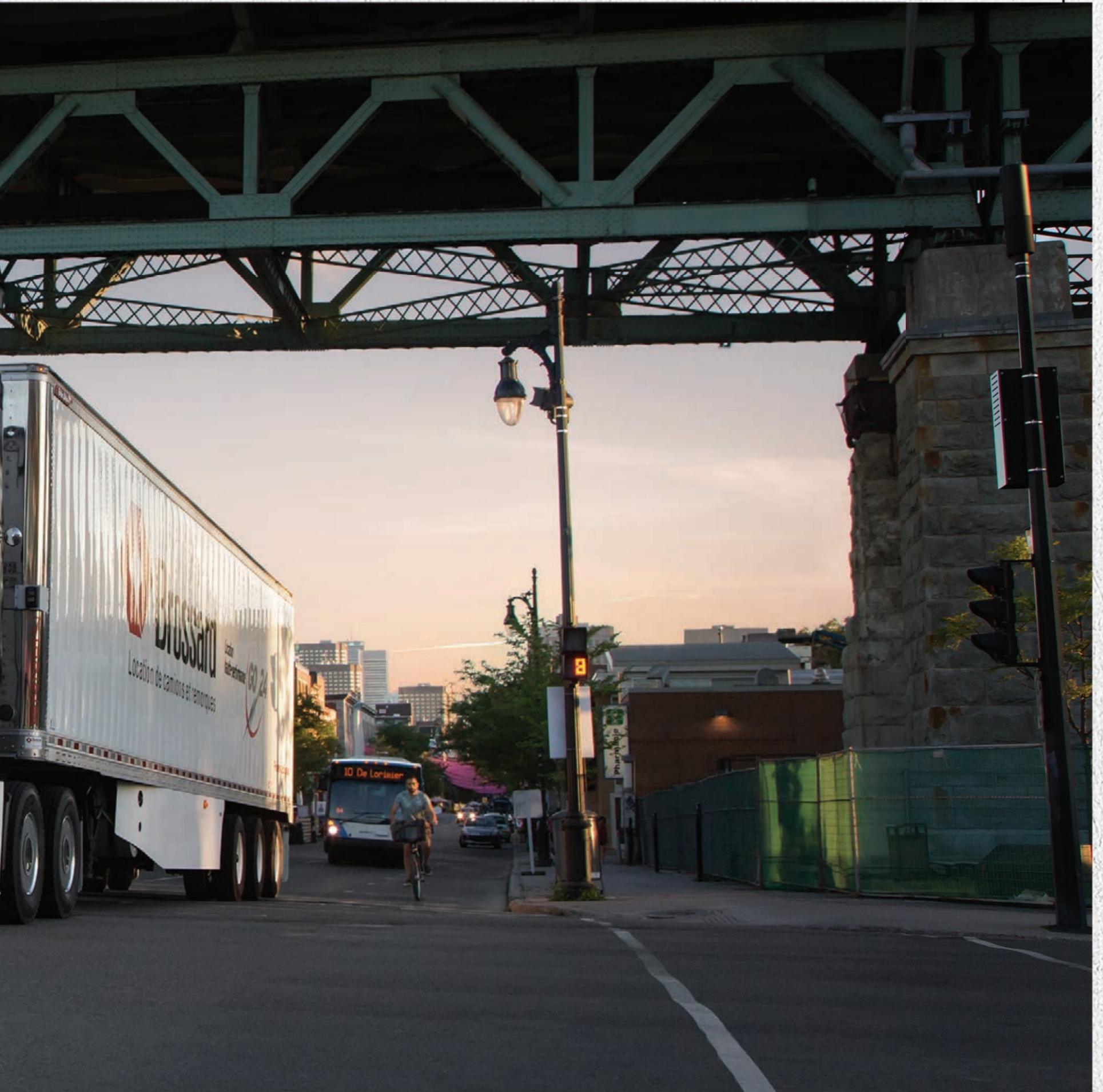
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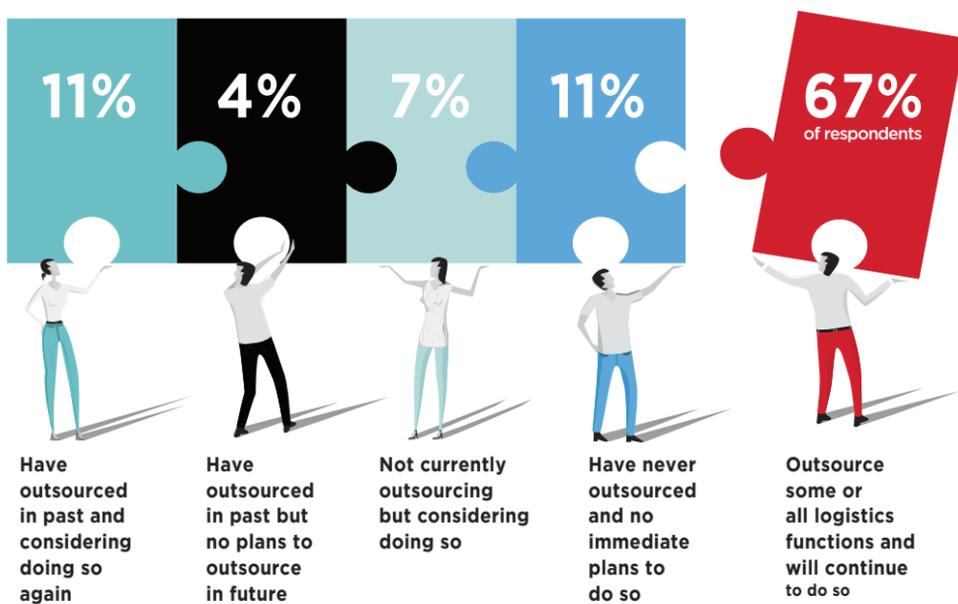
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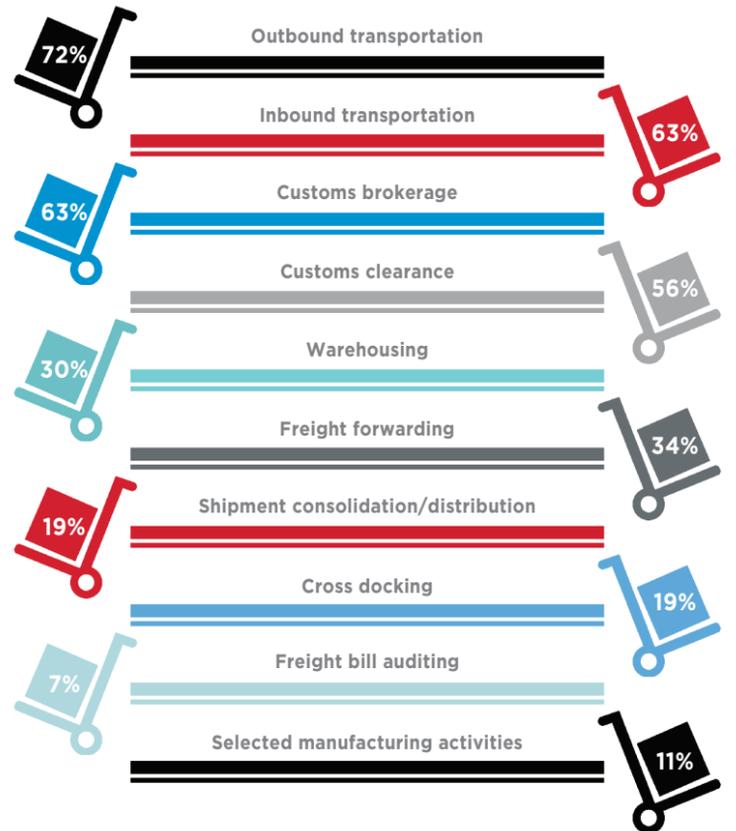
INSIDE OUTSOURCING: HOW IT BENEFITS TRUCKING

The trend among Canadian business to outsource many logistics functions continues to be fueled by the need to reduce costs, our annual Third Party Logistics Survey indicates. Forty one percent of survey respondents chose reducing costs as their major supply chain challenge, a theme that has been prevalent since the Great Recession. More than two-thirds of shippers surveyed said they were outsourcing some or all logistics functions while another 18% said they were considering doing so. Outbound and inbound transportation as well as customs brokerage and customs clearance are the services most likely to be outsourced.

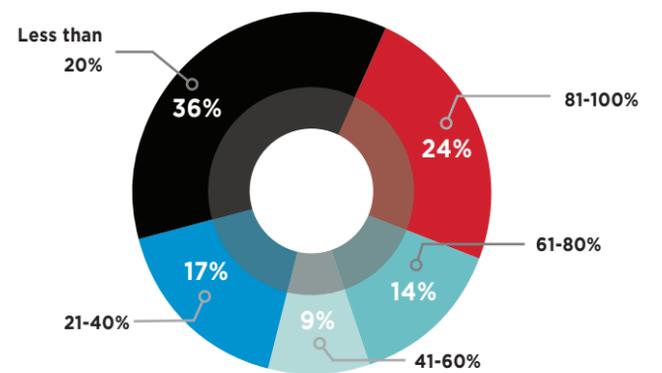
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Lisa Kelly on History® Network's Ice Road Truckers®
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Getting truck drivers to move more than their wheels

A lot of truck drivers are probably sick and tired of hearing about the myriad of health issues that are associated with their profession.

After all, in today's high-tech, computer/gadget/mobile device-dominated world, there are countless jobs that involve sitting down and doing nothing even remotely active for hours on end... truckers are certainly not the only ones, but with up to 11 hours behind the wheel each day, sedentary time does add up quickly.

During my talks with the drivers I have run into in the past few months, I get the impression that for many, the attitude toward being fit is changing, and they want to make more of an effort to eat healthier and be active.

Which is why it surprised me to discover that one of the options truckers had at their disposal to be more active during their travels was no longer available.

I had heard of Snap Fitness' 'Rolling Strong' effort from a truck driver, who had nothing but good things to say about the program, and I had planned on doing a story on it to make sure our readers were aware it was available.

But alas, Snap Fitness informed me that the program had folded.

Editorial Comment

Derek Clouthier



There are several studies and surveys that address the health concerns of the truck driving profession. A Canadian study done in 2007 by the Institute for Work and Health indicated that the Trucking Association of America had found that 49% of truckers were considered to be obese, 39% were overweight and 31% had high blood pressure.

Unfortunately, there was no Canadian data on this, as much, if not all of the studies on these health issues come from the US.

Fast forward eight years, and the US Centers for Disease Control and Prevention (CDC) indicates that seven in 10 long-haul truck drivers are obese, which can lead to a variety of health concerns, such as type 2 diabetes, cancer, heart disease, stroke, sleep apnea and joint and back pain. In turn, these health issues can lead to disqualification from getting a commercial driver's licence.

Either the two organizations came up with very different results or things have

gotten a lot worse since 2007.

Though the solution to this problem is not rocket science, it is difficult, nonetheless. We all know hard it is to change our lifestyle and equally tough it is to maintain it.

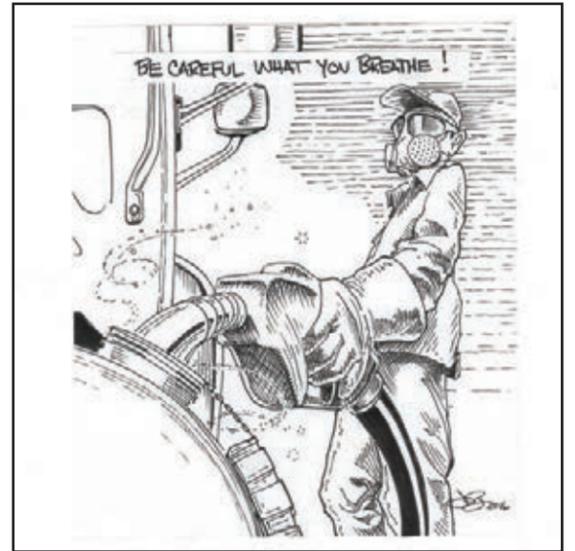
Images of Sylvester Stallone performing his shoulder and arm curls in *Over the Top* may be entertaining (and I have to admit, I loved that movie when I was a kid...and still do to this day) but they are not reality.

Which is why it was so encouraging when I heard that a fitness chain was doing something to help get truck drivers moving more than their wheels.

It's not the company's fault the 'Rolling Strong' program ended. Successful business endeavours do not end, only unsuccessful ones do. And clearly this one met its demise because not many trucker drivers took part, for whatever reason, be it lack of interest, or simply not knowing it even existed.

To coin a phrase articulated several times at the safety conference I attended in Lloydminster, 'It's not about you, it's about your family.'

The phrase was declared during the



conference to get across to attendees that driving safely was not just about themselves and others on the road, but about continuing to be around for the one's who love them.

Maintaining good health is exactly the same thing. **TW**

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Go ahead, take your best shot

Must admit, I'm feeling a bit like a pin cushion of late. My column last month criticizing the Owner-Operator Independent Drivers Association (OOIDA) for what I strongly believe is an irresponsible opposition to the electronic logging device (ELD) mandate in the US, generated more than a few angry returns from readers.

There were those who thought that since I don't drive for a living, I don't have the right to be commenting on things that affect the lives of those who do. True, I don't drive for a living, but I have been writing about transportation issues for more than 25 years and in that time I've spoken with hundreds of fleet owners, managers, technology specialists, legislators, enforcement officials and more than my share of company drivers and owner/operators. I would say that makes for a well-rounded view of issues. And never when approached by a professional driver who wanted to complain about a new technology or a regula-

The view with Lou

Lou Smyrlis



tion did I think he or she shouldn't be heard because they weren't engineers or legislators.

There were those, such as Johanne Couture, who think ELD technology is an "added financial burden to small carriers." Sorry folks, but the "financial burden" argument is used every time a new technology is mandated - by carriers, drivers and OEMs, depending on what is being mandated. I've heard this argument so many times, for so many different occasions, I can't take it seriously. The sky is falling, the sky is falling, is the cry that goes out every time. Except the sky doesn't fall.

There were also those who insisted carriers would use this technology to

force tired drivers back on the road if the logs show they still have legal driving time available. I agree that's possible. But I'm willing to bet those who attempt to do so would be the same carriers who think nothing of asking drivers to keep two logbooks so they can cheat the system now.

But enough from this "irresponsible moron," as one of you affectionately called me. Let's hear what others have to say about ELDs. John G Smith, editor of *Private Motor Carrier*, in one column wrote that evidence from current ELD use actually shows a drop in form and manner violations, such as missing lines and blank cells: "Such problems accounted for 16% of violations during 2016. Those who failed to keep a duty status up to date accounted for 8%. Both of these situations were more common than the share of drivers who were behind the wheel eight hours after their most recent off-duty or sleeper time (7.43%) or driving beyond a 14-hour duty period (4.37%)."

Gerald Janosik, a driver with Gorski Bulk Transport, a carrier which has

been using ELDs for several years, wrote a letter to the editor about ELDs for our sister publication, *Today's Trucking*. In Janosik's own words: "From my experience, ELDs reduce paperwork for the driver and eliminate mistakes...ELDs can prove to be very positive if you work for the right company and if, as a driver, you are open to change."

Which gets us to the heart of the issue: resistance to change. I remember when I first started writing about transportation more than two decades ago, the rage was all about the threat of Big Brother intrusion into drivers' lives brought by satellite tracking. No driver wanted that technology in their cab. How many of you now would do without it?

Call me crazy, but 25 years from now I think you will be saying the same thing about ELDs. In the meantime, feel free to keep on telling me otherwise. **TW**

Lou Smyrlis can be reached by phone at (416) 510-6881 or by email at lou@newcom.ca. You can also follow him on Twitter at @LouSmyrlis.



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Truckers need more rest areas in Saskatchewan

REGINA, Sask. – Saskatchewan may be the ‘Land of Living Skies,’ but it apparently is not a land of many rest stops.

With some truck drivers opting to park in less-than-ideal locations in certain parts of the province looking for some shut-eye, a bathroom or a coffee, the Saskatchewan Trucking Association (STA) is advocating for more rest areas, pullouts and/or truck stops to aid its truck driving community.

“We have received a lot of support from companies as well as from community members who understand the plight of the driver with nowhere to park,” said Nicole Sinclair, member services liaison for the STA, “and understand the importance of infrastructure that supports safety for all road users and are eager to see it put in place.”

Sinclair said the private sector would have a lot to gain when it comes to rest stop infrastructure with the generation of revenue, while the public sector would see increased safety on Saskatchewan roadways.

“It is clearly understood that this is no small undertaking and change takes time,” said Sinclair. “We would simply like to see this become more of a priority for everyone.”

One of the main reasons the STA would like to see the lack of rest stops remedied is to give drivers better options than parking somewhere illegally.

One example of the illegal parking concern arose this past January, when the City of Saskatoon issued a warning to truck drivers after receiving numerous complaints that if they continued to park on Circle Drive – where drivers stop to get coffee at Tim Hortons – they would be ticketed. The STA reached out to its members advising them not to park in the area, but this only underscored the growing need for ideal parking locations in the province.

“We do what we can but at the end of the day if there are not enough dedicated truck rest areas, there are going to be trucks parked in less than ideal locations,” said Sinclair.

“Obviously drivers and their companies would rather see trucks parked in well lit, serviced areas designed specifically for commercial vehicles, but due to this shortage, that is not always an option,” Sinclair added. “It puts everyone between a rock and hard place and forces the driver to choose to park illegally or put themselves and others at risk by staying on the road when they need to check the securement of a load, brakes or to rest.”

Sinclair said the truck driving profession poses a unique conundrum, as it often puts the driver in a position where they have to choose between ‘breaking the law and using the restroom,’ but with a lack of proper parking, that is the reality in many parts of Saskatchewan.

This is also something Sinclair believes will have an adverse effect on the future success of the trucking industry, particularly when it comes to driver recruitment.

“How can we attract new blood to the industry when we cannot even provide drivers with enough safe places to eat and sleep?” Sinclair asked, adding that the issue of driver recruitment in Canada is much more complicated than who

is going to pay for additional rest stops.

“Women make up only 3% of commercial drivers in Canada and everyone is trying to figure out why,” said Sinclair. “I think the answer might be simpler than we think; hygiene and safety. The lack of rest areas in Saskatchewan means driver are now provided with those very basic things and we wonder why we cannot attract people to the industry.”

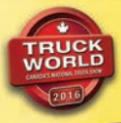
According to the *Saskatoon Star Phoenix*, spokesman Doug Wakabayashi for the Ministry of Highways and Infrastructure said the province does have some rest stops along major highways, but many of them are older and unable to support the weight of modern transport trucks, so drivers are unable to use them. **TW**

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In Calgary, if Deerfoot Trail has an accident, it creates further backups on the feeder roads, sometimes creating accidents on these roads as well.

As stated in the article, the money needs to be used to pay for road infrastructure.

I disagree that cars with two or more passengers get to use it for free. They should still pay for use, but at 50% or 75%, as it is a spot being taken up.

Ralph Meyer
President, RMMT
Enterprises Delivery

Tolls are good for trucking?

Dear editor:

Tolls good for trucking? Just take a moment and read that slowly. Taking more money from an industry that's barely hanging on would be just great.

Enough of this from think tanks like Howe or Fraser or whomever. Last year, the federal government took in approximately \$6.5 billion in fuel taxes alone, not to mention the provinces and territories collectively took another \$8 billion. We won't mention how much in road taxes, licensing permits, fees, GST, HST and PST they raked in.

Tolls cause a number of traffic slowdowns and bottlenecks and are responsible for a good number of accidents, as well. I think the trucking industry pays way more than its fare share when it comes to roads and bridges. There are also cities like Vancouver and Victoria that add their own road and fuel tax.

These geniuses at the CD Howe and Fraser Institute should look at government spending and budgets before you come stealing more money.

Shrink government, reduce entitlements, quit wasting money on social failures and get more bang for your buck in tendering out projects with less restrictions. There is no place in North America that has high-occupancy lanes for trucks – we get to pay for them, we just don't use them.

And to Mr. Dachis: it's too bad we could not boycott the goods and services you use, which a trucker brought for you. Go back to Wal-Mart and press the 'easy' button, get some new batteries for your calculator and don't give Trudeau and Notley any ideas. God knows they are tax-and-spend foolish right now.

Steve Robertson

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Berry and Smith gives back

PENTICTON, B.C. – Local trucking company Berry and Smith Trucking are all about giving back to the community of Penticton. In February, Berry and Smith Trucking, which has called Penticton home since 1960, donated \$30,000 toward the South Okanagan Simikameen Medical Foundation's hospital tower campaign, helping the initiative inch closer to its \$20-million goal.

"The Hospital expansion in Penticton is long overdue. There is a huge need for expanded service at the hospital," said Matt Berry, president of Berry and Smith Trucking. "The Emergency room is over-taxed, the parking lot is too small and the rooms are busy and often full. The medical staff is very good and they are doing their best with what they have to work with, but the need for expansion is obvious."

The hospital expansion project is ex-

pected to begin construction this spring, and for Berry, who has seen in his own family how vital it is to provide quality health care services, it can't come soon enough.

"After we made the commitment of the \$30,000 to the hospital, our father happened to suffer a very serious stroke," Berry explained. "We have seen first hand how hard the staff at the hospital works, but we have also seen how over-taxed the infrastructure is. This project really does need to happen and we are proud to have contributed towards it."

And this is not the first time Berry and Smith Trucking have opened its pocket book to support the community of Penticton. A few years ago, the company made a \$25,000 donation toward the Okanagan College Foundation for the creation of the Jimmy Pattison Centre for Excellence, which Berry said is a lead-



Berry and Smith Trucking president Matt Berry, left, and his brother, Mark, who is vice-president of the company.

ing edge 'green' construction designed building in Penticton.

"The college plays an important role in providing quality training for avail-

able jobs," Berry said. "They are continually re-evaluating its course outline to ensure that the needs of industry are met. Each year, we do bursaries for both an Okanagan College and a School District 67 student."

The company gets involved in several local charities, including the Penticton and Friends Charity Golf Tournament, the Legion, the Salvation Army, various school fundraisers and the Penticton Peach Festival. Berry and Smith Trucking staff also organize regular barbecue fundraisers to raise money for cancer research. But Berry said the company does not simply hand over money to just any initiative.

"We are selective in the charities that we support and a real need has to be present before we would even consider contributing," he said. "We have a committee look at the requests and do their homework in reviewing any application for funds. The margins in transportation are small, there are only so many available dollars, but we do understand the importance of giving back and we feel fortunate to have been able to contribute too many worthwhile causes."

Berry and Smith Trucking was formed in 1954 by Stu Berry and Ted Smith in the Naramata, B.C. area in the province's Okanagan region, hauling coal, peat moss and fruit boxes with single-axle, three and five-tonne trucks. In 1960, it purchased Penticton's Carter Brothers and moved its head office to the community.

In 1977, Stu and Ted started a new company called Penticton Transit Service and landed the Penticton City Transit contract, which to this day, the company continues, in addition to the school bus contract.

Continuing to grow, the company got into larger highway tractor trucks, hired sales staff, launched its dispatch operation, provided better driver training and set up a shop.

"The company always had a reputation of being fair in what they charged and for providing good service," Matt said. "(Stu) and (Ted) also understood the importance of good people, so (they) worked hard to be a good employer. This results in knowledgeable and loyal staff who tend to stay with the company. Money was tight, but through hard work, the company continued to grow as more and more customers came on board."

Today, Berry and Smith Trucking employs more than 180 staff and has 110 trucks, 12 school buses and 10 transit buses, and is proud to call Penticton home.

The company also has offices in Calgary, Alta. and Vancouver, B.C. **TW**

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Pre-trip inspections key to avoiding unwanted citations

LETHBRIDGE, Alta. – Whether you're an everyday motorist nabbed speeding down the highway, or a truck driver getting caught at a weigh scale inspection, it's not fun getting pulled over by the authorities and issued a ticket.

Having to pay out of pocket, gaining demerit points and just the vexing feeling that you have been wronged and there must be someone else out there doing something much worse than you.

Even though chances are there are many people doing things worse than you, it doesn't take away from the fact even minor things can put people's safety at risk, which is precisely why in most cases the rules are there in black and white for a reason.

Russ Fikowski is a Commercial Vehicle Enforcement (CVE) inspector in Alberta's southern region out of Lethbridge, Alta., and he told *Truck West* that driver knowledge and proper training is key to avoiding infractions.

"As the majority of commercial vehicle drivers and carriers operate safely and responsibly, only a small percentage of commercial vehicles are stopped either on the road or at the vehicle inspection stations," Fikowski said. "When they are stopped, it is often due to an observed violation."

Out-of-service safety items are the most common issues CVE officers find and issue fines for.

Fikowski said the main issues are brake systems, speeding, lighting, cargo securement and suspension components.

"Most of these offences would also result in the vehicle or driver being placed out of service and having to correct the defect prior to being allowed back on the road," Fikowski said. It all comes down to safety.

"While some out of service defects may be fixed relatively easily," Fikowski said, "if there is even the smallest potential that it could put the safety of the driver or others on the roadway at risk, we have to take that seriously."

Fikowski admitted that CVE officers do not always issue a fine when an infraction is detected, and that on average, written warnings and verbal warnings are used around six times more often than tickets.

"When there is a high level of cooperation, understanding of the problem and the need to avoid similar issues in the future," he said, "a warning may be more appropriate."

Fikowski added that in order to avoid operating a truck hindered by a defect, a proper trip inspection is vital.

The inspection should be conducted in accordance with National Safe Code Standard 13, which states: "The daily vehicle trip inspection standard is intended to ensure early identification of vehicle problems and defects, and to prevent the operation of vehicles with conditions that are likely to cause or contribute to a collision or vehicle breakdown... The general objective of daily vehicle trip inspections is to promote an improved level of safety and compli-

ance in commercial vehicles operating on the highway.'

"In order to complete a trip inspection, one must be trained on how to do so and what to look for," Fikowski said. "The driver cannot be truly sure they are operating safely, lawfully and responsibly until they have completed a proper trip inspection. A properly conducted trip inspection is one of the most important tasks a driver will do in a day; it will help keep the driver and others safer on the highway, and it results in officers placing far fewer vehicles and drivers out of service."

Unfortunately, Fikowski said that over the past few decades, things have not gotten any better when it comes to these types of citations.

Laws have changed over the past 30 years, but as Fikowski said, "The out-of-service rate has remained fairly constant in recent years as we continue to find serious safety defects during our inspections."

But can drivers operating a truck with a defect simply avoid inspection stations?

According to Fikowski, the majority of drivers would not bypass a station, but acknowledges some would.

With strategically placed inspection stations on major corridors throughout Alberta that Fikowski said are not easy or convenient to get



A weigh/inspection station west of Calgary, Alta., one of many found along the Trans-Canada Highway, which is a busy transportation corridor.

around, CVE does utilize a mobile unit to address any potential issue.

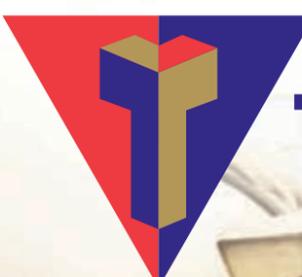
"If we find vehicles with serious defects and believe they were avoiding our inspections stations in an effort to avoid fixing these problems, they will be charged accordingly," said Fikowski.

In the end, it's about safety for CVE officers and education for drivers.

The CVE's mission is to ensure public safety and protect Alberta's

roadways from damage. Part of that mission is to help drivers who have questions about laws and requirements pertaining to commercial vehicles.

"I believe that knowing what the laws and requirements are along with conducting thorough trip inspections," said Fikowski, "will lessen a driver's anxiety upon entering a vehicle inspection station or being inspected on the highway." **TW**



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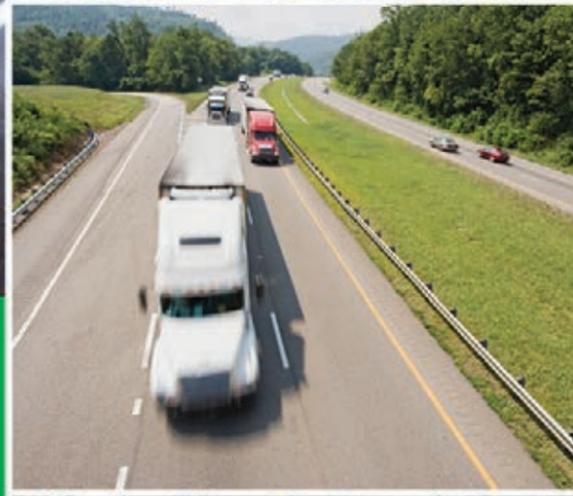
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IN-BRIEF

VersaCold buys Coastal Pacific Xpress

VANCOUVER, B.C. – VersaCold Logistics Services announced that it plans to acquire Coastal Pacific Xpress (CPX), B.C.'s largest refrigerated carrier.

VersaCold did not disclose the financial details of the agreement, but said that it plans to allow CPX to continue operating as an independent entity under the VersaCold North America Transportation Solutions banner. VersaCold acquired assets of Gary Heer Transport and launched its newest subsidiary, VersaCold North America Transportation Solutions Limited, in February.

VersaCold called the latest acquisition "a major step" towards being number one in Canada.

"We have always held CPX in high regard for its reliable service and deep commitment to its customers," said Douglas Harrison, president & CEO of VersaCold.

Scott McIntosh, president of CPX, commented: "We are proud and excited to join VersaCold and to be a key part of the company's expansion into cross-border transportation services." **TW**

Manitoba driver wins North American award

WINNIPEG, Man. – The Truckload Carriers Association's Owner/Operator of the Year Award has been presented to Mark Tricco of Bison Transport. Tricco has driven for more than 35 years and has accumulated more than 4.4 million accident-free miles. He was honoured at the TCA's Annual Awards Banquet in Las Vegas, Nev.

"I'm very humbled to be receiving this award," said Tricco. "There are so many great professional drivers in our industry so to be recognized as one of the very best is special...I would also like to thank Bison for giving me the opportunity to have a successful career in the industry. I've been with Bison for 20 years and I can say I've enjoyed every mile with them. It's very important to understand that even though it's us, the drivers, who receive these awards each year, these sorts of accomplishments can't be done alone. So to the dispatchers, fleet managers and safety managers and the whole Bison team, this award is as much a result of your efforts as it is mine."

The award recognizes truck drivers who are both reliable and safe, make an effort to enhance the public image of the trucking industry, and make positive contributions to their communities. To be eligible, driver applicants must have driven one million consecutive accident-free miles. As well, each drivers' operating information, work history and safety record were examined, and each finalist was asked to write an essay on their success. For the O/O candidates, equipment specifications, business plans and financial statements were also reviewed. **TW**

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Port trucking firms say they were left out of the loop

Continued from page 1

come in and give us \$100,000 to cover those increases?" Wentt asked. "Would you run right down to the store and pay it, or would you try to reason with them that this was not fair or just? And while you don't have an issue paying the increase on a go-forward basis, your issue is with the retroactive piece."

Wentt said this is essentially the position the government has put container trucking companies in at Port Metro Vancouver.

And though there was some headway being made in an effort to resolve the matter, Wentt said that has fallen by the wayside.

"All of the trucking companies thought this was unfair and tried to work through the former (Office of the B.C. Container Trucking Commissioner) commissioner Andy Smith to try and get some resolution and, unfortunately, he stepped down late last year and the work that had been done was vacated," Wentt said. "The interim commissioner had no appetite to deal with this, so there was nothing left to do but file a lawsuit."

Israel Chafetz is a lawyer representing some of the companies involved in the lawsuit, and said in an e-mail to *Truck West* that the retroactive pay came as a surprise to his clients and should never have been imposed.

"The trucking companies signed contracts with customers based on certain trucking costs," he said. "After all the work was done, billed and paid, the government decided to increase the cost of the completed work retroactively and those costs cannot be recovered."

Chafetz also claimed that Unifor, a union representing several workers at the port, is not as large a player in the matter as it lets on to be.

"Unifor represents only a small minority of trucking companies employing a small minority of truckers," Chafetz said. "In fact, their influence is becoming less significant."

Wentt agrees with this statement.

"Unifor's presence in the trucking community is minor at best," she said. "Their membership a few years ago was in excess of 600. It is now somewhere between 150 and 200 and decreasing every day versus 1,700 trucks currently operating on the port."

Unifor, however, continues to say that the companies involved in the lawsuit are fighting the wage floor, which is

causing instability at the port and is an affront on the vast majority of trucking companies who have paid the fair wage and are "prepared to live with it."

"Undercutting in this sector has always been a problem, and now we see clearly which truck company owners want to continue to drive wages down," said Gavin McGarrigle, Unifor's B.C. area director. "Shippers now need to play their part toward stability by refusing to do business with these companies who refuse to treat their drivers fairly. The provincial government needs to mount a vigorous defense of its own legislation to make sure that truckers receive the full payment of all wages owed."

Wentt said the reason not all trucking companies chose to be part of the suit was due to 'the kind of slander and false statements that are being bandied about as punishment,' and many are afraid to get involved.

"The list of companies each have their own reasoning for filing the lawsuit, and mine was one of pushing back against the unfair and unjust regulations that have been forced upon the trucking community, and it is time we took a stand," Wentt said. "My retro was paid out in December, so I have nothing to lose here but the money I invested in the attorney to challenge the merits of what was done to this industry."

Wentt added that the lawsuit does not challenge the retroactive pay itself, but the date in which the new rate was backdated. Wentt said the retroactive pay should be implemented as of the day they were notified of the decision - December 2014 - not as far back as April.

In February of that year, container truckers walked off the job for what they said was undercutting of rates and long wait times at the port's terminals. They returned following negotiations between drivers, Unifor, Port Metro Vancouver and the government, with an increase of 12% to rates.

"All during the strike we heard about poor starving drivers," Wentt said. "I can only speak for my own fleet, and they were not starving. They were getting a paycheque every week that was very lucrative and there were no complaints. Yes, the long line-ups at the terminals were very frustrating and something needed to be done to help the drivers, but all that was accomplished was the drivers are still waiting just not at the terminals."

Wentt admitted that there likely were drivers who were not getting paid proper wages by their respective companies, but said they should have come forward and filed complaints against their companies.

She also said that carriers were not included at the negotiation table.

"Ultimately, an agreement to end the strike was forged by drivers, unions and the government," Wentt said. "The trucking company owners nor any major stakeholders were at the table to try and negotiate a fair and equitable solution to the issues at hand. There was no one at the table who understood the big picture and what the ramifications would be if they pushed for certain things so they could do the proper risk-reward analysis in order to make an informed decision."

Unifor's president, on the other hand, would disagree, saying customers should only do business at the port with companies that have accepted the new minimum rates.

"Last month at the bargaining table, we achieved long-term labour peace at the port, but these companies would rather drag us back into a bitter fight over wages," said Jerry Dias, Unifor's national president. "There is a wage floor that applies equally to all companies, but this lawsuit seeks to take money out of truckers' pockets. It's pure greed."

Wentt believes there was an opposite result of the negotiations.

"They ended up with an agreement that hurt the drivers and seriously reduced their earning capacity," she said. "Even with a doubling of the fuel surcharge and a 12% increase in wages, my drivers make less money today than they did before the strike. All the changes driven from the strike have reduced the number of round trips a driver can make in a day. When you don't bring people to the table who can explain and understand the big picture, you create an agreement that does the opposite of what was intended." TW

New container commissioner named

VANCOUVER, B.C. - The office of the B.C. Container Trucking Commissioner has named **Duncan MacPhail** as its new commissioner.

Todd Stone, minister of transportation and infrastructure, made the announcement, adding that **Michael Crawford** would be appointed deputy commissioner.

"I would like to thank acting commissioner **Corinn Bell** and acting deputy commissioner **Vince Ready** for their hard work these past few months, laying a solid foundation in the container trucking industry to ensure the law is being followed and truckers are being paid fairly for their work," Stone said. "The stage is now set for **Mr. MacPhail** and **Mr. Crawford** to step into the roles of commissioner and deputy commissioner. Both are familiar with the inner workings of the sector and I have every confidence in their abilities to properly oversee this industry."

MacPhail and **Crawford** stepped into their new roles as of **March 1**, which aims to ensure long-term stability at Port Metro Vancouver by being responsible for the truck licensing system and renewals, investigating, auditing and enforcing compliance of retroactive rates, setting future rates, engaging the industry and overseeing the whistleblower line. TW

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Moving those tired old bones

Transporting T. rex replica poses unique challenges

CHICAGO, Ill. - Imagine being put on display in 12 countries, at more than 70 venues and having more than seven million people from around the globe come to see you, all during the past 16 years.

Perhaps some day, if you are 67 million years old and are considered to be the largest, most complete and best preserved human specimen ever discovered, you could declare to be as popular as Sue, a T. rex fossil that lays claim to all of the above. Though the original specimen of Sue is housed at its permanent home at the Field Museum in Chicago, Ill., an exact replica of the dinosaur's 250 bones travels the world giving those who love to channel their inner paleontologist a chance to see the larger-than-life piece of history.

The exhibit, called 'A T. rex Named Sue,' is currently on display at Halifax, Nova Scotia's Discovery Centre from Jan. 23 to May 8, which is the display's 70th home. But how exactly does something so cumbersome get transported from location to location? Lindsay Washburn is the travelling exhibitions manager for the Field Museum in Chicago, and said that the cast of Sue, which measures 42 feet long and 12 feet high at the hips, with the tip of the tail reaching 16 feet, must be separated into seven different sections when transported.

"The exhibition travels in three 53-foot trailers," Washburn said, "and it's important that it's a straight trailer without additional equipment because the crates fill up all three trucks entirely."

The cast of Sue weighs 3,500 lbs when installed, and once separated into the various sections, they are placed in wooden crates, with the largest being for the exhibit's 800-lb ribcage. Forty crates are used in total, and weigh in at more than 40,000 lbs once completely packed.

"Often times the hardest part of an installation is fitting the exhibition's large crates through a venue's door," said Washburn. Squeezing a rather sizeable Sue through the door is not the only challenge that comes with moving its 3,500-piece skeleton from one museum to another - time can also be a hurdle overcome.

"It typically loads out immediately after de-installation is completed on Friday, then ships over the weekend and is at its next venue for unloading first thing on Monday morning," Washburn explained. "With the unpredictability of weather and traffic, it can be difficult to work on a schedule with so little flexibility. If the exhibition's shipping schedule is off, so is the installation, which can then impact the opening date of the exhibition."

Washburn commended the crew that moves the exhibit, getting it ready to open by its scheduled date.

She added that with the assortment of museums 'A T. rex Named Sue' has visited since 2000, she has learned that when it comes to loading docks, there is no uniform blueprint.

"It's important that we work closely with our shippers and host venues to make sure we have the proper equipment, such as lift gates, transition plates, palette jacks and forklifts needed to off-load the 40 crates," said Washburn.

Devoid of its own passport, Sue does



Constructed in several parts, transporting the 'A T. rex Named Sue' exhibit is never a one-size-fits-all effort.

require the proper documentation to cross the Canada-US border, such as the case on the journey to Halifax.

"We rely on our shippers to tell us ex-

actly what is needed to pass through customs," said Washburn. "A dinosaur cast is not a typical shipment, so together we ensure that we have the proper papers

filed and commercial invoices created to avoid any delay at the border."

Washburn said that although trailers are used when transporting 'A T. rex Named Sue' within North America, it has been moved to international locations using five sea containers, which can take up to six weeks to reach its destination. This is the second time since 2011 that the exhibit has been on display at the Halifax museum.

"She was such a hit and so beloved by the city, the Discovery Centre decided to bring her back for the next generation of T. rex enthusiasts," said Washburn. "T. rex has long dominated popular perception of the Age of Dinosaurs, and the exhibit provides Discovery Centre visitors with the rare opportunity to come face-to-face with one of the fiercest predators to have ever inhabited the Earth."

The next stop for 'A T. rex Named Sue' after Halifax, which was moved from Detroit's Michigan Science Center, will be Santa Barbara, Calif. this May. **TW**

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Western trucking associations urge carriers to 'give ELDs a chance'

Continued from page 1

of tracking and managing their hours is certainly reduced. As well for the enforcement community both roadside and during audits, ELDs provide clearer and more reliable information than paper logs do."

Easier

Making a person's job easier seems like it would be a simple way to garner sup-

port, and according to Western Canada's trucking associations, ELDs do just that.

"Our members, who have introduced electronic logging devices into their operations, report that after an initial period of adjustment, virtually all of their drivers not only accept the devices, but appreciate being able to use them," said Yako of drivers in B.C.

Yako added that drivers said they pre-

ferred ELDs to paper logs because they were simpler to use and saved them time. Card said using ELDs makes it easier to track a driver's HoS and more up-to-date driver records, which puts less pressure on the driver to keep both his/her logs up-to-date and not be pressured to work beyond the legal limits.

"Carriers that have installed ELDs report a 40-50% reduction in citations for hours-of-service violations," Card

said, "which has led to an increase in safety and compliance by reducing fatigue-related incidents, making roads safer to all motorists."

Challenges

With any type of new technology or change to an employees daily work process, there will be challenges to overcome, and ELDs are no different.

"In speaking with members, the biggest challenges we've heard have simply been training the drivers on the new technology," said Shaw. "At the larger industry level, we are well aware that enforcement policies will need to be discussed, and while we would like to

There's a form for that

North Star Fleet Solutions compliance expert and *Truck West* columnist Sandy Johnson agrees that ELDs would help drivers in a myriad of ways, particularly with road safety.

"ELDs will be an improvement for truck drivers," Johnson said. "After all, the hours of service regulations are about keeping roads safe. It shouldn't be about paperwork, and in the right system should provide relief from an onerous task."

In Johnson's world, that paperwork is all about a driver being compliant with the regulations of the trucking industry, and as she put it, "I don't know one truck driver who got into the business because they like doing paperwork."

Johnson said logbooks are only one of the countless of forms a driver must complete. Bills of landing, fuel tax and licensing data, HAZMAT, customs...the

list goes on. And those forms take a lot of time to fill out and fill out properly.

"It takes a lot of time to check 30 day's worth of logs and creates a huge burden on the administrative staff of a company," Johnson said. "The statistic that comes to mind is that 80% of trucking companies have three or fewer trucks. How does a three-truck company owner have the time to do all the paperwork required?"

Johnson admits that she is not sure whether the use of ELDs will result in a cost savings, but said that it should help small businesses save money if they get the right system.

"A very good ELD program with a strong audit component with easy-to-use reports should go a long way to helping both drivers and business ease the paperwork burden," she said.

Johnson also said to watch out for new ELD vendors that claim they do International Fuel Tax Agreement (IFTA) reporting for you.

"IFTA fuel tax and IRP (International Registration Plan) licensing data track the truck," Johnson explained. "ELDs are intended to track the driver. The rules are not the same for trucks as they are for drivers."

Johnson said when a driver does their IFTA and IRP report using GPS data, the original, unedited GPS data is required to be stored for up to five-and-a-half years, while logbook data only needs to be kept for six months, which is a significant difference.

For Johnson, when it comes to drivers being compliant, she advises that ELDs will not be the answer to all logbook problems, and people must not rely solely on what an ELD vendor may tell them.

"Make sure you know the rules and how they will be applied to your operation," she said, "as you are the person on the hook if there is a problem, not the vendor." **TW**



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Dr. Art Hister

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Sessions, speakers, times and events are subject to change without notice.

be further down the path with those discussions, our members should know that they have already started."

Yako said she has been told that the biggest challenge to implementing ELDs has been the transition from paper logs and related technical aspects.

"It requires new processes, policies and procedures as well as training to use the equipment," Yako said.

Cost could also be a factor for some.

"ELDs represent a dramatic technology investment for drivers if they operate an independent business," said Card. "It's these smaller fleets and independent drivers who may see this as a challenge due to financial issues."

Just give them a chance

There have been voiced of opposition when it comes to mandated use of ELDs, most notably from the Owner-Operator Independent Drivers Association in the US, which has proclaimed concerns with driver harassment and privacy as reasons for its disapproval.

Western Canadian trucking associations, however, either don't understand why someone would be against ELDs or simply have not seen this negativity from drivers using the new electronic system.

"Drivers may be defensive with the implementation of ELDs," said Card, "but very quickly after they start using them, they adapt to the technology with a positive attitude as they get comfortable with the timing required in daily routines and the free time from doing paper logs."

Yako said that in B.C., ELDs have had a positive effect on drivers.

"I haven't heard any negative comments about privacy or intrusiveness," she said. "There is a great degree of comfort knowing that there is a clear, unequivocal and accurate record of the work they are doing."

Shaw said Manitoba truckers should not be concerned with any kind of invasion of privacy or a company's ability to track their driving, as technology has been able to do this for some time now through various devices.

"All trucks today are equipped with technologies that allow for those outside the truck to access location, movement and position histories," Shaw said, "and none of those technologies have been labelled as an invasion of privacy to my knowledge."

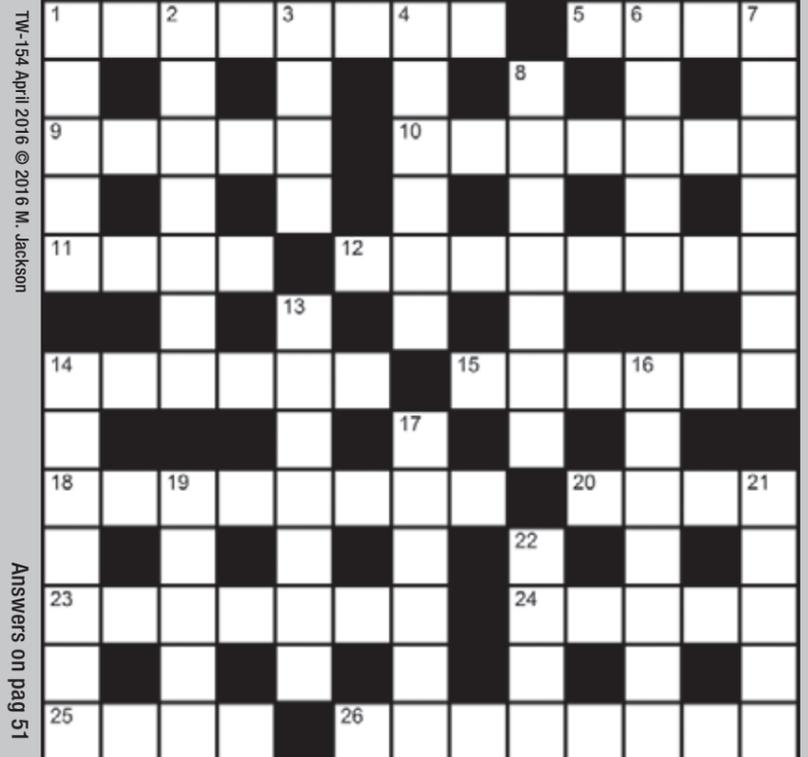
Shaw said communication between drivers and dispatch through the use of cellphones, email and other forms has always been a positive for the industry.

He also said the notion that a driver would be forced to work any available hours even though they may not be ready to, is nothing new to the trucking industry, and placing the blame on ELDs in disingenuous.

"If a driver has hours but isn't ready or able to work for a variety of reasons we all encounter, (like) fatigue or illness," Shaw said, "then that can present challenges, but those challenges aren't new and they certainly haven't been brought about by ELDs." **TW**

The Saskatchewan Trucking Association said its board was currently reviewing the possible mandated use of ELDs and did not yet have a firm stance on the matter.

THIS MONTH'S CROSSWORD PUZZLE



Across

- 1 Headlight switch position (4,4)
- 5 Lode ____, Winkler, MB trailer maker
- 9 Ambulance wailer
- 10 Road type (3,4)
- 11 Fiscal or taxation period
- 12 Certain Irving facilities (3,5)
- 14 Word heard in pub
- 15 Alberta border crossing village
- 18 International's parent company
- 20 Winter road coating, sometimes
- 23 Diesel engine incontinence (3,4)
- 24 Canadian pumps' unit of measure
- 25 Unwanted engine oil deposits
- 26 Snowman's "Smokey and the Bandit" rig

Down

- 1 Name on some truck stops
- 2 Malodorous municipal truck material
- 3 Sleeper berth
- 4 Hwy. 417/Exit 184, ____ Truck Stop
- 6 State with "Famous Potatoes" plates
- 7 Chassis and wheel bearing lubes
- 8 Wi-Fi truck stop (3,4)
- 13 Grabs some sleep, slangily
- 14 Big rig processions
- 16 Big rig power unit
- 17 Oshawa based ____ Group
- 19 VNL and VNX brand
- 21 Gear protrusions
- 22 Seasonal Snowbelt vehicle

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BORN READY.

Volvo eyes further growth after record-setting year

By James Menzies

WASHINGTON, D.C. – Volvo built more trucks than ever before for the North American market in 2015, setting market share records in the US and Canada in the process.

But Goran Nyberg, president of Volvo Trucks North America, said the company has more room to grow and will be aggressively expanding its reach into certain market segments in the years ahead.

Speaking to a group of trucking editors at the House of Sweden in Washington, D.C. in late February, Nyberg said he was proud of the growth Volvo achieved in 2015.

Its market share climbed 0.4% to a record 12.4% in the US and was nudged up 0.1% to 16.3% in Canada, also a new record.

Volvo shipped a record 38,849 trucks out of its New River Valley truck plant during the year, which surpassed its production in 2006, the best year ever for truck demand.

Volvo also set new highs for the uptake of its own engines (93%) and its I-Shift automated manual transmission (83%) in Volvo trucks and saw its downsized XE powertrain package ordered in 27% of its trucks.

“If you can gain share even in a tough market, that’s something that needs to be celebrated,” Nyberg said.

The North American truck market in 2016 has showed signs of softening and Nyberg said he’s anticipating demand for Class 8 trucks this year to total about 260,000 units.

“It’s still a very good year,” he said. “We are adjusting to the new normal now.”

Nyberg said he’s anticipating orders to ramp up in the second half of the year.

Volvo achieved its record share in 2015 mainly on the strength of its long-haul and regional haul business, but Nyberg said there are other segments the company would be chasing more aggressively.

These include petro-chemical, intermodal and heavy-haul applications.

“I truly believe we have a great opportunity to grow in some of those segments,” Nyberg said.

“We will defend and continue to push our core segments, but we will find further growth in other industry segments.”

Nyberg said Volvo dealers have been investing in their facilities and are being rewarded with record dealer sales.

Volvo dealers have invested about US\$500 million over the past five years, adding bay capacity, constructing new facilities and adding staff, tools and equipment.

“It expands our footprint and it tells us as a brand that they – in many cases family-owned businesses – believe in the future of this brand,” Nyberg said.

Volvo Group recently restructured its global business to become more brand-centric.

“We’ve gone back to a brand organization, where each brand has a di-

rect line out to every market they are represented in,” explained Nyberg. He said the renewed focus on each brand within the Volvo Group will be beneficial.

“We recognized that customers are buying from brands,” Nyberg said, adding Martin Lundstedt, the new president and CEO of Volvo Group, “wants us to be laser focused on each brand and maximize the opportunities for each brand.”

Nyberg added, “From a Volvo Trucks North America point of view, we will be one step closer to headquarters and making sure we get all the attention we need.” **TW**

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This Western Star, loaded to 125,000 lbs, could be backed easily up a 15% grade thanks to new low-speed features built into the Eaton UltraShift Plus.

Slow and steadier

New features improve UltraShift Plus handling at low speeds

By James Menzies

MARSHALL, Mich. – Two new features are available for the Eaton UltraShift Plus transmission, which improve its low-speed maneuvering characteristics. And you don't need to buy a new transmission to get them.

Blended pedal and urge to move are available as software updates through Eaton's ServiceRanger 4 service tool. The upgrades themselves are free of charge, but fleets that don't have their own ServiceRanger 4 tools may have to pay a labour charge for the updates.

Blended pedal gives the driver the ability to use the accelerator as though it were a clutch, to control clutch engagement at engine idle and precisely position the truck. Urge to move allows the truck to creep forward (or backwards, in reverse) when the brake pedal is released, much like a passenger car.

"Both urge to move and blended pedal allow for controlled motion, controlled discharge of payloads and more controlled operation when launching the vehicle," said Evan Vijithakumara, prod-

uct strategy manager for Eaton. "Blended pedal delivers a level of fine control that, until now, has been exclusive to manual transmissions. The end result blends three-pedal operating performance at low speeds with all the benefits of our latest driver-friendly two-pedal automated technologies."

Both were demonstrated by Eaton at a press event at the company's sprawling Marshall, Mich. proving grounds. And there could be no better place to demonstrate the functionality of both new offerings.

I drove a Western Star 4900SB with the 18-speed UltraShift Plus MXP loaded to 125,000 lbs and stopped halfway up an 8% grade to test the urge to move feature. When I released the brake pedal, the truck crept up the hill at a slow, steady 1 mph or so. More impressively, I stopped it halfway down a 15% grade and put the truck in reverse and it backed up the hill, easy peasy. The controlled descent is ideal for logging and other heavy-haul applications where hilly terrain is unavoidable.

But urge to move is equally benefi-

cial in more mainstream linehaul applications. When mired in stop-and-go traffic, the driver can give his leg a rest and let the truck creep forward on its own, adjusting speed up and down by toggling the plus/minus button on the shifter. The driver can work through all the transmission's lower gears in this manner and then, when traffic begins to move, launch using the accelerator from any of the lower gears.

This feature also assists with coupling, providing controlled, low-speed backing when reversing into the kingpin.

Both urge to move and blended pedal really shine in mixer applications. I drove a Kenworth T880 mixer with the UltraShift Plus VMS, equipped with both new features. Blended pedal gives back to the driver some of the ability to manipulate the clutch that automation took away. Feathering the accelerator allows the driver to more precisely position the truck while at idle, so it doesn't, in mixer applications, affect the rotation speed of the drum.

I experimented with both blended pedal and urge to move on an off-road

track that featured a 20% grade while loaded to 45,000 lbs. When you're pouring cement and being guided into position by someone outside the vehicle using hand signals, the added control is welcome. Control is the key word – both features give the driver better control of the vehicle in low-speed situations.

The nice thing about both new features is that, since they come in the form of software updates through the ServiceRanger 4 tool, they can be immediately deployed on existing UltraShift Plus transmissions. Or not deployed. Or deployed and then removed if they're not to a driver's liking. Some fleets are making vehicle-specific decisions based on driver preference or application, so it's not an all-or-nothing proposition. **TW**

Cat exits truck business

Caterpillar announced Feb. 26 it is discontinuing production of its on-highway vocational trucks.

It cited the current business climate in the truck industry and a thorough evaluation of its own business as its reasons for withdrawing from the market. It will no longer take orders for vocational trucks, though the company says it would continue to support existing truck customers and vehicles that are currently on the road.

Cat entered the truck market in 2011 through a partnership with Navistar. That partnership came to an end last year, and Navistar earlier this year released its new HX Series vocational truck, which it acknowledged was inspired by its partnership with Cat. Caterpillar was preparing to bring production of its trucks in-house at its Victoria, Texas production facility.

"Remaining a viable competitor in this market would require significant additional investment to develop and launch a complete portfolio of trucks, and upon an updated review, we determined there was not a sufficient market opportunity to justify the investment," said Ramin Younessi, vice-president with responsibility for Caterpillar's Industrial Power Systems Division. **TW**

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Entry-level training is just the start

On Feb. 22, the Ontario government posted proposal number 16-MT0014 concerning Mandatory Entry-Level Training, or MELT, as we have come to know it. The summary of proposal contained the following statement: "The introduction of mandatory training, in addition to the testing requirements, is designed to ensure that commercial truck drivers are properly trained before they are licensed."

Much will be made of this statement by all involved. It implies that MELT is a solution to the lack of driver training that currently exists across the trucking industry. It is not. It is merely the first step down the road. Why is that so?

Because the proposal closes with the following statement: "This proposal is not designed to impose new training obligations on existing Class A driver's licence holders."

Now, I'm not saying that MELT is not needed. It definitely is. But existing licence-holders don't receive any training as a result of this proposal and new drivers would face an expectation from employers and the travelling public that they are far more competent than their

Over the Road
Al Goodhall



predecessors.

As professional drivers, we should not allow the public, or our carriers, to perceive that MELT is the solution to fix everything that is wrong with driver training and truck safety.

I spent three years as a mentor to graduates of a few different truck driving academies. Those new drivers received excellent entry-level training. But what really mattered to those drivers was to be hired by a reputable employer and to put their newfound skills into practice.

To these drivers, entry-level training is just that, a foot in the door to a new and exciting chapter in their lives. Why doesn't the industry exploit this incredible learning opportunity?

Probably because it is so labour-intensive and difficult to envision beyond the expense line on a company's operating statement.

The program I was able to put together with the help of my employer was

based on the knowledge I had garnered through numerous training courses and experience as a manager and business owner prior to my rebirth as a trucker.

I spent a minimum of three months with each new driver. The first month was demonstrate and repeat, repeat, repeat, increasing the challenges in the training process day-by-day and discussing skills in detail. It was a period to develop trust and comfort in the cab. The second month saw drivers taking full responsibility under my supervision, asking for support as they needed it. The third month saw the addition of some extreme driving conditions in which we reverted to the demonstrate and repeat, repeat, repeat model of the first month, but now the new driver was instilled with a level of confidence.

It was a program that was very well received by the new recruits and my employer. But at the end of three years, I was of the mind that no single individual or single carrier can carry on this intense level of training in perpetuity without broad support from across the industry.

Ironically this is how the MELT program has been developed.

Safety is embodied by an intense period of mentoring provided by professional driver-trainers that make permanent the skills drivers have learned through introductory training. Practice only makes perfect if a learned skill is repeated under the supervision of a qualified coach and mentor.

That process needs to be institutionalized across the trucking industry. Now is the time for professional drivers to step

up and take possession of this critical file.

Road safety is a driver issue; drivers own it. Drivers should be involved heavily in every step of the training process and its development.

The answer as to how drivers could accomplish this is straightforward. Get involved. But we can't do it as individuals, we have to take on this challenge as a group. Therein lies the hurdle drivers have been unable to overcome, because we not only have to bring our skills together as a group, but we then have to interact with carriers, enforcement, training institutions and legislative bodies.

That's a huge task and is usually met with people throwing up their arms and saying it can't be done.

But it can be done in four distinct stages: 1) MELT; 2) mentoring for three to six months; 3) team driving for a period of one year; 4) remedial/ongoing training developed by all partners and made available universally across the industry.

This is the path to recognizing our profession for what it is, a skilled trade, and it will only come to fruition if professional drivers take an active role in its development.

At the moment there are too few experienced drivers engaged in the training process. We can change that. **TW**

Al Goodhall has been a professional long-haul driver since 1998. He shares his experiences via his 'Over the Road' blog at <http://truckingacrosscanada.blogspot.com>. You can also follow him on Twitter at @Al_Goodhall.

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Are you fluent in fleet taxes?

Have you ever tried to learn a foreign language? Of all the words in the dictionary, there are a few stock phrases you absolutely have to know.

“Where’s the bathroom?”

“Please take me to the airport.”

The fleet tax and licensing world has a language of its own, too. If you’re new, it’s important to know the basics so you can communicate effectively, especially if you’re operating outside your home province. One place to start is to learn the acronyms and what they stand for.

Here are some acronyms and phrases you should know if you’re starting out in fleet tax compliance.

USDOT number

If you move freight or passengers in the US, your company must have a USDOT registration number. Issued by the US Federal Motor Carrier Safety Administration, this is the one number the DOT (Department of Transportation) uses to identify you when collecting and monitoring your safety information.

MC

MC stands for motor carrier. It identifies a carrier that transports regulated goods for hire in interstate commerce and is linked to your operating authority.

EIN

To get your USDOT number, you need a federal employer identification number (EIN) from the IRS. Yup, even Canadian carriers need to apply for this number. For reference, the Canadian equivalent is the federal business number issued by the Canada Revenue Agency.

BOC-3

A BOC-3 is actually not an acronym but a form number. It’s a United States federal filing that designates legal agents upon which process may be served. It’s often required before certain federal operating authorities can be granted within the United States. In trucking, you can’t get an MC number without a BOC-3.

NSC or SFC

In Canada, the rules governing commercial vehicles, drivers and motor carriers are based on National Safety Code (NSC) standards. The NSC is a set of 15 performance standards ranging from commercial driver licence requirements to carrier facility audits. While it’s called a ‘national’ code, trucking regulations in Canada are administered by provincial government agencies and there are real differences among them. All provinces issue something called a National Safety Code (NSC) number or a safety fitness certificate (SFC).

CVOR or RIN

Most provinces refer to a safety fitness certificate or National Safety Code certificate. However, Ontario carriers apply for something called a CVOR certificate, which stands for commercial vehicle operator’s registration. In Quebec, carri-

Permits & Licensing

Sandy Johnson



ers are assigned a register identification number (RIN). The RIN corresponds to the National Safety Code (NSC) number.

IFTA

The International Fuel Tax Agreement (IFTA) is an agreement among the 48 contiguous states and 10 Canadian

provinces. Member jurisdictions act cooperatively to administer and collect motor fuel use taxes. You need an IFTA licence if you travel in two or more member jurisdictions and your vehicle either weighs more than 26,000 pounds or has three or more axles regardless of weight. You have to file IFTA returns quarterly.

IRP

Like IFTA, the International Registration Plan (IRP) is a reciprocity agreement for administering and paying out annual vehicle registration fees. The fee amounts are based on the distance travelled in each jurisdiction.

SCAC

The Standard Carrier Alpha Code (SCAC) is a unique code used to identify transportation companies. Certain groups of SCACs are reserved for specific purposes: codes ending with the letter ‘U’ are reserved for the identification of freight

containers, codes ending with the letter ‘X’ are reserved for the identification of privately owned railroad cars and codes ending with the letter ‘Z’ are reserved for the identification of truck chassis and trailers used in intermodal service.

This is just the tip of the iceberg. But if you’ve ever travelled abroad, you know how important it is to at least make an attempt at speaking the language.

The same is true with fleet taxes. Even if you hire a fleet tax pro as your interpreter and guide, take time to learn the basics before you venture out into the compliance world. **TW**

Sandy Johnson has been managing IFTA, IRP and other fleet taxes for more than 25 years. She operates FleetTaxPro.com, which provides vehicle tax and licence compliance services for trucking operations ranging from single vehicles to large fleets. She can be reached at 877-860-8025 or FleetTaxPro.com.



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Resist the urge of dipping into your RRSP

The best advice you'll get about retirement savings is to make regular, automatic contributions to your RRSP.

The amount you contribute can be deducted from your earned income, and any income from investments in your RRSP will compound tax-free.

By the time you retire, you'll probably be in a lower tax bracket than you are now, when you're working. Funds withdrawn at that time will be taxed at a lower rate.

Tax Talk

Scott Taylor



Doesn't sound so hard.

Well, life is what happens to you while you're busy making other plans.

If you have debt or other bills, an RRSP looks like a ready pool of cash. Should you withdraw funds to pay off debt or a major expense?

Early withdrawals

When you pull funds from an RRSP, your financial institution withholds the tax immediately. The tax rate depends on where you live and the amount you withdraw.

If you're a Canadian resident, you'll pay a withholding tax of 10% (5% in Quebec) on withdrawals up to \$5,000; 20% (10% in Quebec) on withdrawals of \$5,001 to \$15,000; and 30% (15% in Quebec) when the amount exceeds \$15,000.

So let's say you want to take \$20,000 out of your RRSP early. The with-

holding tax applied would be \$6,000 (30%). That leaves \$14,000.

Additionally, an early withdrawal means you lose the contribution room of those funds permanently. Also, the amount you take out will be added to your taxable income. It could bump you to a higher income tax bracket.

The consequences of an early withdrawal are steep.

There are a couple of special situations where the RRSP withdrawal rules differ: the Home Buyers' Plan (HBP) and Lifelong Learning Plan (LLP).

Under the HBP, you can borrow up to \$25,000 from your RRSP to buy or build a home.

You have to be a first-time home buyer or not have owned a home in the last five years, and you must agree to repay the funds into your RRSP within 15 years.

The LLP allows you to borrow up to \$10,000 a year to a total of \$20,000 when you or your spouse are enrolled full-time in a qualified program.

You cannot use an LLP to finance your child's education.

Another option

An RRSP is a long-term savings plan, not a rainy day fund. For most working Canadians, it's probably the best way to reduce their tax obligation and maximize their savings over many years.

If you need more flexibility and less restriction, a tax-free savings account (TFSA) is a better option.

A TFSA is a way for adults to set money aside tax-free throughout their lifetime.

Any amount you put into a TFSA as well as any income earned in the account (for example, investment income and capital gains) is generally tax-free, even when it's withdrawn.

There's a limit to how much you can contribute (the annual TFSA dollar limit for 2015 was \$10,000), but you can see how much room you have by using My Account at www.cra.gc.ca/myaccount or by phoning 800-267-6999.

Since you can generally withdraw any amount from the TFSA at any time without penalties, it's a useful financial tool.

Why not establish a TFSA at your bank and deposit your GST/HST refunds there?

Your money can grow tax-free until you send your payment to CRA.

A TFSA can be your rainy day fund, an account for emergencies like a major repair that you'd otherwise put on a credit card.

You don't want to be paying for that engine rebuild for the next 10 years.

Talk to your accountant about how to maximize the use of both programs.

Better yet, your advisor can help you plan for times when cash is tight without having to deal with the consequences of tapping into your RRSP. **TW**

Scott Taylor is vice-president of TFS Group, a Waterloo, Ont., company that provides accounting, fuel tax reporting and other business services for truck fleets and owner/operators. For information, visit www.tfsgroup.com or call 800-461-5970.

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Pining for the simpler truck

I was having a conversation with a friend recently about spec'ing the perfect truck. We both bought our trucks from stock, so our involvement was nothing more than picking the best of the bunch. But next time around, if we had a clean sheet, what would we choose? Our ideas turned out to be very different.

We would both stick with the marquee we run now and we would both have disc brakes, but that is about all we agreed on. My friend said he would go for the big condo cab, whereas I would prefer the mid-roof, as I like the versatility it gives. Since I'm very happy with my current carrier, it may be the next owner of the truck that benefits from the added versatility. I also like the slightly smaller cab because it's less space to heat and cool in APU-free zones.

My friend would go with an automated manual transmission. I want a 13-speed manual. Even though I miss the AMT in my other truck, I like the lack of complexity in the old-fashioned way of doing it.

I want a double overdrive, but my friend would go with a direct top setup. I want a 6x4 with full lockers, my friend would go 6x2. A lot of this is a result of the different work we do. If I was doing his job, I would tick the same boxes as he would (with the exception of the AMT, I would still take the 13-speed).

As I said, I miss the manual in my other truck. I'm no luddite, I just happen to think that there's a whole lot of sensors and electronic magic involved in replacing my left leg, right arm and my eyes and ears.

It was at this point in the discussion that I really started to think about things a little deeper.

I've been driving trucks since 1986. When I first started out, I had trucks from the '70s. There have been constant developments in trucks since then and comparing a '70s truck to a 2016 truck is like comparing a single engine bi-plane to the space shuttle in terms of complexity. But maybe not when it comes to productivity.

Fuel economy has got better, no doubt about that, but not by much. You don't have to try so hard to get good mpg in a new truck, but that's relative anyway, because not many people tried to get good mpg in the '70s through the '90s. Better manufacturing methods and better materials have made engines last longer before they need major work, but there are far more things to go wrong on a new truck and newer trucks see the inside of a workshop far more often than older trucks did. And I'm not just talking about problems with the emissions control systems - that's a whole other story.

I'm talking about completely unnecessary things like electrically adjustable mirrors, climate control systems, electric windows and those types of



things. Sure, they're nice to have - they're luxury items and we all like to be spoiled - but do they have a place in a truck? I don't think so. There is more wiring in the door of a 2016 truck than there was on an entire truck from the '70s, with the exception of the wiring to the dash gauges.

My trucks even have an electronic control module for the windows and mirrors! That is far too much complexity to replace a window winder, and how often do I adjust my mirrors? Every time I clean them, but that's only because they're electronically adjustable and the slightest touch moves them. They also shake more than a non-adjustable mirror fixed solidly to the mirror arms.

Climate control systems have a bunch of sensors and control modules. One minute they're blowing hot air, the next cold as they try to maintain a constant in-cab temperature. I don't know about you, but I managed just fine with a simple hot/cold lever. If I was hot, I slid it towards the blue end, if I was cold, I slid it towards the red end. It was a really simple process that didn't require much thought or energy, yet now I have sensors, modules and half a mile of wiring doing that for me.

Electric windows are the same: modules, sensors, motors and wiring, all replacing the simple act of cranking a window winder. Then there are far more complicated things, like traction control systems. Really? Are our driving skills that bad that we can't feel a wheel start to spin and back off the throttle a little bit?

So my ideal new truck would be very different than the stuff on the lot. If a process can be achieved with a lever instead of modules, motors and wiring, then it will be. I'm only going to Alberta and back each week, not orbiting the moon, so I need a simple work horse, not a space shuttle. **TW**

A fourth generation trucker and trucking journalist, Mark Lee uses his 25 years of transcontinental trucking in Europe, Asia, North Africa and now North America to provide an alternative view of life on the road.

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Driving down idle time

With so many options available, which anti-idle system is right for you?

Fleets and owner/operators looking to reduce idling to save money while maintaining comfort in the cab have multiple options to consider.

However, because of all the options out there, choosing the right anti-idle system for your operation can be tricky.

We asked several idle reduction system experts which of the three most popular idling alternatives – bunk heaters, gen-sets and battery-based systems – they think is best, what potential purchasers should be aware of when looking at their options, and which systems are really worth the dough.

APUs

Out of all the anti-idle options, the diesel powered APU is the most popular application right now, said Cettina Sciberras, sales operations manager at Reefer Sales. And it's because the APU offers one whole complete package for driver comfort – it heats, it cools, and it provides power.

"It has five main features that we promote," explained Sciberras. "It heats your bunk. It cools your bunk. It heats your engine so you don't have a cold start in the winter. It charges the truck batteries so you don't have any no-starts. And it also offers an electric port so you can run things like your microwave or TV or laptop."

But with the easy convenience of the APU comes a loaded price tag, which is only increasing with the disparity between the Canadian and US dollars – a major con for those considering their anti-idle options.

This up-front price, however, is worth it according to Mike Forbes, technical specialist at Reefer Sales.

"The beautiful part of (an APU) is that it will save you money," he said. "First and foremost because you do not have to waste fuel to run a huge diesel engine and secondly, it saves on the wear and tear on the engine because you're not idling as much."

Because APUs are such a pricey purchase, Sciberras and Forbes stressed that maintenance of the system is very important.

"From a warranty standpoint, there is an initial 50-hour service that needs to be done (on APUs)," said Forbes. "That 50-hour service is probably the most critical service if you want your warranty to continue and it's the most overlooked service because it's done at 50 hours. We have seen warranty claims rejected because customers didn't do the 50-hour service and then at 2,000 hours, they have a problem."

"Once you first do the install, and the truck goes running down the road

with the vibrations and such and the change in temperature...we just want to make sure everything is still tight and nothing's loosened so you don't get any leaks and such. And that's what the 50-hour service checks," Sciberras added.

After the 50-hour service, APUs should go in for full-service maintenance every 1,000 hours, said Forbes.

Diesel-powered heaters

For those whose primary concern is keeping the bunk warm, the diesel-fired bunk heater is an attractive option because of its simplicity and lower price point. It can be coupled with an inverter to provide power, if necessary.

Bunk heaters weigh just six pounds compared to an APU, which weighs in at up to 400 lbs, and because of their compact design they can be installed in the tool compartment underneath the bunk rather than eating up valuable frame rail space. They're also quieter than an APU.

"Drivers love them because they're easy to operate," said John Dennehy, vice-president, marketing and communications with Eberspaecher Climate Control Systems North America. "They act much like a home furnace; set the temperature, push a button and that's it."

Compared to battery-based systems, bunk heaters draw about one amp per hour rather than 30-60 amps. And there's no bank of batteries to replace. Dennehy said testing has shown a bunk heater costs about \$1.60 to run for eight hours (with diesel priced at \$3.50/gallon) compared to \$8.01 for an APU.

Ken Tereck, general manager of Tereck Diesel Ltd., a division of Maxim Truck and Trailer in Winnipeg, Man., said when it comes to an anti-idling system, the least costly and greatest return on investment is a diesel-fired heater.

"Both bunk heater and engine pre-heaters give the operator their best value," he said. "They provide the necessary heat for engine starts and provide the operator the comfort of heat during engine shut down periods."

Tereck said even vocational day cab truck operators are realizing the benefits and cost-effectiveness of maintaining engine and cab heat while at loading docks or delivery points.

"Operators appreciate it as well, as they are able to shut the engine down without sacrificing heat," he said. "Most loading facilities do not allow idling, so this option is a win for the operator and a win for the organization paying for the fuel and maintenance costs."



Don't forget the maintenance. When weighing your options, maintenance expenses play an important role in overall cost.

Tereck said the amount of time a vehicle is being idled to provide heating needs will indicate the appropriate anti-idling device for a particular customer, and that heaters are all many operators require.

"The air heaters for bunk heat and the hydronic heaters for engine pre-heat manufactured by Eberspaecher (formally Espar) are very reliable and getting more so every year," Tereck said. "There are some manufactures supplying heaters into North America, but have little to no after sales support. Stay away from them."

Even with the push toward a more environmentally friendly option, such as electric auxiliary power units, Tereck said battery system manufacturers focus more on air-conditioning and still have to rely on a diesel-fired heater for bunk heat.

Forbes from Reefer Sales added that maintenance and regular use of bunk heaters is crucial.

"Diesel heaters are very susceptible to outside dirt, debris, and salt," he explained. "So they need to be inspected at the very least once a year. And usually we say to do this in September and October before temperatures start to drop. A lot of people forget to run them in the off-months. So when diesel heaters sit for long periods of time without being used, the diesel fuel will sit inside the heater and the fuel will gum up and when they go to use it in November, it'll cause issues."

To prevent this from happening, Forbes says to take advantage of the system's timer feature and schedule it to run each week for 15-30 minutes early Saturday or Sunday morning so you don't need to think about it.

Battery-based systems

Brian Lawrence, a Canadian agent for Autoclima said he believes that battery-based systems are the future for anti-idling solutions.

"Are battery-based systems the future? Absolutely," he said. "What's holding battery solutions back is batteries. If we get better battery solutions, then we could be in a position where we could get more run time per stopover. It's the recharge time for the battery pack in between stopovers that is preventing the real growth of bat-

tery solutions in the marketplace."

Lawrence believes that battery systems are superior to APUs because they don't use fuel, need less maintenance and cost less.

"In the case of a battery solution... the yearly maintenance that should be required is just 10 hours of in-shop time to clean batteries up, check the batteries, check the condenser core for dust and that," he said. "So it's really 10 hours a year in the shop. The real cost of ownership for a battery solution is, you might require a second set of batteries within a five-year window. And that cost is around \$1,000."

"But even if you need new batteries, overall a battery solution is a much cheaper option for fleets."

Lawrence said this small price to pay for maintenance on a battery-powered system is dramatically different from the price you'd pay for maintenance on an APU even if it'll save you money in the long run.

"We use an expression here that if you buy an APU... you'll almost pay that price again in five years, because of the cost of fuel, because of the oil changes, etc. The costs really do add up," he said.

One plus for the battery-based systems that Forbes added he sometimes hears from customers is that battery systems are a lot less noisy than some diesel-powered APUs.

"With any diesel-powered APUs, you will have the engine running outside and that can get a little noisy," he said.

Sciberras added that of her customers who choose to go the battery route, most know the climate they are going to be staying in.

"Most of our customers who choose batteries aren't going long distance and they know the climate they're going to stay in," she said. "So the battery option works for them because they don't need all the other benefits of the APU."

Despite his loyalty to battery-based systems, Lawrence believes that APUs aren't going away anytime soon.

"An APU will always get the job done," he said. "I think they'll always be in the market because they're trusted and they really do their job well." TW



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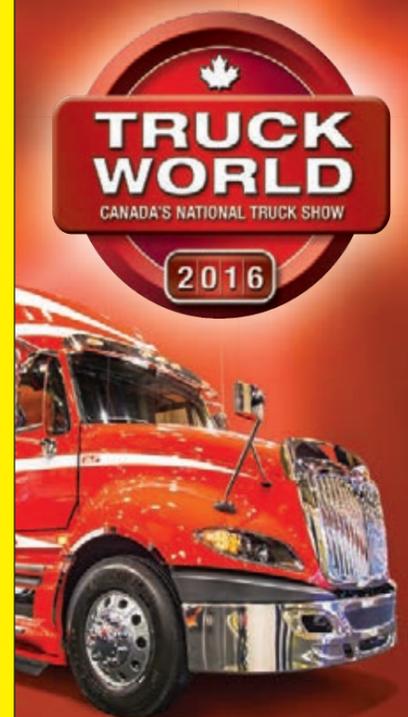
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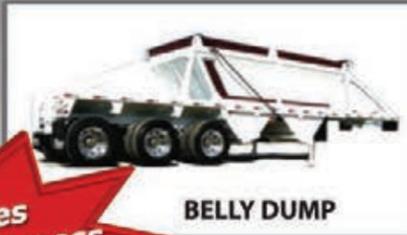
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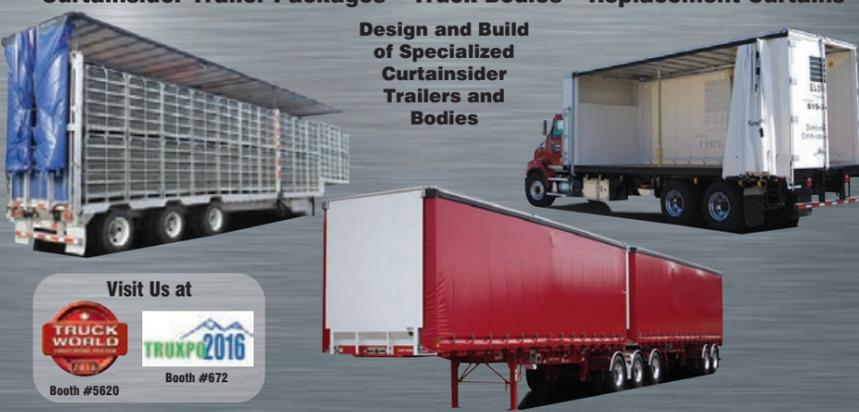
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2016 KENWORTH T880 MIXER TRUCK
PACCAR ENG; MX13, 455 HP, AUTOMATIC TRANS; 20K/69K AXLE(S), PRIMAAX SUSP; 244" WHEELBASE, NEW SCHWING 10.5 YARD MIXER. -96832 SER.#978256



2016 KENWORTH W900B LOGGING TRUCK
38" SLEEPER, CUMMINS ENG; ISX15, 550 HP, 18 SPD TRANS; 13.2K/46K AXLE(S), NEWAY AD2246 SUSP; 244" WHEELBASE, BLACK IN COLOR. -98118 SER.#979929



2016 KENWORTH T370 FEED/GRAIN TRUCK
PACCAR ENG; PX9, 350 HP, AUTOMATIC TRANS; 16K/40K AXLE(S), HAS402 SUSP; 220" WHEELBASE -98295 SER.#978326



2016 KENWORTH T370 CAB & CHASSIS
PACCAR ENG; PX9, 300 HP, AUTOMATIC TRANS; 14.6K/22K AXLE(S), PHOTO SHOWN IS A REPRESENTATION AND MAY DIFFER SLIGHTLY FROM ACTUAL TRUCK. -99435 SER.#983267



2016 KENWORTH T880 DAYCAB TRACTOR
PACCAR ENGINE; MX13, 485 HORSEPOWER, 13 SPD TRANSMISSION; 12K/40K AXLE(S), AG400L SUSPENSION; 195" WHEELBASE. -99163 SER.#GJ979912



2016 KENWORTH T370 CRANE TRUCK
PACCAR ENG; PX7, 300 HP, AUTOMATIC TRANS; 12K/22K AXLE(S), HAS210L SUSP; 153" WHEELBASE, STELLAR CRANE -101130 SER.#982785



2016 KENWORTH T370 DUMP TRUCK
PACCAR ENG; PX9, AUTOMATIC TRANS; 300 HP 16K/40K AXLE(S), HAS402 SUSP; 189" WHEELBASE. -101274 SER.#978323



2016 KENWORTH T370 DUMP TRUCK
PACCAR ENG; PX9, 350 HP, AUTOMATIC TRANS; 16K/40K AXLE(S), HAS402 SUSP; 195" WHEELBASE -98417 SER.#978328

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2004 WESTERN STAR 4864 DUMP TRUCK
DETROIT ENG; DDEC, 18 SPD TRANS; 500 HP, 20K/46K AXLE(S), 4.30 RATIO, AIRLINER SUSP; 210" WHEELBASE, WHITE IN COLOR, 210,000 KMS. -112233 SER.#PN28151



2012 KENWORTH T660 HIGHWAY TRACTOR
72" ACAD SLEEPER, PACCAR ENGINE; MX13, 485 HORSEPOWER, 18 SPD TRANSMISSION; 13200/SUPER 40000 AXLE(S), 4.10 RATIO, AG460 SUSPENSION; 228" WHEELBASE, WHITE IN COLOR, RECENT OFF-LEASE. 888,590 KMS. -114898 SER.#CJ952512



2007 HINO 338 VAN/PANEL TRUCK
260 HORSEPOWER, 12000 FRONT AXLE(S), SPRING SUSPENSION; 231,600 KMS. -112033 SER.#7250205 \$18,500



2014 KENWORTH T660 HIGHWAY TRACTOR
72" ACFT SLEEPER, PACCAR ENGINE; MX, 500 HORSEPOWER, 18 SPD TRANSMISSION; 3.70 RATIO, AG400L SUSPENSION; 232" WHEELBASE, RED IN COLOR, 2014 KENWORTH T660 72ACFT, 11R22.5 TIRES, RED DIAMOND INTERIOR 480,000 KMS. -115213 SER.#EJ967994



2005 WESTERN STAR 4900 HEAVY-HAUL DAYCAB
DETROIT ENG; DDEC15, 515 HP, 18 SPD TRANS; 14.6K/46K AXLE(S), 4.10 RATIO, 210" WHEELBASE, YELLOW IN COLOR, 1,099,300 KMS. -112052 SER.#5PN748869



2013 PETERBILT 388 HIGHWAY TRACTOR
63" ULTRA SLEEPER, PACCAR ENG; MX13, 455 HP, 18 SPD TRANS; 12000 FA AXLE(S), PB LOW AIR LEAF SUSP; 244" WHEELBASE, 771,946 KMS -101667 SER.#143893



2013 PETERBILT 367 DAYCAB TRACTOR
EXT. DAYCAB SLEEPER, PACCAR ENG; MX13, 3, 18 SPD TRANS; 485 HP, 12K/SUPER 40K AXLE(S), 3.73 RATIO, AIRLINER SUSP; 207" WHEELBASE, GREEN IN COLOR, RECENT CONSIGNMENT. REAR FENDERS. LOW MILEAGE. 494,250 KMS. -112057 SER.#DD195337



2012 WESTERN STAR 4900FA HEAVY-HAUL DAYCAB
DETROIT ENG; DDEC15, 18 SPD TRANS; 530 HP 12K/46K AXLE(S), AIRLINER SUSP; 210" WHEELBASE, MULTIPLE UNITS TO CHOOSE FROM, ALL WITH SIMILAR SPECS. LOW KMS. FOR THE YEAR. -99779 SER.#BE9877

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MACK ENG; MP10-605C, 605 - 2060 FT, LBS HP, 18 SPD TRANS; 20,000 / 46,000 LBS. AXLE(S), 52,000 LBS. NEWAY AIR SUSP; 222" WHEELBASE, WHITE IN COLOR, HEAVY HAUL TRACTOR GREAT PRICING! DELUXE INTERIOR, ALL POWER GROUPS, DOUBLE LOCKERS, IN STOCK AND READY TO GO! KING OF THE HILL...LOWBED TRACTOR! 5,000 KMS. -93062



2006 MACK CXN613 HIGHWAY TRACTOR

70" MIDRISE DELUXE SLEEPER, MACK ENGINE; AC-460P, AUTOSHIFT TRANSMISSION; 460 / 1660 FT LBS HORSEPOWER, 12,000 / 40,000 AXLE(S), 40,000 MACK AIR SUSPENSION; 226" WHEELBASE, WHITE IN COLOR, EXTREMELY CLEAN (1) OWNER LOCAL TRUCK WITH ALL SERVICE RECORDS! NEW MVI, DOUBLE LOCKERS, FRIDGE, ALL POWER GROUPS, DURABRIGHT WHEELS, YOU WON'T FIND ONE CLEANER! 1,051,000 KMS. -98894



2015 MACK CHU613 HEAVY HAUL "DAYCAB"

MP8-505HP, 12 SPEED "M-DRIVE", 14,600 FRONT, MERITOR 46,000 REARS, DOUBLE LOCKERS, DELUXE INTERIOR, 203" WHEELBASE, 11R24.5 TIRES, ALCOA DURABRIGHT WHEELS, FINANCING OR LEASING AVAILABLE ON ALL NEW UNITS! PRICE CAN'T BE DUPLICATED! FULL WARRANTIES -98026



2015 MACK CXU613 DAYCAB TRACTOR

MP8, 415 HORSEPOWER, 40,000 LBS REARS & 12,000 FRONT AXLE(S), DELUXE CAB, 180" WHEELBASE, ALL POWER GROUPS. -92557



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2013 CHU613 TC406 16000L TANK
MP8-505C ENG., 18 SP, 3.91 RATIO, 255" WHEELBASE, TC406 ALUMINUM 16000L TANK
STK: 005829 -101669



2015 MACK CHU613 STRAIGHT TRUCK W/VAN
MP8-415C ENG., 3.55 RATIO, 296" WHEELBASE, EMPIRE STEAM & PRESSURE
STK:014078 -101670



2015 GU813 ROLL-OFF
MP7-365C ENG., 6SP TRANS., 4.30 RATIO, 261" WHEELBASE,
STK:013879 -101671



2016 GU714 TRIDEM MIXER
MP7-405M ENG., 6SP TRANS, 4.30 RATIO
237" WHEELBASE,
STK:015641 -101672



2015 CHU613 HD 16' GRAVEL & PUP
MP8-445C ENG., 3.91 RATIO,
219" W/B, NEUSTAR GRAVEL BOX,
STK:014165 -115246



2016 CHU614 70" HD MDRIVE
MP8-505C+ ENG., 3.73 RATIO, 289" W/B, HOLLAND FIFTH WHEEL, MIDRISE SLEEPER BOX
STK:016284 -115247



2015 MACK COMBO VAC VACUUM TRUCK
MP8, 505 HP, 18 SPD TRANS; 3200 GAL. DEBRIS, 1000 GAL. WATER, 1,000,000 BTU BURNER, 1600 CFM NVE BLOWER. STK: 012978 -101712



2016 MACK CXU613
70" MR, MP8-505C+ ENG; 18 SPD TRANS;
3.79 RATIO, 221" WHEELBASE, HOLLAND FIFTH WHEEL, STK# 015818 -112411



2016 CHU613 TANDEM GRAIN
MP8-415C ENG., 3.90 RATIO, 249" WHEELBASE, NEUSTAR GRAIN BOX
STK: 016439 -101692



2016 CHU613 48" HD LLOYD
MP8-505C+ ENG., 18SP, 3.91 RATIO
237" WHEELBASE, FONTAINE FIFTH WHEEL
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2016 MACK CXU613 DAYCAB TRACTOR

MACK ENG; MP8, 18 SPD TRANS; 445 HP, 12/40 AXLE(S), MAXLITE SUSP; 197" WHEELBASE, WHITE IN COLOR. -102525 **STK#77868**

2016 MACK CXU613 DAYCAB TRACTOR
MACK ENG; MP8, 13 SPD TRANS; 405E HP, 12/40 AXLE(S), MAXLITE SUSP; 197" WHEELBASE, WHITE IN COLOR. -102532 **STK#77870**



2016 MACK CXU613 DAYCAB TRACTOR

MACK ENG; MP8, 18 SPD TRANS; 445 HP, 12/40 AXLE(S), 3.55 RATIO, AL461 SUSP; 203" WHEELBASE, WHITE IN COLOR. -111797 **STK#77867**



2016 MACK CHU613 HIGHWAY TRACTOR

70" MR SLEEPER, MACK ENG; MP8, 12 SPD TRANS; 505 HP, 12/40 AXLE(S), 3.55 RATIO, MAXLITE SUSP; 243" WHEELBASE, WHITE IN COLOR, RAWHIDE PACKAGE. -111801 **STK#22013**



2016 MACK CXU613 STRAIGHT TRUCK (CAB AND CHASSIS)

MACK ENG; MP8, 6 SPD TRANS; 445 HP, 14.6/40 AXLE(S), 4.11 RATIO, AL461 SUSP; 203" WHEELBASE, WHITE IN COLOR, SPEC'D FOR 15-16' BOX OR DECK. -111803 **STK#53628**



2013 MACK CXU613 HIGHWAY TRACTOR

70" MR SLEEPER, MACK ENG; MP8, 13 SPD TRANS; 505 HP, 12/40 AXLE(S), AL461 SUSP; 233" WHEELBASE, BLUE IN COLOR, PLATINUM WARRANTY REMAINING ON UNIT, APU INCLUDED 704 KMS. -111804 **STK#15008**



2011 MACK CXU613 HIGHWAY TRACTOR

70" HR SLEEPER, MACK ENG; MP8, 13 SPD TRANS; 485 HP, 12/40 AXLE(S), 3.58 RATIO, AIR RIDE SUSP; 229" WHEELBASE, WHITE IN COLOR. -111805 **STK#13029**



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50" FLAT TOP SLEEPER, MACK ENG; MP8, 505 HP, M-DRIVE TRANS; FXL12 12,000/S-40 40,000 AXLE(S), 3.25 RATIO, AIR RIDE SUSP; 225" WHEELBASE, STOCK #90069. -115220



2017 MACK CXU613 HIGHWAY TRACTOR
70" MACK HI-RISE SLEEPER BOX SLEEPER, MACK ENG; MP8-445C, 445 HP, 12 SPD TRANS; F 12000LB - R 40000LB AXLE(S), 3,940 KMS, STOCK #50358. -115187



2016 MACK CHU613 HEAVY-HAUL TRACTOR
MACK ENG; MP8, 505 HP, 14.6/46 AXLE(S), AIR RIDE SUSP; LEASE TO OWN! CALL FOR DETAILS. STOCK #50175 -101659



2015 MACK GU714 TANK TRUCK
MACK ENG; MP8, 425 HP, 18 SPD TRANS; 20/50 AXLE(S), AIR RIDE SUSP; TRUCK HAS AN ADVANCE ENGERING PRODUCTS 22,500 LITRE/ONE COMPARTMENT DIVIDED INTO TWO SECTIONS ALUMINUM TC407 CHASSIS MOUNTED TANK. STOCK #50039 -101662



2016 MACK CXU613 HIGHWAY TRACTOR
48" SLEEPER, MACK ENG; MP8 - 1860, 505 HP, 12 SPD TRANS; 14,600LBS - 46,000LBS AXLE(S), AIR SUSP; ALCOA DURA-BRIGHT ALUMINUM* WHEELBASE, STOCK #50176. -101968



MACK CXU613 DUMP TRUCK
MP8 1860, 12 SPD TRANS; 505 HP, 14,600 LB - 44,000 LB AXLE(S), AIR SUSP; ALCOA LEVEL ONE ALUMINUM, COMES WITH 15 RENN BOX, PINTLE HITCH, 35 GALLON HYD TANK, STOCK #50247. -101984

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MACK ENG; MP8, 505 HP, M-DRIVE 12 SP-MACK TRANS; 16,500 AIR SUSP SUSP, READY TO USE AS A HEAVY DUTY TRUCK ENG., STOCK #50306 -115186



2017 MACK CXU613 HIGHWAY TRACTOR
70" MACK HI-RISE SLEEPER BOX SLEEPER, MACK ENG; MP8-445C, 445 HP, 12 SPD TRANS; F 12000LB - R 40000LB AXLE(S), 3,940 KMS., STOCK #50358 -115187



2016 MACK GU714 MIXER TRUCK
MACK ENG; MP7, 405 HP, 6 SPD TRANS; 20000LB AXLE(S), STOCK #50256 -115191



2015 MACK CXU613 DAYCAB TRACTOR
MACK ENG; 18 SPD TRANS; 505 HP, 12,000 LB / 40,000 LB AXLE(S), AIR SUSP., STOCK #50096 -101935



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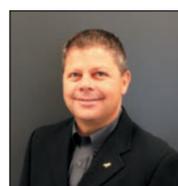
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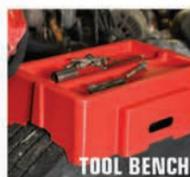
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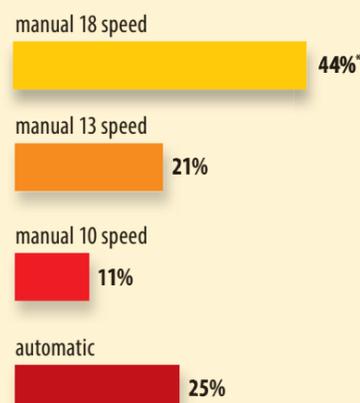


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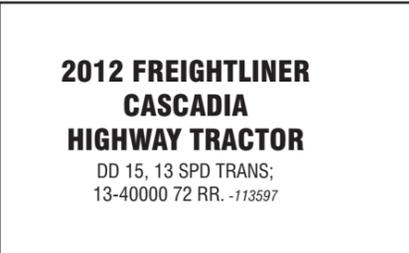
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4964 HIGHWAY
TRACTOR**

68" SLEEPER, DD15 ENGINE;
13 SPD TRANSMISSION; 12/40
AXLE(S) -115216



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72" SLEEPER, DD13 ULTRA SHIFT,
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**2012 FREIGHTLINER
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HIGHWAY TRACTOR**

DD 15, 13 SPD TRANS;
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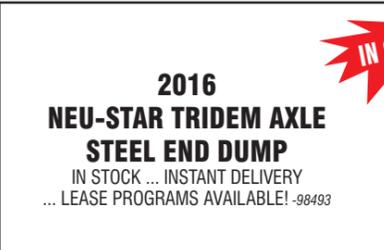
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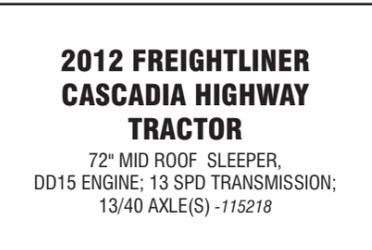
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Green Truck Summit keynote stresses importance of clean energy initiatives

INDIANAPOLIS, Ind. – The Green Truck Summit kicked off at Indianapolis' Indiana Convention Center March 1, underscoring the myriad of ways fleets can reduce fuel costs, and at the same time their carbon footprint.

Touching upon several topics – such as alternative fuels, electric-powered vehicles, the future outlook of compressed natural gas (CNG) and telematics – the summit opened with a keynote address from US deputy assistant secretary of transportation for the Department of Energy Reuben Sarkar, who said it was critical that the government invest in energy research to curb global warming.

“We are really at the forefront of one of the defining issues of our time,” he said, adding that it was an exciting time to working in the Department of Energy and with the transportation industry because the US needs to be a global leader in fighting climate change.

Sarkar said the transportation sector makes up 70% of all petroleum use, and one third of all greenhouse gas (GHG) emissions, which was one reason his department asked for a 51% increase in funding in this year's federal budget for vehicle technologies research.

Sarkar said the US's top scientist say the country needs to curb its GHG emissions by 25% by 2025 and 80% by 2050 to avoid the most devastating effects of climate change.

“This (global warming) is no longer an abstract threat,” said Sarkar, adding that 2015 was the hottest year ever on record.

With the world's population expected to increase by 33% in the next 20 years, Sarkar said all sectors must innovate their way out of the global-warming threat, including the transportation industry, which he said only invests 2.4% of its sales into energy research.

“This is much less than other sectors,” he said, “and exemplifies the importance of government investments into energy and into transportation research.”

Sarkar said that government effort has paid off, with the \$931-million investment into vehicle combustion engine research between 1986 and 2007 achieving a total benefit of \$70 billion in fuel savings and environmental impact in heavy-duty diesel trucks.

“It shows that sustained investments can have long-term benefits in terms of hitting the bottom line for companies,” he said.

Sarkar also highlighted the US government's Quadrennial Technology Review, which was released in September 2015, and emphasizes the need to reduce energy use and lower GHG emissions that come from medium- and heavy-duty trucks.

He did add that light-duty trucks accounted for the largest segment of energy consumption in the transportation sector in the US, but that medium- and heavy-duty were next in line and expected to increase.

Advising caution toward neglecting clean energy research given the current low fuel prices, Sarkar said the initiative was about much more than cost savings.

“Our transition to a clean energy economy is not just about fuel pricing at the pump,” he said. “It's about the social cost of carbon and the effects on climate change.”

Sarkar used the aviation sector as an example for the trucking industry to follow, saying it has been using savings from lower fuel prices and investing the funds into research and alternative fuel strategies.

The US government views work trucks as a key part of its initiative to develop more efficient combustible engines that are completely non-reliant on petroleum.

“Some experts will say that transportation is going to change more in the next 10 years than it has in the last 100 years,” said Sarkar. “So that rate of change is happening considerably.”

One way the US government is investing in exploiting new technologies is through its SMART Mobility program – Systems and Modeling Accelerated Research in transportation – which investigates energy use implications into

future mobility and spans research programs, all with the goal of reducing GHG emissions.

Another project was 2010's SuperTruck program, which Sarkar said was so successful, that he announced the launch of SuperTruck 2.

The program challenges companies to come up with new technologies that improve fuel efficiency, requiring teams to achieve greater than 50% engine productivity in addition to improving freight efficiency.

Subject to congressional appropriations, Sarkar said the government would invest \$80 million into the SuperTruck 2 initiative for research, development and demonstration of long-haul tractor-trailer truck technology that improve efficiencies by more than 100% relative to the manufacturer's best-in-class 2009 truck.

Finally, Sarkar announced three funding recipients for plug-in electric powertrain technologies for medium- and heavy-duty vehicles.

Robert Bosch LLC of Farmington Hills, Mich., Cummins Corporate Research and Technology in Columbus, Ind. and McLaren Performance Technologies of Livonia, Mich. received a combined \$12.2 million to develop various electric vehicle innovations to be brought to the general public.

“Improving the efficiency of commercial trucks is critical to reducing our petroleum consumption, strengthening our clean energy economy, and further reducing our contributions to climate change,” Sarkar said. “This new funding will not only accelerate innovation but also foster rapid market adoption of new energy efficient vehicle technologies.” **TW**



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By Edo van Belkom

THE STORY SO FAR

Bud convinces Mark to go undercover at a trucking firm to see if he can help stop cargo thefts from the company.

Mark is hired by Chenai Trucking and shows up to take on his first load for the company.

Over the next few weeks, Mark drove for Chenai Trucking as if it were any other company he'd worked for over the years.

As promised, he got great loads to far away places and the company paid on time.

Furthermore, in all of his time working for the company, not a single load had been stolen, either from the company's yard or on the road.

The addition of a security gate, cameras and a security guard had obviously had an impact on the company's fortunes, but it was still odd that they had gone from being one of the most robbed trucking companies in the GTA to one of the least.

If things continued like this much longer, Mark would have to consider either becoming a regular full-time driver for the company or cutting his ties and moving on to something else.

The money was good, but Mark had signed on for some adventure, and so far there had been none.

He decided to plant some seeds to see if anything would grow.

Coming into the Chenai yard late one Friday night, Mark stopped at the security gate to let the guard make note of his trailer's identification numbers and the serial number on his seal. When he was done jotting down the information, Mark followed the man into his kiosk and started up a conversation.

"Do they keep you busy?" he asked.

He was an older South Asian man who had probably been a truck driver once upon a time.

His face was old and weathered, with one eye half closed.

He hobbled more than walked, as if he'd injured his knees or spine at some point in his life...maybe both.

"Trucks in. Trucks out. I walk the yard every half hour. Sometimes someone calls on the phone. It's enough."

"Did you used to drive truck?"

The man smiled, revealing a gap-toothed smile. "Years ago," he said. "In India."

"Why not here?"

"In India, crashed my truck. No eye here," he said, pointing to a sunken right eye socket. "Broke my back, broke my legs. No more truck. This job is good...good for me."

Mark sighed in disappointment.

If the cargo thefts had been an inside job, then chances would be good that the new security guard might somehow be in on the operation.

But that didn't seem to be the case.

This guard seemed happy to have work, was thorough and careful about how he did his job and was open about his life history with seemingly nothing to hide.



Dalton undercover

PART 3

Still, that didn't mean he couldn't plant a seed with the man and see what might come out of it. "But you'd still like to drive if you could?"

"Of course," he said, looking out the window of his booth at the road that cut across the horizon. "This is a big country. I'd like to see more of it."

A sigh. "Do you like to drive?"

Here was the opportunity Mark had been waiting for.

"I don't mind driving so much, it's how much the ex-wife takes from me every month that I don't like. The more I drive, the more I make, right?"

The man shrugged.

"Wrong. The more I work, the more she gets." Mark shook his head, trying to sell his anger. "Don't get me wrong, I love my kids, but do they need cheerleading and riding lessons? I can't keep up most months and my truck payments are always a few days behind."

The man looked at Mark for a long time, studying him.

Mark let him look all he wanted, giving him all the time he'd need to get the story right when he told someone - anyone else - about the new driver with money problems.

"I'm always looking for extra money," he said. "You know what I mean?"

"Yes. I understand."

"Good," Mark nodded. "Now I have a question for you."

"OK."

"If you had a choice, would you rather go to the East Coast or West Coast?"

To Mark's surprise, the man didn't laugh or even crack a smile.

Instead, he half closed his eyes and thought seriously about the question. "West. The Rocky Mountains. I hear they are nice to see."

Mark grinned.

He enjoyed seeing all that Canada had to offer as well.

"I like the mountains too," he said. "Maybe I'll take you for a ride one day."

"I'd like that very much."

After his talk with the security guard, it didn't take long for the feeling Mark had working at Chenai Transport to change.

Whenever he was in the company yard it felt as if he were being watched, not by the security guard, but by other drivers in the yard.

It could have been just his imagination but he couldn't help but feel there were far more trucks idling in the yard than usual, more tires being changed, more maintenance done on trucks.

And all the while there was at least one set of eyes on him, screening him... For what?

Mark wasn't sure.

Nothing happened for several days.

Mark picked up and delivered his loads as usual, people seemed to watch his every

move in the yard, and there was no talk about stolen loads.

Until Mark was approached by another driver.

He was doing an extensive circle-check in the yard, making sure to be around for as long as possible so that if anyone wanted to talk to him, they would know where to find him.

"You Mark?" a voice said.

Mark climbed out from under his trailer and said, "That's me! Who are you?"

"My name is Suki. I was talking to Parwinder in the security office and he told me you like to make money."

Bingo! Mark thought, struggling to maintain a strict poker face.

"Yeah, my ex-wife is bleeding me dry."

Suki nodded.

"Yes, he told me." He paused a moment to take a quick look around. "You want to make some money, fast?"

"What do I have to do?"

"Not much. You just park your truck in a place where we say. Then go have a nice long dinner. You know, take your time."

Mark nodded and rubbed a hand over his stomach.

"I'm feeling hungry already." TW

- Mark Dalton returns next month in Dalton Undercover Part 4.

Illustration by Glenn McEvoy



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Bison named Best Fleet to Drive For

LAS VEGAS, Nev. – CarriersEdge and the Truckload Carriers Association (TCA) revealed the winners of the best overall fleets to drive for, in both the large and small carrier categories at the TCA annual convention in Las Vegas March 8. The best overall large fleet winner was Canada's own Bison Transport of Winnipeg, Man. There to accept the award, sponsored by Bose, on behalf of the company was Garth Pitzel, director of safety and driver development for Bison.

"On behalf of all of our employees and contractors at Bison, I'd like to thank the TCA and the Best Fleets to Drive For sponsors," he said. "And I certainly want to recognize CarriersEdge for their involvement and commitment in this important industry program. At Bison we never create a program to be recognized, we create it to improve the lives of our professional drivers. What's most rewarding is it started with a driver nominating Bison and it was validated by our professional drivers."

According to CarriersEdge, Bison won the overall award because of its outstanding range of driver programs, stellar safety performance and low annual driver turnover.

This year marks the second time Bison has been named an overall winner of Best Fleets and the sixth time it has been listed among the Best Fleets Top 20.

FTC Transportation of Oklahoma City, Okl., took home the title of best overall fleet in the small carrier category. Jane Jazrawy, CEO of CarriersEdge, explained the significance of the Best

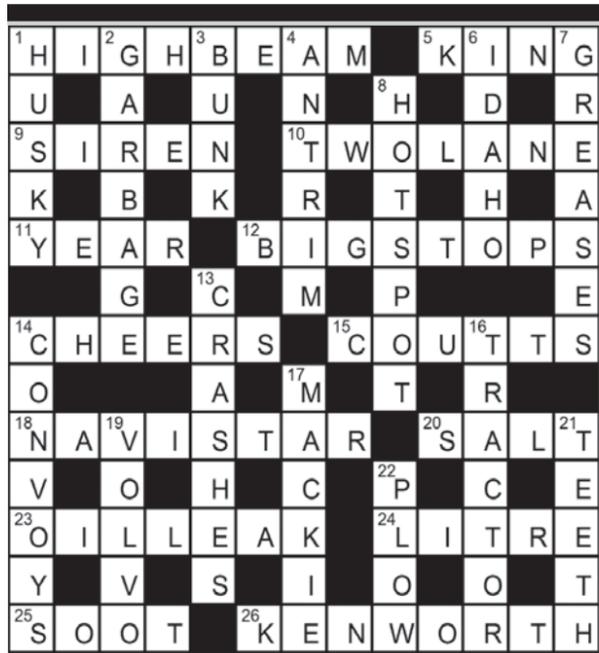
Fleets to Drive For program at the TCA convention.

"This year's best fleets provide outstanding experiences for their drivers across a variety of categories. Whether it's embracing new technologies or pay models, these fleets are finding new ways to push the boundaries," she said.

She noted that both of this year's overall winners are providing a winning combination of outstanding programs for their drivers, satisfaction rates above 90% and low driver turnover of less than 30%. Both companies were also 2014 grand prize winners of TCA's National Fleet Safety Awards (and as was later revealed at the conference, repeated as winners of those same awards this year).

"It's interesting that both of our Best Fleets overall winners are also previous grand champions in the safety arena... it may well be that their safety numbers are outstanding because of all the other things that they do," Jazrawy said. "Both have taken a holistic approach to improving fleet operations and working to build a more efficient, more inclusive fleet that all drivers can benefit from. As a result, they have happier drivers, who focus on doing their jobs better, leading to better safety and more efficient operations. This, in turn, makes everyone happier, and the cycle continues."

Canadian fleets in the Top 20 included: Bison; Challenger Motor Freight; Erb Group; Kriska Holdings; and TransPro Freight Systems. Trimac Transportation in Calgary, Alta. was named a Fleet to Watch. **TW**



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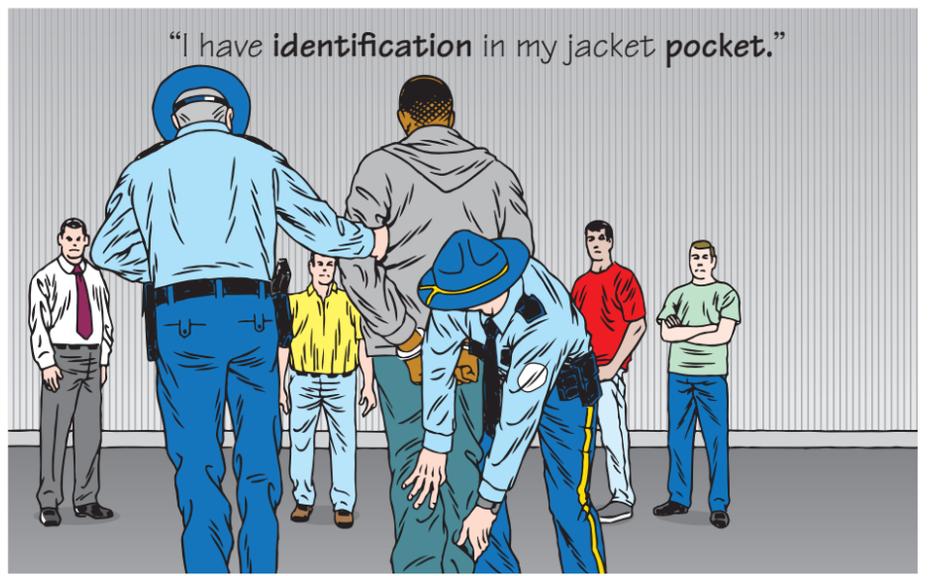
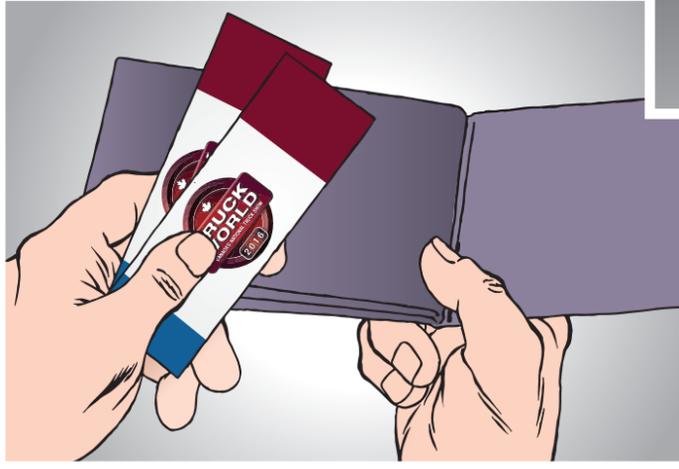
The Adventures of NEWLAND TRANSPORT

By Edo Van Belkom

Vic is delivering a load of electronics to a yard in the Southern United States. He arrived early and with extra time on his hands, decides to do a circle-check. Someone called the police and Vic was tackled by two Sheriff's officers and placed in handcuffs.

"My name is Vic," he says. "I was just checking my truck after a long drive."

The sheriff finds his wallet and opens it up in search of Vic's identification. "It's true!" the officer who did the search says. "He's a truck driver and that's his truck. He even has tickets to some kind of show called Truck World."



"Where is the regular driver, George Whitehead?" someone in the crowd asks.

"I don't know who that is," Vic replies.

"He's the regular driver on this run," someone else says. "George always said it was impossible to get here on time with this load. Why are you here so early?"

"It's hard," Vic says, "But not impossible. I figured out a way to get here on time, even a little early."



For a few moments everyone stands around in silence, perhaps realizing that Vic had been given a hard time just because he wasn't George Whitehead and looked like he was from somewhere else. Finally, someone in the crowd steps forward and says, "Sorry Buddy. We thought you were trying to steal this truck. You understand."



"No I don't understand," Vic says, shaking his head. "I was just delivering my load to your truck yard... just doing my job. Why would you think I was anything but a truck driver?"

"Our bad," a man from the truck yard office says. "We've had a lot of thefts from our yard in the last few months and we get a little suspicious when we see people who aren't from around here checking out trucks in our yard."

"An honest mistake is all it is," the man says.

Vic is unconvinced. "I guess."

"Say, where you from anyway?"

"I'm from Toronto."

"Yeah, but what nationality are you?"



Illustration by Glenn McEvoy



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Alchemist is in it for the long haul

By **Derek Clouthier**

SURREY, B.C. – As a region, Western Canada is affected greatly by what happens in any one of its provinces or territories.

Alberta's economic downturn has reverberated throughout the area, having a negative impact on small fleet trucking companies that have not had a diversified enough portfolio to fall back on, something Alchemist Specialty Carriers has worked to avoid.

"What this does is it gives us a good diversity in our diet," said Will MacLean, general manager for Alchemist. "We can offer many things to a small group of customers who have a lot of different things that need to be moved. If someone's focused and they only have one customer, what happens is that customer all of a sudden goes into a tailspin, it affects us all the way."

Based in Surrey, B.C., Alchemist has managed to avoid its business contracting over the past couple of years by offering customers a variation of hauling services in its home province as well as in Alberta, from solids and liquids, waste waters, oil, antifreeze and cocktail mixes, petroleum sulphurics, sulphamatics and fibreglass reinforced plastic units, as well as diesel fuel to service mining operations in Copper Mountain and jet fuel to various airports throughout B.C.

"We haul to different airports all throughout B.C.," MacLean said. "We service anything from Vernon Airport right up to the Hope Airport. We will even carry deliveries to the smaller, individual one-plane operator."

MacLean said Alchemist started about 15 years ago as a ma-and-pa operation before expanding into Alberta during what he called the 'boom.'

But it continues to be challenged by the current Alberta market, and as a result, pulled out last November.

"We kind of saw the trend," MacLean said. "We never recovered over the summer and we thought we'd stick around until September or October

and then we realized that it wasn't coming back. Anyone who was holding on any longer was just taking a financial hit."

MacLean said his company was doing some bin work for one of its Alberta partners when they noticed the business begin to slide downward.

"Our assets are not moving as quickly as we'd like," he said, "and instead of moving over to Alberta on a regular basis, we're only moving over maybe once or twice a week, where before we were able to move every day."

Having lived in Edmonton for 20 years, MacLean said he has seen this Alberta story before.

"I watched the peaks and valleys in Alberta, and I call them 'corrections,'" he said. "You go four years hard, then four or five years to the wall and then all of a sudden the bottom drops out and the market corrects itself, everybody sells all their assets, they all wait for the next injection into the economy and then buy more assets again. I've been through about three or four of them in Alberta. It just happens. It's just Alberta."

But with every hit, Alchemist looks for a counter-punch.

"So what that does is it gives us the opportunity to be able to focus our guys who are trained in all the different areas, and they still have a paycheque because we have other customers that we're able to partner with to move freight on a regular basis," MacLean said. "The driver is able to bounce into the other division, and us as a company are able to stay whole as well."

MacLean cautioned that any company looking to diversify its business plan must be careful they don't all of a



Alchemist Specialty Carriers strives to keep its employees with the company by being a carrier of choice and creating a family-like atmosphere.

sudden try to be a carrier of all people and all things.

"Then you're a master of nothing," MacLean said.

One aspect Alchemist continues to strive to become a master of is its ability to attract and retain drivers by creating a positive workplace for its employees.

MacLean said his biggest concern looking to the future is not the economy or bringing on new clients, it was getting new, young drivers who want to be part of the Alchemist family.

"Industry is not attracting any drivers into the marketplace," he said. "We can't do our job unless we have drivers driving the units."

MacLean said he estimates the average age of today's truck driver is around 55, and a new crop needs to come on-board.

"I can have the best customers in the world," he said, "but if I don't have a team behind Alchemist that is going to be moving and working with the customers and are trained accordingly, it could be a challenge."

MacLean believes that once a company becomes a carrier of choice, with well-trained, professional drivers, customers will follow.

"Training is always something that is important," he said. "You always have to keep that on the front line."

One trait of the Western Canadian driver that MacLean said makes his job a little easier is their 'get'er done mentality,' which he said is deeply rooted in those in this region.

"I'm thankful that they are out there working and they're behind the wheel because I know they're being safe and they're making judgement calls that are appropriate to what needs to be done," MacLean said of his company's drivers.

With some of the unique challenges driving in B.C. presents, MacLean said he often calls drivers while they are on the road in adverse conditions to ensure everything is OK.

"It's all about the drivers and your people," he said. "It's about creating that culture where people come to work."

Though when hiring the company does look for those with the right set of driving experiences, MacLean said he places a lot of emphasis on a candidate's personality and traits, and often finds the right people in different industries, like construction, and spends the time to train them accordingly.

At present, Alchemist has about 25 trucks in its fleet and employs about 30 people.

Despite the current climate in Alberta, it still holds a satellite office in Calgary, which it opened in late February. **TW**

"Training is always something that is important. You always have to keep that on the front line."

Will MacLean, Alchemist

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