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trucknews.com



Editor James Menzies operates the Freightliner Inspiration Truck in autonomous Highway Pilot mode.



Reach us at our Western Canada news bureau

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Driving a self-driving truck

Operating an autonomous truck in Nevada requires a special certification

By James Menzies

LAS VEGAS, Nev. – “No one has ever passed our test.” Not the words you want to hear when you’re about to take that test. The speaker was Jim Martin, one of the few Daimler Trucks North America (DTNA) engineers certified to drive autonomous trucks in the state of Nevada and also licensed to provide certification to other CDL-holders.

But while his warning may have quickened the pulse of the handful of North American trucking journalists preparing to obtain the certification, myself included, Martin quickly added, “The reason for this is, this is our first time (giving the test).”

CDL-holders require special certification to operate autonomous trucks in the state of Nevada. The criteria for this certification is developed by the truck maker and then approved by the state. It’s up to the OEM to test individuals wishing to obtain their certification and to issue the certificate allowing them to operate

such vehicles.

There’s obvious irony at work here: A special certification is required to operate a truck that can effectively drive itself. But the objective of the training and subsequent certification is to ensure the driver understands how to use the system and more importantly, that they realize they are responsible for the vehicle at all times – even when Highway Pilot is active.

Operating Highway Pilot is not at all difficult.

When Highway Pilot becomes available on the Freightliner Inspiration Truck, a ‘Highway Pilot Available’ notification appears in the driver display. The driver can then click the Set button on the steering wheel to activate the system, as long as the engine brake is turned off. The driver can then toggle through to the desired top speed. The engine brake can be activated once Highway Pilot has been enabled. To deactivate Highway Pilot, the driver simply needs to tap the service brake or press the Off button

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Words with Wiebe

We caught up with the Grand Champion from last month’s national driving championships

By Jim Bray

REGINA, Sask. – Ken Wiebe is no stranger to winning. This year’s Grand Champion driver at the National Truck Driving Championships, winner of the B-Train category and member of Team Manitoba, has won four other titles out of the 11 times he’s competed. He also copped top prize in his B-Train category in 2013, 2012, 2010 and 2008, so one could think this is old hat to the veteran driver. And maybe it is.

“I just like the competitive side of it,” Wiebe told *Truck West* shortly after learning of his win in September. “It’s always been fun.”

He said one of the reasons he throws his hat into the ring year after year is to “just try to take your driving to the next level; it keeps you sharp, that’s for sure.”

And even though he has a track record of success at such events, he’s not about to get complacent.

“It’s always the top drivers in the Nationals,” he said. “Everybody is at a top level and you never know where you’re going to end up. Your heart’s jumping out of your chest in these things. Get out of the truck and you’re still shaking, the nerves never go away.”

He said the nerves start taking a toll on him even before the competition begins.

“Trying to sleep the night before, to be competitive, is always a challenge.” He noted that competitors can sometimes tell if they’ve had a good run or not, but that doesn’t mean they know how their results will stack up against the other gladiators.

The Grand Champion grew up on a farm in MacGregor, about 130 kilometres west of Winnipeg.

“We always ran equipment, tractors, trucks and the like. I started working on a large grain farm and from there

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Six tips to reduce aftertreatment-related issues

In a Technology & Maintenance Council panel discussion on aftertreatment systems (ATS), OEM representatives offered a few tips on how to reduce aftertreatment-related repairs and downtime. The reliability and servicing of aftertreatment systems continues to be an issue for fleets, as seen at TMC.

Here are a few quick take-aways from Kevin Otto of Cummins and Vic Meloche of Daimler, taken from their TMC panel discussion:

Don't ignore malfunction indicator lights: "In the past, you may have been able to get away with this, but not today," Otto warned. He said to attend to engine lights as soon as they appear.

Get the latest software updates: The OEMs are continuously updating the calibrations and software for their engines to address issues that have come up and to enhance performance. Get the updates installed as soon as they're available.

Use certified DEF: There is still sub-par diesel exhaust fluid out there and it can lead to emissions system failures if it's not on spec.



Editorial Comment

James Menzies

Try to facilitate effect DPF re-gens: Some duty cycles are just not conducive to proper DPF regenerations. A re-gen requires high heat and so lightly-loaded or high-idle duty cycles are not necessarily ideal. Try to get the truck out into heavily-loaded highway driving applications to facilitate proper re-gens if possible. I know – easier said than done.

Make sure DPF is properly cleaned: There was some discussion as to which of the available cleaning methods is most effective. It really doesn't matter, said Meloche, as long as the filters is fully cleaned of ash. If it's not, the leftover ash will compete with soot for space within the filter, the cleaning interval will be shortened and the filter could be damaged.

Avoid winter front grille covers: Cummins' Otto said winter front

grille covers can confuse the aftertreatment system, leading to issues. It's better to have a properly functioning cooling system than to use winter fronts, he suggested.

Here's an interesting note that came out of the discussion. In 2016, trucks will require soot detection sensors to measure the soot that's leaving the smokestack. This should help detect faulty emissions systems and clogged DPFs sooner than in the past, hopefully allowing fleets to service them before damage is incurred.

You can read more on this topic on pgs. 10-11 this month's issue. **TW**



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A four-day work week: When less really is more

If you, like me, had a great Thanksgiving long weekend and returned to work feeling more refreshed because of it, take the next step and ask yourself this question: Why are three-day weekends the exception rather than the rule?

That may be a controversial question in an industry where 50- and 60-hour work weeks seem to have become the norm for many of those with desk jobs. (We usually focus on the long hours put in by drivers, neglecting to appreciate the hours put in by those working in the office). It's a controversial question in an industry where work hours have grown longer as staff sizes have become thinner. But it's a question worth asking.

Decades of research shows that those long hours spent behind the desk present a ticking time bomb for your heart. Recently, *The Lancet*, a highly respected medical publication, published a meta analysis – essentially a study of studies – that examined the link between heart disease and overwork in more than 600,000 American, Europe-



The view with Lou

Lou Smyrlis

an, and Australian men and women. It found that employees working long hours – defined as 55 or more per week – had a 33% increased risk of stroke than people who worked less than 40 hours per week. The overworked employees also had a 13% greater risk of developing heart disease than their peers who worked fewer hours. Those working more than 55 hours per week also got less sleep and had a harder time falling asleep, and were less likely to wake up feeling refreshed, which, of course, further contributed to how tired they were feeling.

Overworked people, operating on lower energy levels, are also found to be less likely to properly read the emotional signals and cues given by their co-workers. In other words, tired peo-

ple are more likely to end up in office arguments.

Research shows that those working longer hours need more time to recover from their work than employees with workdays of normal length.

The first opposition to suggestions of a shorter work week is obvious: In an industry as fast-paced as trucking we can barely manage to get all that needs to get done in a five-day week, how could we possibly manage to do so in a four-day week? Yet the paradox is that a shorter work week actually increases employee output. And this is something we've known for about 200 years. In the 19th century, when factory owners were compelled to limit workdays to 10 and then eight hours, management was surprised to find that output actually increased and accidents decreased.

In 2009, Harvard Business School researchers studied the impact on a group of employees from a busy Boston consulting firm who were asked to take a day off in the middle of the week – no

checking e-mail, no checking in was allowed. The experiment went on for five months. The end result? The firm's clients reported an improvement in service from the teams who took the time off compared to the performance of the employees working their usual 50-plus hours per week.

And you may be surprised to find – as I was – that three-day weekends are already becoming common in business. A recent report from the Families and Work Institute noted that 43% of the 1,051 American employers surveyed were already offering compressed workweeks to at least some of their employees. More research is required on the impact of a shorter work week but I wouldn't be surprised if it turns out that, as the Chinese proverb says, sometimes less is more. **TW**

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CHAMPIONSHIPS



Grand Champion Ken Wiebe won the B-Train division in the National Truck Driving Championships.

Wiebe has created a legacy of winning

Continued from page 1

was told I'd make a good trucker, so I tried it."

That put the bug into him and "Once you get it into your system it stays here," he said, adding that he still prefers being behind the wheel rather than snagging a desk job.

"I like being outdoors and working outside rather than being in an office," he said. "I like hands-on stuff, getting out and doing the hard work."

Wiebe drives for Winnipeg's EBD Enterprises, hauling steel out of the Gerdan mill in Selkirk, a gig he's had for 28 years now.

"They treat me good and I'm home at night," he said. "There are long days sometimes but I get my weekends off, and that's tough to find in trucking."

Besides trucking, he also plays guitar. "It's kind of a hobby," he said. "I grew up in a musical family and spent a lot of time doing that."

Wiebe said he also lends his musical talent to a couple of bands. "Regular runs help make that possible," he said, adding that he tries to play once a week.

Getting ready for the Nationals took some preparation, the married father of four said, but it was nothing that was too far out of his duties or his comfort zone.

"All my customers' places I go to, there's always lots of challenges getting into places, backing into places," he said. "There's always obstacles." He was impressed by this year's incarnation of the competition, noting it takes "A lot of time to put together, and with lots of people involved."

As for the industry he loves and represents so well, the Harley aficionado thinks the more people who enter it, the merrier.

"There's always demand for truckers, so it's a good business to get into," he said. "It's an excellent business, never boring, and there's always something going on. Every day there's a new challenge, for sure."

Wiebe's next challenge could very well be defending his overall title win. And with his record, it might be foolish to bet against him. **TW**



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Input on GHG Phase 2 regulations under review

By James Menzies

ORLANDO, Fla. – Time has run out to comment on the joint EPA/NHTSA greenhouse gas Phase 2 regulations,

which were proposed in June and set to go into effect on 2021 model year trucks.

The official comment period ended Oct. 1, and now the Environmental

Protection Agency and National Highway Traffic Safety Administration will review input from stakeholders and make any necessary amendments to the regulation. The final rulemaking will be released in the second quarter of 2016.

The proposed rule calls for fuel economy improvements of: 4% from the engine; 8% from trailers; 24% for tractors; and 16% for vocational trucks, compared to a 2017 baseline. The improvements will be phased in between 2021 and 2027 model year trucks, with trailer improvements set to begin in 2018.

“The long lead time is extremely important to ensure reliability and durability,” EPA representative Matt Spears told attendees at the Technology & Maintenance Council’s fall meetings here.

He acknowledged the Phase 2 requirements are “more aggressive” than the Phase 1 regulations, which were met using mostly off-the-shelf technologies already in widespread use. As with the previous round, truck manufacturers will choose which technologies to employ. They could include: engine, transmission and driveline improvements; weight reductions; engine start/stop technologies; low rolling resistance tires; aerodynamic devices; waste heat recovery; reduced friction within the engine; and improved emissions aftertreatment systems.

The cost of complying will likely add about 12% to the purchase price of a new highway truck, Spears acknowledged. Trailers and vocational trucks are likely to climb in price by 5%. However, Spears said model year 2027 tractors will deliver an ROI in their second year of use due to improved fuel economy, with vocational trucks delivering a payback in their sixth year.

“We see this as an opportunity to bring down the costs of transporting freight, benefiting business and consumers,” Spears said, noting US\$170

billion in fuel savings is expected to be achieved over the life of the vehicles sold under the program. Spears also noted the Phase 2 standards will move the US ahead of Europe in terms of emissions reductions from heavy vehicles.

Jason Johnson of Kenworth said, “There will be technologies on trucks we have not seen yet.”

Charlie Fetz of Great Dane Trailers, said his company is still studying the regulation to determine how it will meet the requirements. Low rolling resistance tires, tire inflation systems, weight reductions and aerodynamic fairings are likely to be employed.

“Some people may be forced to buy things they don’t want to, such as aerodynamic options or low rolling resistance tires,” he said, noting items like tires and aero devices will be considered part of the trailer’s emissions equipment and will have to be maintained.

In the early stages of the program, dry vans will need low rolling resistance tires and either skirts or trailer tails to comply.

By 2027, they’ll likely need both side skirts and trailer tails and possibly even more, Fetz said.

Certain trailer types will receive exemptions or be excluded from the rule altogether.

For example, tankers won’t require trailer tails and log trailers and cattleliners won’t have to comply at all. Rulemakers are still working to define heavy-haul for the purposes of the rule, so there could be some leeway afforded there, Fetz added.

The EPA’s Spears also provided some clarity on how gliders will be affected by the new rules. He said gliders themselves won’t be outlawed, but OEMs will have to install in them engines that meet current emissions standards.

There’s an exception for small businesses that sell only gliders; they’ll be allowed to continue selling a limited number of gliders with pre-emissions engines. **TW**

Cost of trucking on the rise

ARLINGTON, Va. – The American Transportation Research Institute (ATRI) released the findings of its 2015 update to its **An Analysis of the Operational Costs of Trucking report**.

The research documents analyzes trucking costs from 2008-2014 providing motor carriers with a high level benchmarking tool, and government agencies with a baseline for future transportation infrastructure improvement analyses, ATRI said.

As well, despite falling fuel prices, the rise in average operating costs in 2014 is thanks to an increase in equipment costs, as well as driver wage increases driven by the ongoing driver shortage and the need to retain the industry’s most experienced professional drivers.

The report can be downloaded from www.ATRI-online.org. **TW**

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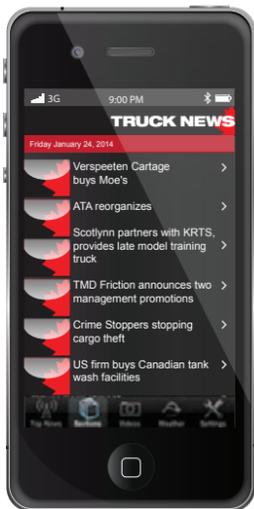
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ATA resists proposed labeling regulation

Requiring certification labels on trucks, trailers and dollies will add cost but do nothing to enhance safety, association claims

By James Menzies

ORLANDO, Fla. – Speaking to a packed house at the Technology & Maintenance Council's fall meeting in late September, Ted Scott, director of engineering with the American Trucking Associations (ATA), provided a regulatory update for members.

He said the topic of mandatory electronic stability systems would appear on the agenda for the final time, with the US having passed a law that will require stability control on three-axle Class 8 trucks Aug. 1, 2017 with the remainder of Class 8 trucks to follow Aug. 1, 2019.

The technology costs about US\$780 per tractor, Scott pointed out.

'(Labeling proposal) a totally unnecessary costly burden that has absolutely no value in safety.'

Ted Scott, ATA

US regulators are now turning their attention to speed limiters and have issued a Notice of Proposed Rulemaking that has now been on US President Barack Obama's desk for more than 90 days.

"My sources are telling me there's just a lot of questions being asked regarding the proposed rule and it's just taking time for NHTSA and the FMCSA to answer those questions," Scott said.

The ATA supports mandating speed limiters set at 65 mph.

One proposed rule it does not support is a requirement that all trucks, trailers and dollies carry certification labels confirming they meet all necessary safety requirements.

The proposed rule would apply to US-domiciled carriers.

In the absence of a certification label, the carrier and its drivers would have to carry – and present upon demand – letters issued by the equipment manufacturers confirming the equipment complies with all applicable standards.

"We are totally opposed to this rule," said Scott. "It's ironic to me that last year the FMCSA was touting the fact it saved the industry \$1.7 billion when eliminating the need for 'no defects noted' driver vehicle inspection reports; now, more than a year later, they're proposing a way to replace that savings with a totally unnecessary, costly burden that has absolutely no value in safety."

Another NPRM introduced this year concerns rear under-ride guards and reflective tape on straight trucks.

An additional NPRM calling for stronger under-ride guards on trailers, which will mirror those already in place in Canada, is expected soon. Strengthening under-ride guards could cost the industry from \$421 to \$669 million but is expected to save five to seven lives per year, Scott said.

If passed, the requirements will affect new equipment only and would not require existing equipment to be retrofit. **TW**

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Roadcheck out-of-service rates at all-time low

GREENBELT, Md. – The Commercial Vehicle Safety Alliance released the 2015 International Roadcheck results recently and found that out-of-service rates for Level I Inspections were at the lowest on record.

According to the CVSA, of the 69,472 total inspections (that took place from June 2-4) 44,989 were North American Standard Level I Inspections, which is the most thorough roadside inspection. Of those inspections, inspectors found 1,623 or 3.6% of vehicles and 9,732 or 21.6% of vehicles with out-of-service (OOS) violations. Those numbers represent the lowest rates for which CVSA has data, back to 1991.

Level I Inspections consist of a 37-step procedure where a driver's record of duty status and safety of the vehicle are examined. Drivers have to provide items like their licence, medical card and hours-of-service documentation. The vehicle is checked for braking system, cargo securement, and exhaust system among other things.

This year, International Roadcheck placed a special emphasis on cargo securement. The CVSA highlighted cargo safety as a reminder to drivers and carriers. According to the data, inspectors issued 2,439 violations for load securement. The leading load securement violations, by number of violations issued, were: failure to prevent shifting/loss of load; failure to secure truck equipment (tarps, dunnage, doors, tailgates, spare



tires); damaged tie downs (typically unacceptable wear on chain or cuts and tears on web straps); insufficient tie downs; and loose tie downs.

In addition, of all inspections that included vehicles: 82.5% of vehicles had no OOS violations, and 17.5% were placed out-of-service (18.7% were out-of-service in 2014). Of all level I inspections, 78.4% of vehicles had no OOS violations, and 21.6% were placed out-of-service (23.0% were out-of-service in

2014). As well, 98.5% of drivers carrying hazardous material had no OOS violations, and 1.5% were placed out-of-service (3.0% were out-of-service in 2014), while 98.1% of drivers had no OOS violations, and 1.9% were placed out-of-service (3.9% were placed out-of-service in 2014).

“CVSA’s International Roadcheck is the largest targeted enforcement program on commercial motor vehicles in the world, with nearly 17 trucks or bus-

es inspected, on average, every minute, over three days,” said CVSA acting executive director Collin B. Mooney, CAE. “However, we must remember that the work done over that 72-period represents only a fraction of what’s accomplished every day by approximately 13,000 CVSA-certified local, state, provincial, territorial and federal inspectors at hundreds of inspection locations across North America. They work every day to keep our roads safe by performing the same truck, bus and driver inspections conducted during International Roadcheck.”

FMCSA acting administrator Scott Darling also commented: “Commercial vehicle inspectors are highly trained, dedicated professionals whose sole focus is protecting the safety of everyone traveling on our highways and roads. The annual Roadcheck event is just one example of a continuing strong partnership among local, state and federal safety enforcement personnel. It also serves as a valuable reminder that when it comes to commercial vehicle safety, everyone has an important role to play. We must give large trucks and buses extra space to maneuver, avoid lingering in blind spots where you can’t be seen, never allow ourselves to become distracted drivers, and never drink and drive.”

In total, there were 69,472 truck and bus inspections during International Roadcheck this year. **TW**

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Fleets still struggling with aftertreatment-related problems

TMC panel discussion examines ways to keep aftertreatment systems from ‘eating your lunch’

By James Menzies

ORLANDO, Fla. – Complex emissions aftertreatment systems such as diesel particulate filters (DPFs) and selective catalytic reduction (SCR) have been attached to trucks for more than five years now, but still fleets are struggling with the maintenance and repairs of these items.

Kirk Altrichter, vice-president of maintenance with Crete Carrier Corp., asserted at the Technology & Maintenance

Council’s fall meetings that, “Emissions-related problems are eating our lunch.”

He said 3-4% of the company’s 5,500 trucks are down at any given time and that a quarter of all maintenance is emissions-related. “That’s a lot of technician time and a lot of downtime,” he said.

While he acknowledged exhaust aftertreatment systems have accomplished their objective by reducing NOx, PM and CO2 emissions, he also said “Emissions

systems create upstream problems and downstream woes.”

fouling of the diesel oxidation catalyst, leading to catastrophic engine failures; fuel leaks that have melted the DPF and created the need for premature cleaning; oil leaks that have clogged the DPF; and misfilling of diesel tanks with diesel exhaust fluid (DEF) and vice-versa.

‘We don’t care how you clean the filter, as long as you get all the ash out.’

Vic Meloche, Detroit

Some of the problems Altrichter has dealt with include: leaked coolant causing cracking of the DPF and

Getting DEF into the fuel tank leads to a \$15,000 repair, Altrichter pointed out, and getting diesel in the

DEF tank will cost \$5,000. Usually, the driver doesn’t realize he has misfuelled the truck and will operate the vehicle, making the problem worse. Altrichter wondered why sensors aren’t on-board to provide an early warning when diesel has entered the DEF system or DEF has gone into the fuel system.

“Why are there no sensors to prevent the spread of DEF and vice-versa?” he wondered. “A sensor and a gate to close the flow of either would save a tremendous amount of cost. I’m generally not a proponent for adding a bunch more sensors, but there may be a case made for a few more.”

Altrichter also said questions remain about the best ways to service the DPF.

“What is the best recommendation?” he asked. “For me, the best recommendation would be that I wouldn’t have to touch it while I own the truck.”

Vic Meloche, manager, technical sales and support for Detroit and Kevin Otto, aftertreatment systems program leader with Cummins, said there are steps fleets can take to minimize problems related to the aftertreatment systems.

“Most aftertreatment issues stem from upstream issues,” said Meloche, who urged fleets to pay close attention to the maintenance of their engines. He said fleets should act promptly on malfunction indicator lights and be quick to install any hardware calibration updates as they become available.

“Do not ignore malfunction indicator lamps,” agreed Otto. “In the past, you might have been able to get away with this, but not today.”

Otto said fleets need to follow the troubleshooting procedures recommended by the OEM, noting, “Often a visual inspection isn’t enough to make an accurate repair. Follow the OEM’s troubleshooting and inspection guidelines.”

One of the more common problems a fleet may encounter is face plugging of the diesel oxidation catalyst – black deposits that form as the result of unburnt fuel collecting on the front end of the catalyst. This increases back-pressure on the engine and requires exhaust gases to funnel through a smaller area than intended, Otto explained. As a result, the exhaust gas travels through the oxidation catalyst too quickly for processing and travels through to the particulate filter, which can become plugged prematurely.

“It leads to a cascading effect that causes components to fail,” Otto explained.

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One way to prevent face plugging of the DOC is to spec' lower horsepower engines, which must work harder, generating the higher temperatures the aftertreatment system needs to properly function.

"If the engine is not working hard, it won't keep the temperatures up," he said. It's also best for trucks to spend at least some of their time in over-the-road duty cycles, which create the best conditions for DPF regenerations.

Otto also warned against installing winter front grille covers, which can confuse the aftertreatment system and cause false readings.

"It's better to have a cooling system that's working properly so a winter front is not necessary," Otto warned.

When it comes time to clean the DPF, Meloche said the technique chosen is not important - as long as it achieves a complete cleaning.

"We don't care how you clean the filter, as long as you get all the ash out," he said.

If the filter isn't properly cleaned, leftover ash can compete with soot for space, causing the DPF to overheat and potentially causing the substrate to crack. This will allow unfiltered exhaust gas to pass through to the SCR catalyst.

The results can include a poisoned catalyst and cracked DPF, both expensive problems to repair.

Starting next year, Meloche said trucks will require soot sensors installed at or near the outlet of the aftertreatment device, which will ensure the exhaust leaving the tailpipe is soot-free. This will help identify cracked or non-functioning DPFs, Meloche noted.

"Starting next year the EPA says we have to start catching cracked filters a lot sooner than we have in the past," he explained.

Some of the most common after-treatment system failures are caused by water in the fuel, which can cause deposits and rust to form on injectors, leading to sticking injectors.

"If an injector sticks open, now you have issues with an external fuel source, little air and crazy things happen," Meloche warned.

Fuel filters should be changed as per OEM recommendations and water separators used. Meloche also warned that some fuel additives can hinder the effectiveness of water coalescent filters. Using too much cold flow additive can introduce sulfur into the after-treatment system, leading to failures.

To avoid misfuelling mistakes, Meloche urged fleets to attach fuel tank stickers and to train drivers so they know not to put diesel in the DEF tank and vice-versa and if they do so, to fess up early so the tanks can be drained before more damage is done. Meloche also said to ensure air filters don't become plugged.

"Proper airflow is key to a smooth-running and healthy engine," he said. This also means checking the air system for rust and debris, which can be passed along the system where it will plug filters and potentially defeat the DEF system. One more thing fleets can do is to ensure they're using quality DEF.

"It's important that everyone only use certified DEF," he said. "There are people taking fertilizer and mixing it with water and trying to make their own DEF. Only the certified DEF should be going into the tank." **TW**

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Not the boss of you

Right now I have four files on my desk that are clients wanting to incorporate their business. Two clients want corporations for contract employment. One is a truck driver who tells me that everyone he talks to wants him to be incorporated before he hires on. The other is a software developer. He's actually the son of a trucking owner/operator client of ours. He's been offered work in another province and incorporation is one of the conditions of the job. Why are these guys being asked to incorporate?

I've talked a lot about the benefits of setting up your business as a separate legal entity. In these two cases, though, the companies doing the hiring want a worker without the strings attached. Legally, they don't want an employee.

Having an employee carries all kinds of obligations, including having to hold or report funds for EI, Canada Pension Plan (CPP), and workers comp, and following a variety of rules for hiring and dismissal.

Payments to a contracted worker



Tax Talk

Scott Taylor

are reported as normal business expenses, not payroll, and are deducted against the business's income.

The worker is responsible for keeping his own records, paying his own income and self-employment taxes, and insuring himself should he become injured. As an incorporated "independent" worker, are you prepared to file HST returns and corporate tax returns? If not, are you prepared to pay someone like me to do it for you?

By making this a business-to-business relationship rather than an employer-to-employee relationship, all the government policies and agencies that traditionally police employment and labour standards are circumvented. You say you hauled a load and the carrier didn't pay you? Don't complain to the Labour Board. This is a dispute between two businesses. You'll have to take the carrier

to small claims court.

Real benefits

Incorporating should be part of broader plan for your business and not simply a condition of a contract.

Consider the next client on my desk, a longtime owner/operator who a couple of years ago decided to get his own authorities and go out on his own.

We discussed incorporating but at the time he decided to continue as a sole proprietorship. Maybe it was just too much change and too much money all at once.

Well, he's had great success and two months ago added another owner/operator to his fleet. More trucks means more risk so he wants the extra liability protection that a corporation can provide. Good plan.

His only regret is that he should have incorporated sooner. He'll have to re-apply for some of his operating authorities. It's not the end of the world but it means re-paying fees.

The last file is quite a nice success story. Dad started his trucking business 20 years ago and his two sons have been working with him for the past three years. Each boy has his own truck as an owner/operator through Dad, the carrier. All three operate as sole proprietorships.

Everything is going well and now, thinking longterm, they want to incorporate.

They can sell their trucks to the

corporation at fair market value and have any loans assumed by the new company. They will all become directors and officers of the company and each can be paid a salary for their time spent working - which will be great as Dad eventually slows down and reduces his salary accordingly.

The difficulty lies in the share ownership. Each share gets a vote and he who owns the most shares wins.

So will Dad insist on 51% and continue to rule the roost? Or will he relinquish control and agree to 33% ownership for everyone? At least that way it takes two of them to agree on any issue or major decision.

We'll talk it through and I'm confident they'll work it out.

If you need to incorporate so your employer can shift some of its responsibilities on to you, be my guest. But ask yourself, what's in it for you once the contract is over?

The common thread between my last two files is that incorporation is part of a well-reasoned business strategy. They're incorporating because it makes more sense for them than for anyone else. **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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Answers on pag 32

Across

- 1 Nose-to-tail big-rig groups
- 5 Driver pairs
- 8 Heavy-duty '70s Kenworth
- 9 A pneumatic suspension (3,4)
- 10 Pneumatic-brake system reservoirs (3,5)
- 11 Truck dealer's "pre-owned"
- 13 Hwy 401/Hwy 25 Fifth Wheel site
- 14 "Dukes of Hazzard" wrecker driver
- 17 Super ____, Ford's HD pickup line
- 19 They're easy to open, hard to close (4,4)
- 22 License-plate producer, perhaps
- 23 Temporary traffic delay (3,2)
- 24 Extended truck-rental agreement
- 25 Suspension components

Down

- 1 CB-radio brand
- 2 Shifter selection
- 3 Owner/____ driver
- 4 Big-rig vertical exhausts
- 5 Canvas cargo cover, briefly
- 6 CB handle, you might say
- 7 Radar-gun target
- 12 '70s International Harvester conventional
- 13 Driver's pre-hiring exam
- 15 New-truck deal factor, perhaps (5,2)
- 16 Toll-takers' workplaces
- 18 Tot's sandbox-truck brand
- 20 Grip-enhancing tread slits
- 21 Drive or steer item

Attention: Your MC number is up

For years, the MC number has been a useful way to identify carriers with interstate operating authority in the United States. It allows you (and shippers and brokers) to search online and view details about insurance and legal authority.

It's been a pretty good system and we're all used to it. So, naturally, it's being phased out. As part of the new Unified Registration System (URS), the U.S. Federal Motor Carrier Administration is eliminating the use of MC numbers in its registration database and will instead identify carriers solely by their USDOT number.

MX and FF numbers will get a similar treatment.

Why the change?

Introduced in 2013, the URS is designed to streamline and simplify the registration process and serve as a clearinghouse of information on all entities regulated by FMCSA, including motor carriers, brokers, freight forwarders, intermodal equipment providers, hazmat safety permit holders, and cargo tank manufacturing and repair facilities.

The main benefit is that the URS will consolidate several different registration processes, including the USDOT ID number system and financial responsibility information system, into a single electronic "smart form" called a Form MCSA-1. This is the form for making new registrations, updating records, and recording transfers of operating authority registration.

Biennial Updates

The success of the database depends on current, accurate information.

Motor carriers are already required to update registration information biennially under 49 CFR 390.19. The new rule extends this requirement to all FMCSA-regulated entities (including brokers and freight forwarders).

If the next-to-last digit of your USDOT number is odd, you have to file your update in every odd-numbered calendar year. If the next-to-last digit of your USDOT number is even, you have to file your update in every even-numbered calendar year. The last digit of the USDOT number is the month you have to renew. The number 1 is January, 0 is October. There are no renewals in November or December. You also have to make updates within 30 days of any change to your legal name, form of business, or address. However, such changes do not relieve you of having to comply with the biennial update requirement. If you fail to complete a biennial update, your USDOT number will be deactivated.

Misconceptions

Like any new rule, there are misconceptions about the URS to watch out for. Here are a few:

MYTH: I have to remove MC numbers from my trucks.

You are not required to remove obsolete

out-of-service criteria. However, failing to complete the biennial update will result in a roadside citation.

MYTH: Biennial updates cost money.

There will be a US\$300 fee for new USDOT applicants, but no fees for biennial updates.

MYTH: URS and UCR are the same thing.

The URS and Unified Carrier Registration (UCR) are not the same thing. The UCR is a state-based registration system enacted August 10, 2005, to replace the Single State Registration System (SSRS).

MYTH: I can't file electronically.

The FMCSA says yes, you can. If you don't have internet access, the FMCSA suggests using "third-party processing agents, public libraries, and kiosks at trucks stops and travel centers, among

other options." Electronic filing is mandatory.

Delayed Implementation

The FMCSA was scheduled to launch the URS on October 23 but says it needs more time to make sure the system is working right.

A new implementation date should be in place by the time you read this. When that day comes, it's hammer time for MC numbers. No more MX or FF numbers, either. Everyone gets a USDOT number as their sole identifier. **TW**

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

Permits & Licensing

Sandy Johnson



MC numbers from your vehicles but you should omit them from new or repainted vehicles.

MYTH: My truck will be put out-of-service if I don't do a biennial update.

Biennial updates are not part of CVSA

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Leading from the driver's seat

Last month I used the phrase 'crisis in leadership,' to stimulate some conversation about how the continuing trend of mergers and acquisitions by large trucking companies affects the driver on the front lines.

The trend of bigger is better in order to compete in the global economy isn't going away. So this month, let's take leadership out of the boardroom and put it in the driver's seat.

There is no doubt in my mind that truck drivers are the face of the trucking industry. As such, we are leaders of the industry in the eyes of the general public.

Our actions as drivers and how we conduct ourselves behind the wheel reflect on the company name plastered across the rigs we drive and on the industry as a whole.

The expression 'Knights of the Road' sums up perfectly not only the high level of leadership qualities drivers exemplify as they go about their daily tasks but also the pride drivers take in their profession.

Let's take a look at a few examples

Over the Road

Al Goodhall



of what goes into the mix when we are looking for excellence in leadership from the driver's seat. Drivers as leaders choose to be the face of a safety-driven culture, not the face of recklessness; Drivers as leaders choose to be the face of courtesy, not the face of road rage; Drivers as leaders choose to hold themselves to a higher standard of skill and awareness than the general public they share the road with; Drivers as leaders choose to take actions that inspire respect and trust, not mistrust and fear.

So those are just a handful of traits that we associate with being a leader, being a professional, being a Knight of the Road.

You'll notice that I framed those traits as conscious choices we make. Those choices inspire or discourage the people around us.

As a driver there is no escaping

the fact that you will be judged by the public as a whole on the choices you make whether or not you accept your role as a leader within the driving community.

But in this changing world, drivers represent themselves and the industry in another way – across social media. It's an interesting conundrum. There are a lot of younger drivers that have broken into the trucking industry with a minimal amount of training and mentoring.

This younger generation of drivers are the heaviest users of new technologies. This often results in bad experiences in the field being aired across social media. That's bad for all of us.

That point brings me to my favourite topic and its powerful role in developing leadership: Training and mentoring. This is at the root of all the major issues within the industry.

There is a focus now on mandatory entry-level training (MELT). That's important, but it needs to go so much further than that. In order to refresh that Knights of the Road mentality, we need to integrate driver education into the driving position from cradle to grave.

As a driver, it is important not to underestimate your value as a leader in this industry but it's something we do all the time. It's easy to be reduced by large corporations to just a worker that picks up and delivers freight.

This is a problem that leaders in the boardroom recognize, but have difficulty feeding back to you in the

driver's seat.

Most often it is simply a failure of a large bureaucracy to deliver some simple messaging in a meaningful way. That message is that you are important. The success of even the largest transportation company is wholly dependent on the individual leadership of each driver in the field.

So as a driver, where do you go from here? More than half of us have a lifetime of experience as drivers leading this industry and are dealing with feelings of being left behind, of low morale and of shrinking income as we head into our twilight years. It's not enough for a guy like me to say hey, it's all about your attitude and how you lead this industry from the driver's seat. That is meaningful but it's not enough. There are certainly no easy answers; if there were, I'd share them with you.

There are a lot of opinions out there of what leadership is, what it looks like, and what its impact is on you as an individual driver but there is no doubt in my mind that doing this driving job right and to the best of your ability is not only fulfilling on a personal level but is beneficial to all the other drivers in the field. I just keep slugging away. **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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Why oil prices matter to owner/ops

Oil prices are something that every owner/operator should pay close attention to. They have a huge impact on how much you can earn; for some, low oil prices are better, such as for those with trucks that cannot achieve the fuel mileage set in the fuel surcharge or those setting their own rates on a spot hire basis without a fuel surcharge and buying their own fuel.

For others, high fuel prices are better. If you are achieving fuel mileage above the threshold for the fuel surcharge, the higher prices get, the more of the surcharge you get to keep. There comes a point where you actually get paid to put free fuel in your tanks if prices rise high enough.

However this is trucking and it's never that simple. Both high and low fuel prices have another big effect on our profits and that is the impact they have on the economy in general. Low fuel prices have a major impact on our economy, as oil is big business in North America. Low oil prices mean layoffs in the oil industry and that means less freight to move. It isn't just those directly involved



**You say tomato
I say tomahto**

Mark Lee

in moving freight for the oil industry either; if people are not working, they stop spending, so there's less freight to move overall. Another consequence of this is that those who normally haul directly for the oil industry have trucks sitting idle, so they look for other work and now not only has general freight slowed down, there are more trucks available to move it and rates drop as a result.

High oil prices on the other hand work in a different way, but with the same result. Oil industry workers are earning and spending. High fuel surcharges mean we're earning good money, so it sounds like a win-win situation. However, not everybody works in oil or trucking and the cost of manufacturing goes up as raw materials become more expensive and the cost of moving stuff increases.

So we need a happy medium, but we have no way of influencing that. However, we can manage the way that it affects us.

First and foremost, fuel mileage is our best weapon. If we're achieving high numbers then we can still make a decent living in the leaner times and during the highs we can make enough to stash some away for the inevitable rainy days.

Where you are based and what you haul can also play a big part in how successful you will be. If you're hauling for the oil industry and based in Ft. McMurray, you will make a fortune in the good times, but not so much during the bad times. On the other hand, if you're based away from the oil patch and hauling Tim Horton's coffee, the only thing that will affect your earnings would be a nuclear war.

Now, those are extremes of course, but the point is that boom-or-bust may be fantastic at times, but slow and steady can be good all the time.

Oil prices have no influence whatsoever if there are no trucks around. Looking at the average age of drivers today, there will soon come a time when we really are running out of truck drivers and the companies that have trucks and drivers ready to work will be able to name their price.

It's during times like these that the next big carriers will be born; at one point all those big box carriers started out as owner/operators, now some of them down south are running tens of thousands of trucks. They grew because freight volumes grew, due to the increase of grocery chains and the ease of movement once the interstate network developed, but the next generation of big box carriers will grow due to having enough

drivers to fill their trucks and some of these will be current, or even future owner/operators.

Of course it won't be easy, it never is, but it is possible. When the shortage becomes a crisis all the factors that prevent an owner/operator from becoming a carrier go away. You will be able to get direct work from customers as the bigger carriers cannot supply trucks as they have no drivers, you will be able to command a decent rate, you can negotiate fuel prices down with suppliers, trucks will be cheaper, finance providers will be fighting among themselves to give you the best deal - the advantages just keep on getting better and better.

At this point you will be able to pay drivers significantly more than current drivers are earning and the current potential new recruits to the industry are turning down and this will make trucking an industry that youngsters will want to be a part of once again - all it's going to take is a few owner/operators or small fleets to make it happen.

It all sounds too good to be true, but that's only because we're so used to over-complicating things that we've lost sight of the basics, not just in this area, but in almost everything we do and that is how we've gotten into the situation we're in now. **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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Addition by subtraction

I'm confused. That should surprise no one, but let me explain what confuses me this time. First, I need to reiterate how my mind works. I don't have much post-secondary education, and have not completed any business or accounting classes.

In high school, I only took the basic three Rs: reading, writing and arithmetic. For that reason, I try to bring every situation to its simplest, basic, level, which is in my comfort zone. I don't follow projections and predictions by

Small Fleet, Big Attitude

Bill Cameron



industry experts, because too much of what they say is, honestly, over my head and what I do understand seems to rarely come true.

I sometimes think this is an advantage. Smarter people than me often overthink, or over-analyze, a situation. I heard a joke 30 years ago that sums this

up perfectly. A truck is wedged under an overpass. Police, the truck owner and even an engineer are debating how to dismantle the trailer and unload it without danger to anyone. Even lifting the overpass from its moorings is debated. A seven-year-old boy, watching from his bicycle, walks over, tugs on the cop's jacket, and says "Hey mister, why don't you just let the air out of the tires?" Often, the simplest approach works better than high-tech or detail-oriented plans.

So with your tour of the murky minefield of my mind complete, I'll attempt to explain my confusion.

We have a driver shortage, which has been described as "serious." I prefer to call it critical, and this in a sunken economy, where not as many trucks are on the road as in the past. Most small carriers would agree that good, safe drivers are almost non-existent, because our standards, if not personal then insurance-driven, are much higher than

at some large carriers where an A/Z licence and a pulse could qualify you as a top candidate. Should the economy ever revive to the point of needing many more trucks on the road, who will safely drive them?

Even smaller trucking companies are seeing earnings below desired levels. Many large carriers, if the revenue was reviewed on a per-truck basis, are working very cheap in an effort to maintain cash flow to keep their massive overhead covered. I'm not going to argue with the experts, who claim the economy is rebounding, because in my position I just don't see it, except in a select few sectors. I've yet to find a small business owner, either in manufacturing or service, who disagrees. To summarize, even in a time of slower, less profitable demand for our services, we have poor, or no, availability of good, qualified, front-line staff.

Here's where my confusion shifts into overdrive. Why do we have so many trucks? Look at your own operation, whether you have 12 trucks or 1,200 - what is the percentage of drivers that you're not happy with? Ten per cent, maybe 20%? Calculate the cost of the damage they cause, extra fuel consumed or their lack of productivity. Now compare that to your profit line. Could you eliminate those drivers, and see no change, or maybe even an increase in net profit?

Now, do the same exercise with your customers. Who pays too little, too slow, or has higher service demands than their freight charges realistically justify? Could you eliminate a substantial piece of your workload, and still maintain a comparable net profit? Headaches increase proportionately with the numbers of equipment or employees we have. If profits don't increase proportionately, why are we still striving to grow?

This industry is too willing to bend over backwards to make sure there is no freight left unmoved, but really, that's not our problem. If a manufacturer in Toronto wishes to ship to Columbus, Ohio and has only \$800 allocated for freight costs, it's not our responsibility to make it happen. It should be their responsibility to either come up with more freight funds or a much closer customer. Our job is to move freight safely and efficiently, at a price that's profitable for ourselves and our employees, period. Yet we know that somewhere, they'll find a carrier to do it. See why I'm confused? It's not our duty to help other companies profit, at a loss to ourselves. Let the market sort itself out. That's how the free enterprise system is meant to work.

We, like most of you, have customers shipping product 1,500 miles or more. When these shipments are regularly scheduled, consisting of the same product on every load, I have a one-word solution: Rail. Even if an occasional truck is required for inventory adjustments, the bulk of such long-distance, regularly scheduled identical loads shouldn't be on a truck. Chances are good that freight rates for loads such as this are lacking anyway. Think how peaceful the highways would be, if they were cluttered with 20% fewer trucks, trucks that may not have been profitable, necessary or operated safely in the first place. **TW**

Bill Cameron and his wife Nancy own and operate Parks Transportation, a flatdeck trucking company. Bill can be reached at williamcameron.bc@gmail.com.

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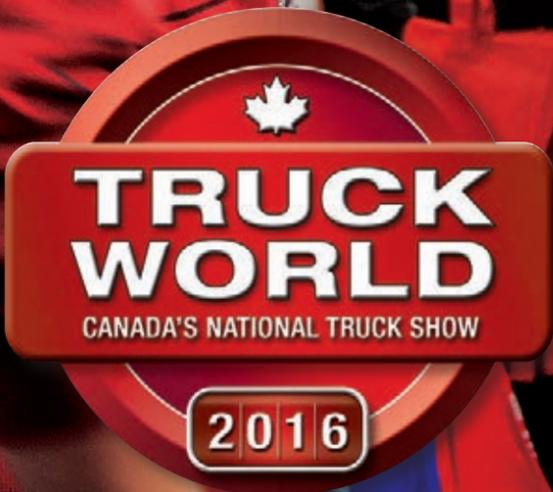
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PRIDE IN YOUR RIDE

Truckers Drive for Dough, Shine for Show

BY HARRY RUDOLFS



Mike Reinders of Doyle Transport shines his International LoneStar.

What is truckers' pride all about? It's about driving a great looking truck and wanting to show it off a bit. It's about spending hours washing, polishing and buffing your unit after putting in a long week and then skid-addling off to a weekend truck show. And it's about a community of fellow drivers, friends and families who you'll see when you get there.

These trucks are pampered and get special attention. Trucks with pizzazz, bling I guess you'd call it – personal effects and modifications that make a truck as unique as the hardworking individuals who drive them. These men and women love their trucks, their jobs, their lifestyles. For them, the close connection between man and machine is physical: they feel every pothole, every vibration, every shift, every mile. After all, as these drivers will attest, it's the ride that makes it all happen.

For Cliff King of Brechin, Ont., customizing a truck means more than just being proud. He wants to convey his vision of what a fully-loaded, long distance rig should look like. "I want people to get my version of myself and my truck. From front to back, I want the lines and lighting to be clean and smooth so everything falls into place."

The 59-year-old is the owner and sole driver for Castle Rock Transportation and he's been transforming trucks since 1994. His latest project, a 2014 Peterbilt 386 model, is his most avant garde creation yet. "I used to run four trucks, but at one point I decided I might as well have the biggest baddest truck on the block."

Understated opulence is how I would describe it; accessorized to the hilt, plenty of features, but not garish. If you were to pass Cliff on an interstate in Montana or at a Pilot truck stop somewhere, you might just think that's a nicely appointed long-haul truck. But you wouldn't know that the 120-inch sleeper has all the accoutrements and technology of a modern Vancouver condominium: full shower and bathroom, giant drop-down television screens (two of them, plus one more for the outside entertainment unit), complete kitchen including convectional microwave, fridge and stove, hot and cold water tanks, soft water treatment system, and a solar panel to boot.

Needless to say the production pro-

cess has been expensive and time consuming. For the last 18 months, the truck has been in and out of several fabricating and custom shops in both the US and Canada. I talked to Cliff at the Fergus Truck Show where he'd just returned from the Mid-America Truck Show and picked up the Most Technologically Advanced Cab Award. "There's nothing that hasn't been customized or adapted in some way or other."

The paint scheme, "buckskin," is actually a standard Peterbilt code that rarely, if ever gets ordered. But the tan shade suits King's theme, and is matched with an identically done-up 2006 Wabash 53-foot trailer owned by Verge Furniture Logistics (King's steady customer and sponsor). At night the combination displays subtle, yellow underglow lights, and the trim edges are highlighted with complementary amber panel lighting.

It takes Cliff about two-and-a-half hours to wax and polish his truck using a hand mitt and brush. But make no mistake, this is a working truck that runs two or three trips per month between Ontario and California. That's a Paccar MX 500-horsepower engine under the hood, and the whole deal sits a 265-inch wheelbase. The front axle is spec'd a little bit heavier at 13,200 lbs to accommodate the extra features.

"You've got to have something to be passionate about," adds Cliff. "This is probably my last truck and I can't think of anything else I want to change or add."

"I love everything about this truck," says Rick Sharp, referring to his '99 Kenworth T900 wrecker. "You get in this truck, it feels like home."

Rick drives for Active Towing out of Kitchener, Ont., and has a kind of symbiosis with his KW. "I know this truck inside out. I know what it can and can't do – and there's not much it can't do." The horses, 525 of them, are supplied by a Cat engine which is mated with an 18-speed Fuller transmission. "It can lift up to 45 tonnes out of a ditch. There's just under a million miles on the odometer, but she pulls loaded transport trucks off the road like nothing," he says. "I've had customers sitting beside me that couldn't believe I was hooked up and pulling their truck."

To make the unit his own, Rick has contributed a few personal touches. "Tinted windows, the visor and I've

added a few lights. I conned the boss into adding some pin-striping. I think it looks good with the red roof."

Clearly, Rick loves his job as much as his truck. "I like helping people. I could find a big truck straddling all the lanes and flipped over on its side. And there's more involved than just hooking up. You might have to remove an axle or driveshaft. It can take me over an hour to hook up to a truck.

"You never know what you're getting into or where you're going. I could get a call at 2 a.m. telling me one of our customers has a truck broken down in Nashville, Tennessee, and I'd be out the door and on the road by 2:15. In fact, that actually happened."

Rick admits he sometimes thinks it would be nice to have a new truck, but he's extremely happy with this ride. "It runs perfect," he says. "It's set up exactly the way I like it."

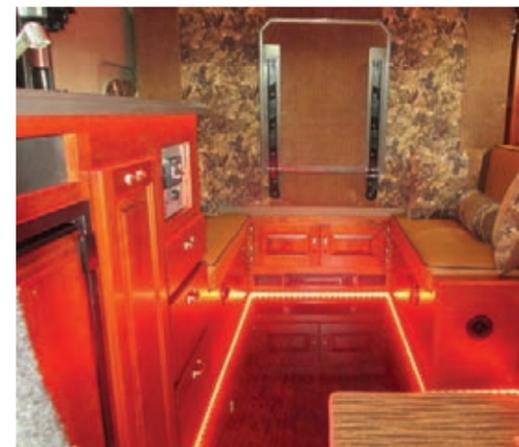
Rick thinks that the classic lines of the Kenworth tell you all you need to know. Not too flashy, all muscle, it looks like it's ready to go to work. "I get a lot of compliments from other tow truck drivers. This truck is my best friend. It's allowed me to travel and see a lot of Canada and the States, and it makes money for me."

Ryan Southern's truck is a mint 2015 389 model Peterbilt owned by Outer Limits Transportation of Petersberg, Ont. He's had the tractor one year and put 153,000 kms on the dial. "We've added a lot to the truck, chrome inside and the chops outside, and the pin striping. I bought the visor and the underglow lights."

This is a fully-loaded Pete from the aluminum moose whacker to the rear mud flaps, lots of gleaming chrome and stainless. "I've got everything in there, fridge, microwave, TV, Playstation 3, everything. It's a real man cave. If the wife's mad at me and tells me to sleep in the truck I don't mind so much," he says.

"Seriously, to be good at this business you've got to have a good ride beneath you and a supporting family, and I've got both. Your ride is important because you don't want downtime. If you're not turning you're not earning."

Outer Limits specializes in deck and float work and he likes the variety of assignments he comes across. "One day I might be taking a D6 up to Timmins or somewhere, or be delivering a random piece of equipment to a mine up north. Other weeks, I might be home



A look inside Cliff King's Peterbilt.



Rick Sharp, Active Towing.

every other night."

The 38-year-old Cambridge, Ont., resident grew up with trucks. "My dad was with J. M Schneider for 29 years. "Snagglepuss", was his handle. I started going along with him when I was 17 and got my A/Z licence as soon as I turned 19."

Ryan (whose CB handle is "Cheech") and his family spend some of their summer weekends on the Show'n'Shine circuit. This year they were covering Clifford, Shannonville, St. Thomas and Fergus. He sees himself as part of a wider community of brothers and sisters on the road, and has his own Facebook group: 'Last of the Dying Breed'.

"I'm trying to keep a little of the old school in a new school profession. You hear terrible stories about trucks getting in accidents but you don't hear about trucks like this getting in accidents."

Ryan remembers helping his father clean his truck when he was a boy, and he was pleasantly surprised to see his teenage daughter up early and dusting off the truck at the Clifford Truck Show

earlier this year. "I don't know if she'll be interested in driving one day. But she sure likes trucks."

"I want to be the guy at the scales who always gets the green light," says Mike Reinders, explaining why he keeps his 2013 LoneStar so shiny. An owner/operator with Doyle Transport of Guelph, Ont., he hand-washes and polishes it once a week in the driveway of his home in Acton, Ont. "It's a great way to stay in shape, and really, it's probably the best way to do your circle check. You get to know every bolt on your truck."

Mike has been an owner/operator for 25 years. He's 54 now and in no hurry to retire. "This is my sixth truck and I've probably got at least a couple more to go. And this is my second LoneStar. I watched my first being built in Chatham. This one was made in Mexico, but the quality is just as good," he says. "This time I went for the full aerodynamic package with the chrome sideskirts. I get a lot of long looks with this truck. They sold a few LoneStars in the Canada, but they're not that common in the States. Some people ask me, did you do that yourself?"

Reinders buys all the extra warranty packages he can get and always sells his trucks privately after three years when they still have some warranty left. He also has had the 475 horse MaxxForce engine turned down to 450. Besides the improved fuel economy, he saves on the cost of the warran-



Cliff King, Castle Rock Transportation



Ryan Southern's truck gets polished up for a truck show.

ty. "Instead of \$11,000 for the extended warranty package I'm paying about \$7,000."

12 Gauge Custom in Guelph, Ont., did a lot of the interior work for Reinders, including the hardwood floor. "It's just a 73-inch sleeper but it's enough for me. I'm an avid reader so I spend a lot of time in there. I don't have a double bunk but I can stand up. About the only thing I've added is an electric air conditioner so I can shut the truck off at night," he says.

Mike drives about 120,000 miles per year and likes to keep busy. Currently he's making weekly round trips into nearby US states, but he admits to missing longer runs out west and to Yukon and NWT. "Right now I'm on the road for about a week at a time. I take most of my meals in the truck and hit the salad bar pretty hard when I can."

Like the other drivers I interviewed, Mike takes in a few truck shows during the summer. "I usually get to Clifford, Fergus, and Notre Dame du Nord in Quebec. It feels good to have a nice clean looking unit."

"I love it when little kids pump their fist and give you the Bronx cheer. I've got train horns on this and the other day I saw a little girl in Pennsylvania jump about two feet into the air." ●

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Jade Transport is a frequent contender in the Shell SuperRigs truck beauty contest.



Not just another PRETTY TRUCK

By Sonia Straface

For Dennis Durand of MacGregor, Manitoba, keeping his truck spotless – inside and out – is just another part of his job.

Durand drives a 2013 long hood Peterbilt flat top and it's one that can't be missed on the highway or at a show thanks to its flashy paint scheme. It's bright green and orange, paying homage to his employer of 19 years, Jade Transport, of Winnipeg, Man.

He customized the truck himself and takes great pride in keeping it in mint condition; something he says has been instilled in him since the beginning of his trucking career, and something Jade values most in its employees.

"Everybody at Jade Transport takes pride in what they do," he said. "There's a great bunch of guys here. It's just like family. It's an incredible place to work, there's good people and good equipment, and it's almost like a competition here. No one has to push you here to get your truck in the best shape, but everyone just does it anyway because it's always been a pride thing for us at Jade Transport. It's a good bunch of people who love what they do. If you love what you do, it shows. And if you don't, it shows too."

Durand's truck is not just about the looks; it's still a working truck that travels to US and to Manitoba on a regular basis. It's on the road almost every day and gets cleaned according to Durand's busy schedule.

"You just have to work on it every chance you get," he said when asked how he manages to keep it looking pristine at all times. "That's what you have to do. My wife says it's a curse. When I have time, I do a little polishing, a little cleaning and when I go to a show, I spend as much time as I can to get it where I want it. When I'm working, it'll get washed on the road at least once a week. But when I'm home, it's a matter of greasing and it's a matter of polishing and waxing the paint. That happens just about every time I'm home."

The bright green and orange truck was entered into the Shell Rotella SuperRigs competition this year. It was the first time entering the competition for Durand, though his employer is no stranger to the truck beauty contest.

"Jade Transport has been affiliated with the Shell Rotella SuperRigs for many years and we've always tried to send somebody to the show because it's such a good show to go to. All the people are great and the quality of trucks is just incredible," he said. "This year was no exception. It was mind-boggling to see the quality of equipment that was there."

Durand is a fan of showing off his truck at shows though he admits sometimes it's hard to do with the busy schedule that comes with being a truck driver.

"We like to show off our trucks when we can," he said. "It's hard to get to a show when we're busy, you know, after all we are here to work, but if you can go to a show on your way it sure helps out. For example, I was on my way to Texas to get a load and I stopped in at Shell Rotella SuperRigs and entered, it was that simple."

A week before SuperRigs, on a trip in the US for work, Durand showed his truck off at Wheel Jam, a truck show in Huron, South Dakota, where he won second place in the tractor-trailer 2010-2013 division.

And quite unlike his truck that is rather in-your-face, Durand is modest about the attention it gets and says he goes to the shows to interact with people, not win.

"I don't go in to these shows ever expecting it to win anything," he said. "I just go there to show off what I got, to meet the people that are there, and to see what other people do to their trucks, that's what I go for. The bonus is winning something. I just go to show the truck and meet other people like me who love what they do."

Shell Rotella SuperRigs 2016 will be held June 9-11 in Joplin, Missouri at the Joplin Convention and Trade Center. ●

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Few driving conditions are more welcoming than a beautiful fall day. Leaves add a touch of colour to the landscape. Temperatures fall somewhere between the need for air conditioners and bunk heaters. Road surfaces are clear and dry. All seems right with the world.

It's enough to make an experienced fleet manager cringe. They know these surroundings are simply the warning signs of an approaching winter. In a matter of months, or even weeks, the once-clear surfaces will be coated in snow or ice, doubling or even tripling usual stopping distances.

The early days of the winter driving season can be the most treacherous of all because many drivers are poorly prepared. A trip that begins during a clear fall day may quickly take a turn for the worse as the truck heads into higher elevations or the path of an oncoming storm.

This is the time to prepare drivers and equipment alike. Valuable seasonal supplies include jugs of de-icing washer fluid and a shovel. The sizes of tire chains also need to be checked long before they're actually needed. This is also the time of year to test bunk heaters, change wiper blades, and test batteries to ensure that everything is ready to roll when temperatures begin to plunge. In the coldest climes it may even be time to switch engine oils to a formula that will flow more easily.

But some of the required supplies are specifically for drivers, such as seasonal coats and boots. Four pairs of waterproof gloves are always a good idea to ensure that hands will be protected after working with snow-covered chains.

They aren't the only things that will make a big difference if someone is stranded because of a collision or closed highway. It's a good idea to stock enough food, water and coffee in a truck to last at least 12 hours.

As valuable as the supplies will be, some additional training may be the most important resource of all, particularly when it comes to newer hires. Recently licensed drivers may have never worked in winter conditions and have no idea what to expect. The same person who was uncomfortable travelling through the mountains earlier this summer will likely need some extra coaching before winter arrives.

Even experienced drivers can be caught by surprise if they are moving to Northern Alberta after spending their entire careers around Vancouver's Lower Mainland.

Tire chains, for example, will only be helpful if drivers attach them properly and drop road speeds to 35 km/h in deep snow. Booster cables need to be properly connected. Fleets that stock trucks with airline antifreeze or ether will need to carefully instruct employees how the substances should be used. Are drivers aware that air tanks need to be regularly drained, and air dryers properly maintained, to keep brakes from freezing?

Ask the Expert

Shelley Chayeski



Luckily, there are several resources to enhance skills. Northbridge Insurance's training centre in Guelph, Ont. offers programs on winter driving techniques.

The simulator available through the Alberta Motor Transport Association also includes a winter driving route, providing users the chance to try winter

roads before the real wheels begin to roll.

The rules of defensive driving certainly apply, but there are clearly winter-specific techniques to learn, such as easing off the brakes if a trailer begins to jackknife. Circle checks need to include extra time to clear accumulating snow from mud flaps, reflective markings and lights. Trailers with LED lamps will have to be cleared more often than their older counterparts as well, since the bulbs don't generate the heat that radiates from incandescent versions.

Fellow drivers often provide much of the guidance. Newly hired drivers certainly benefit from the coaching of formal mentors. Even when there are no chances to share a cab, dispatchers may be able to schedule trips so trucks can travel together, ensuring help is always nearby.

It isn't the only way dispatchers make a difference. Those who schedule loads can always keep a closer eye on weather

reports for any travelled routes.

Drivers are responsible for monitoring the updates and conditions along the way, but when they are on the road they are not surfing the Internet. Reports from fellow drivers, meanwhile, can be shared over CBs and satellite systems alike. The safest trips, after all, involve knowing about potential dangers that are on the way. **TW**

This month's expert is Shelley Chayeski, risk services specialist. Shelley has served the transportation industry for 20 years in OS&D, claims, inside sales, operations, and as a manager for driver retention, driver services, and safety. Northbridge Insurance is a leading Canadian commercial insurer built on the strength of four companies with a long-standing history in the marketplace and has been serving the trucking industry for more than 60 years. You can visit them at www.nbins.com.



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Automating vehicle inspection reports brings efficiencies, challenges

By James Menzies

ORLANDO, Fla. – Transitioning to electronic driver vehicle inspection reports (e-DVIRs) can save money and improve efficiency, but only if carefully implemented. That was the take-away from a tech session at the Technology & Maintenance Council's fall meetings. For Dean Foods, with its 7,000 drivers across the US, digitizing vehicle inspection reports allowed the company to eliminate 21,000 pieces of paper per day, costing \$180,000 per year.

Marvin Psalmond, senior director of the fleet, said his company piloted e-DVIRs at two locations and found there were no more, or less, defects being reported once the company went electronic. This gave it the confidence to roll the system out across the fleet. Drivers use handheld or in-cab devices to note any vehicle defects identified during their pre- and post-trip inspections. Maintenance receives notification of the defect in real-time and can more quickly initiate a repair order. Psalmond said transitioning to electronic records won't help in the absence of a good management system.

"You have to have a good system in place, regardless of how you do it," he said. He also noted audits are required to ensure drivers are properly inspecting vehicles.

"If you look at 60 or 90 days of records on an older vehicle and everything is fine, you know that's not true," he said.

Chris Disantis, director of training and technical field support with Aim Nationalease, said his company has helped many of its fleet customers move to e-DVIRs. There's often a worry among service managers because going digital makes everyone more accountable.

"Service managers think they're going to get in trouble," he explained. "There's a higher level of accountability so service managers tend to fight it a little bit."

However, once they've made the switch, Disantis said 80-90% of fleets stick with electronic DVIRs.

Jarit Cornelius, director of maintenance with 125-truck fleet Sharp Transport, said his company moved to e-DVIRs after successfully implementing electronic logs and wanting to take it to the next level. Previously, drivers would return to the terminal, conduct a post-trip inspection, place a piece of paper noting any defects in the window and then admin personnel would check the trucks in the morning for any necessary repairs before the truck is dispatched.

"The administrative personnel in the mornings would conduct yard checks, write down the unit numbers, see if there's a piece of paper in the windshield, go back to the shop, get the keys, go to the truck, get the papers, go back to the shop, talk to the supervisor – it was a very inefficient way of doing things," Cornelius explained. The goal was to streamline the process, which was achieved.

"It gave drivers a means to communicate with the maintenance department and dispatch without having

to pick up the phone and tie up the phone lines," Cornelius said. But the system isn't perfect. Cornelius said the system in place at Sharp Transport doesn't allow for much customization and he said the fleet still prefers drivers call in when there's a major issue like a flat tire or leaky trailer. And he said there's still no way to tell for sure the driver is doing a thorough inspection. However, efficiency has been improved, he said.

"We now have the means, within a matter of minutes, to communicate to dispatch and maintenance what the problem is, where they dropped the trailer," he explained. "It gives us a lot of flexibility and control over our costs."

Sharp Transport hasn't made the electronic system mandatory, as it wants drivers to still have the option

of communicating with maintenance in person.

"With us not mandating it, I think that has brought them on to adopt it even more," he said.

All fleet panelists involved in the discussion agreed the key to successfully transitioning to e-DVIRs is communicating it to everyone affected and rolling the program out in a controlled manner.

This didn't happen at the fleet where Ken Eggen worked. Eggen, who no longer works there, warned of the dangers of a poorly executed implementation strategy.

"When you go to roll out something like e-DVIRs, there's a lot to it. We didn't have good communication with the driving force or with our operations people. We didn't have integrated systems."

In this instance, the move to e-DVIRs came down as a mandate from the safety department, Eggen said.

"It will show you a lot of sins if you don't have the right communication and buy-in," he warned. "Make sure everyone is on-board whole-heartedly. If they're not, you will fail. We were a good example of that."

Despite the complexity of moving to e-DVIRs, Jack Boetefuer, CEO of Dossier Systems, predicted that, "Within the next two to three years, the majority of fleets will adopt this kind of approach."

While the inspection requirements do not change, Boetefuer said "Our experience is, the paper method is slower. It's a lot more labour intensive. It's error-prone and there's no standardized workflow." **TW**

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B.C. names container trucking commissioner, deputy commissioner

VANCOUVER, B.C. – B.C. has filled its vacant Container Trucking Commission Office, appointing Corinn Bell as acting commissioner and Vince Ready as acting deputy commissioner.

They'll help achieve and maintain peaceful relations between container trucking companies serving Port Metro Vancouver and the drivers who work for them.

"Corinn Bell and Vince Ready were instrumental in producing the report that informed the Container Trucking Act and its regulations," said Minister of Transportation and Infrastructure, Todd Stone. "Both have the experience to ensure fairness and growth at the port, which plays a vital role in a strong British Columbian and Canadian economy."

Stone said both individuals worked

with industry, labour, truckers, the port and government to improve wages and working conditions for container truckers. They produced a report that recommended a commissioner be put in place to oversee the sector.

The first such commissioner, Andy Smith, resigned after just seven months on the job. A recent audit found all six container trucking companies that were audited continue to underpay drivers and/or have failed to meet their obligations regarding back pay.

The new commissioner and deputy commissioner will: be responsible for the trucking licensing system and the licences it issues; investigate, audit and enforce compliance of regulated and retroactive rates; set future rates in consultation with industry; and over-

see the whistleblower line.

The Office of the Container Trucking Commissioner will also bring in labour law and labour relations expert Elena Miller to support the office's work, the province announced.

"The operation of the Office of the Container Trucking Commissioner is vital to the long-term stability of an

industry that supports hundreds of workers and their families," said Stone.

"Ms. Bell and Mr. Ready's familiarity with the sector, the major players, and with the March 2014 Joint Action Plan means they have the background and experience to continue the work of the office while government secures a long-term replacement." **TW**

Container trucking companies still underpaying drivers, audit finds

VANCOUVER, B.C. – B.C.'s Transportation and Infrastructure Minister Todd Stone says six recently conducted audits of container trucking companies has found all six are failing to live up to their trucker compensation requirements under the Container Trucking Act.

"The office of the container trucking commissioner continues to fulfill its responsibilities under the Container Trucking Act with one of its primary duties being to conduct a robust and ongoing audit process," Stone said in a statement.

"The office has concluded six audits and found that each of the six licensees did not meet their obligations to pay their drivers retroactive rates, which is required under the Container Trucking Act. The commissioner's office is currently evaluating what sanctions it will take against the six licensees."

Legislation introduced by the government through the Container Trucking Act outlined minimum rates and retroactive pay requirements for container truckers. Stone said the legislation is being enforced, even following the recent resignation of the commissioner responsible for overseeing the Act. A new commissioner was since hired (see related story, this page).

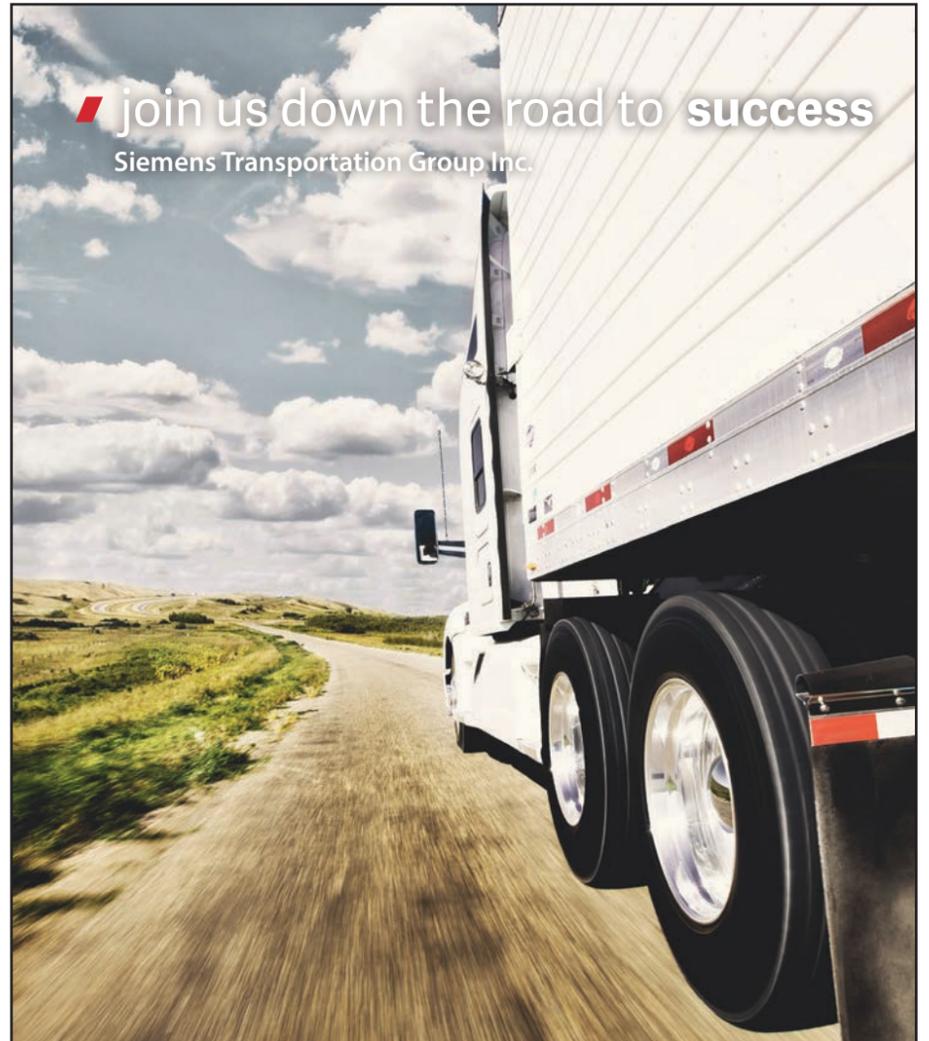
"It's clear that even as government looks to find a new commissioner, the office of the container trucking commissioner continues to enforce its legislative responsibilities," Stone said. "A number of other audits are ongoing and when complete, the status will be posted to the commissioner's website. If an audit finds a licensee isn't meeting its obligations under the Container Trucking Act and its regulations, the commissioner's office has the authority to issue an order of repayment of monies owed to drivers and impose sanctions to achieve compliance under the Act."

The province didn't detail how much money was owed, or by which trucking companies, however NDP



A recent audit found container trucking companies haven't been forthcoming with back pay and rate hikes.

critic Shane Simpson told the *Vancouver Sun* "There's a significant amount of money owed to truckers under this situation. I'm told it could be up to as much as \$15,000 per trucker." **TW**



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An attentive driver is still required in autonomous trucks

Continued from page 1
on the steering wheel.

When Highway Pilot is activated, the truck drives itself. It maintains a safe following distance from the vehicle in front of it and adjusts the steering wheel to stay centered in its lane of travel. The gas and brakes are applied as needed – all without human intervention. It's unsettling at first – especially when traffic is approaching – but I very quickly came to trust the system.

It was a windy day in Las Vegas, with the types of gusting crosswinds that make for tiring driving. It was nice to relinquish control to Highway Pilot and relax while it took care of the frequent steering inputs needed to counteract the wind.

But you won't be taking the opportunity to climb into the bunk for a nap or fixing yourself a sandwich. The driver is required to always be alert and ready to take over from Highway Pilot when required.

This attentiveness is one of the things Martin and other certifying engineers are looking for during their evaluations.

"As the driver, you need to be totally aware and completely responsible for the operation of the vehicle," Martin explained before we hit the highway. "Even if Highway Pilot is working and functioning, you still are the driver and you're still responsible. It's important to stay facing forward – you don't want to turn around, don't get out of the seat, don't play on your phone – you still need to be aware. This is meant to be an enhancement to the driver. On a day like this, where it's windy, if you're driving manually you are constantly fighting the wind. In Highway Pilot mode, you can let go and let the system fight the wind and that's a huge advantage when it comes to fatigue."

Among the requirements that must be demonstrated by the trainee during the certification process are the following:

- Participates in the training of the system and understands the technology;
- Prior to operating the system, demonstrates knowledge of system capabilities and limitations;
- Demonstrates ability to operate the vehicle in both normal driving and autonomous modes;
- Driver must know when Highway Pilot is available, how to enable Highway Pilot and how to disable Highway Pilot and take back manual control;
- Must demonstrate the ability to react to a system error (induced by a DTNA engineer);
- Driver reaction time must be less than half a second;
- A vehicle trajectory error must be corrected in no more than 2.5 seconds;
- And lane deviation must be corrected to no more than 60 centimetres.

The Highway Pilot system itself is extremely intuitive. And while the concept of autonomous vehicles may initially seem futuristic or far-fetched, in reality the Highway Pilot system simply brings together many active safety systems already in use today through Detroit Assurance. There is nothing new about adaptive cruise control or lane departure warning systems.



Freightliner's Inspiration Truck is pictured. Inset, a picture of the display area, which notifies the driver when the Highway Pilot autonomous driving system is available.

Those are the foundations on which the Highway Pilot system is built, with the addition of automated steering. The Highway Pilot's individual parts consist of: a stereo camera; HMI display; powertrain ECU; radar sensors; braking system; steering gear box; and mirror cameras. The front stereo camera provides a 45-degree view with a range of 328 feet. The long-range radar provides an 18-degree view 820 feet up the road while the short-range radar gives a

wider 130-degree view, 230 feet out from the truck. This trio of sensors is what's used on Daimler's Detroit Assurance suite of safety systems today.

Daimler officials emphasized that Highway Pilot is intended not to replace drivers, but to enhance their capabilities and to improve safety. It's a safety system, really, and any payback generated for customers if and when it goes into commercial production will have to be achieved on the merits of safety, not eliminating drivers.

The Freightliner Inspiration truck itself is not currently undergoing validation testing, according to Diane Hames, general manager, marketing and strategy with DTNA.

"It was intended as a demonstration of technology," she said. "We're not putting it through a validation cycle. It's not a prototype truck, it's a demonstration concept vehicle and the intent was to show what's possible with the combination of these technological elements." **TW**

Daimler developing the next frontier of truck safety: Interactive safety

By James Menzies

LAS VEGAS, Nev. – Daimler Trucks North America (DTNA) says it's ready to write the next chapter in the continuing evolution of truck safety, and that it will be all about "interactive safety."

First there was passive safety – items such as seatbelts, collapsible steering columns and airbags – aimed at mitigating injury in the event of a crash. Next came active safety systems, such as forward-looking radar, adaptive cruise control and lane departure warning systems, which were intended to prevent the crash from happening.

With the dawn of interactive safety, Daimler says the truck will not only be able to prevent crashes, but will also be able to protect other vehicles around it through the use of vehicle-to-vehicle communications and other emerging technologies.

"We see (interactive safety) as the next level of vehicle integration," Diane Hames, general manager, marketing and strategy with Daimler Trucks North America, said at a recent press event. "Interactive safety is looking at the truck as part of a network."

She likened the concept to the central nervous system of a human body. By putting various technologies together and enabling communication between vehicles, Hames said "Now, it's not just the truck that may be reacting to a hazardous condition on the road, but the vehicle in front of them may be able to react as well. This is the world we're going to next."

Daimler's much discussed autonomous Inspiration Truck, which can drive itself under certain conditions while under the watch of a professional driver, brings together many of the most advanced safety systems available today and produces a new result – the ability of the truck to drive itself.

"What we're trying to create going forward is, how can we

apply these technologies in different ways and with different technologies to come up with different solutions that ultimately provide a safer driver environment and more efficient, better integrated vehicle with the driver?" Hames said.

She said the goal is not to replace drivers through automation, but to enhance their capabilities. Radar systems and cameras can react faster to imminent dangers than can humans, she pointed out. Hames said fighter jet pilots have become so integrated with their machines that they no longer simply climb into their fighters, rather they "put them on."

"I'm not going to stand here and say it's going to get to the point where truck drivers put on a truck, but the integration of truck and driver and extending the driver's abilities is going to make it a much safer environment for the driver and for other people on the highway moving forward," Hames said.

Another way to look at emerging safety systems, Hames said, are as "bionics for truck drivers."

"The human eye can see only so far in one direction and some peripheral vision," she explained. "You add to that multiple cameras and multiple radars focused on specific things and the driver now has capabilities beyond human capabilities...the truck can react much faster than the human driver so it increases the driver's capabilities."

Still, Hames stressed the driver will always be necessary, even if and when autonomous trucks become the norm.

"We are not advocating (autonomous trucks) will ever get rid of the driver," she said. "What we're really talking about is creating an environment where the driver is able to focus on the things that really are important and not that tedium of sitting there looking down the highway holding that truck between the lines for 10 hours a day." **TW**

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The representative Plaintiff Marc-Oliver Baroch is a former Canada Cartage shunter. Mr. Baroch has sued Canada Cartage on his own behalf and on behalf of the "class members" described below for breach of contract, negligence and unjust enrichment. The core of Mr. Baroch's claim is an allegation that Canada Cartage had a policy or practice of avoiding or disregarding its obligations to pay overtime to class members in accordance with their contractual entitlements. The claim seeks \$100 million in general and punitive damages.

The court has not taken any position as to the truth or merits of the claims or defences asserted by Mr. Baroch or by Canada Cartage, which will be determined at a trial of the common issues. In the event that the claim is successful, class members could be entitled to receive financial compensation from Canada Cartage. The lawyers for Mr. Baroch have entered into an agreement that provides they will only be paid in the event of success in the case and will receive a percentage of any recovery, subject to approval of the Court.

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If you were employed by Canada Cartage at any time between March 1, 2006 and January 30, 2015 and were entitled to receive overtime compensation under Canadian laws and regulations, then you are included in this class action as a "class member" unless you choose to take steps to "opt-out" of the class action by following the procedures set out below.

What Do I Need to Do?

If you are a class member and you want to continue to participate in this class action, no further action is required from you at this time. Depending on the outcome of the action, you may be bound by a judgment of the Court, whether favourable or not. However, if you do not opt-out of the class action, you may not be able to start a lawsuit against Canada Cartage in respect of the same issues and the same claims raised in this lawsuit.

If you want to "opt-out" of the proceeding, you will not be eligible to participate in the class action, including any settlement or court award in the event of success. To opt-out from this lawsuit, you must do so by December 31, 2015 by sending a note with your name, address, signature, date and a statement that you want to opt-out to: Lax O'Sullivan Scott Lisus LLP, 145 King St. W., Suite 2750, Toronto, ON M5H 1J8.

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GM, Navistar to build new Classes 4/5 trucks

LISLE, Ill. – A long-term partnership reached by truck makers Navistar and General Motors will result in the development of a new line of Classes 4/5 commercial trucks. Production of the new conventional-style trucks will begin in 2018 at a Navistar plant in Springfield, Ohio, where Navistar says it will invest about US\$12 million and add some 300 jobs. The trucks will be branded as Chevrolet and International vehicles.

GM, at this time, has no plans to bring the Chevrolet version of the truck to Canada, but Navistar confirmed on a conference call after the announcement that its Canadian dealers will sell and support International trucks developed under the partnership.

The current International TerraStar will be replaced by the new products developed with GM.

The trucks will feature GM engine and component technologies and a co-designed cab. Diesel engines will be available, but Bill Kozek, president, Truck and Parts with Navistar, said it's still too early to discuss options in any detail. He did say, however, that the partnership should benefit both manufacturers.

"It allows GM to expand, primarily, its Chevrolet commercial truck portfolio and Navistar to strengthen its International truck line-up," he said. "It's going to leverage the strengths from both companies as these products come out."

The deal, Kozek added, "is another of the pillars of our customer-centric approach, providing customers with the best technology available, regardless of the manufacturer."

The two companies have been in talks for some time, initially regarding collaboration on a Class 6/7 platform. While that deal didn't come to fruition, Kozek said those talks set the framework for the deal that did happen. **TW**

Class 8 orders flat in September

BLOOMINGTON, Ind. – Class 8 truck orders were unchanged in September, at 19,460 units, according to preliminary data from FTR. September's orders met expectations, albeit with a higher than anticipated cancellation rate for the second month in a row, FTR reports. Orders were down 21% year-over-year.

"After the wild order activity that started last October, the market has fallen back to a remarkable level of consistency," said Don Ake, FTR's vice-president of commercial vehicles. "To have five months of orders be this stable in a stronger market is likely unprecedented. Fleets loaded their orders into the backlog by March and OEMs have just been filling in the remaining slots since then. We don't see the increased cancellation rate the past two months as being a cause for concern." **TW**

Yokohama brings tire production to North America

By Sonia Straface

WEST POINT, Miss. – Yokohama made history earlier this month when it held a grand opening for its first-ever US tire plant in West Point, Miss. on Oct. 5.

Nearly 300 guests and dignitaries attended the festive event that showcased the new facility – called Yokohama Tire Manufacturing Mississippi (YTMM) – with guided plant tours, a catered lunch and grand opening ceremony.

In addition, several Yokohama executives from Japan flew in for the milestone event and treated guests to a kagami biraki – a traditional Japanese sake ceremony where a sake barrel is broken by wooden mallets to signify harmony and good fortune.

The new \$300-million tire facility is one of the largest Yokohama manufacturing plants, coming in at a whopping one million square feet and is a major feat for the company, which no longer has to source tires from overseas for its North American customers.

“The manufacturing plant was specifically designed to serve as the manufacturing centre of our commercial tires exclusively for use in North America,” said Takaharu Fushimi, CEO of Yokohama Corporation of North America and Yokohama Tire Corporation. “I am honoured to be part of such a milestone, one that clearly tells our commercial tire

partners that Yokohama is committed to the market. Based on our extensive research on the commercial tire market in North America, as well as our company’s continued growth in this segment, this was definitely the right time to build a new plant and Mississippi was absolutely the right place to do it. What this modern plant will mean to our customers, simply put, is they will get what they want when they want it, as product will no longer travel across land and sea to reach them. Now the tires they need will literally be a call away. Our commercial tire customers can be assured that Yokohama is here to stay for the long haul as their business partners.”

Hikomitsu Noji, president and representative director of Yokohama Rubber, echoed Fushimi’s thoughts and added that expanding the company’s manufacturing capacity into North America is crucial to Yokohama’s success.

“It is no longer sufficient to source tires from existing manufacturing plants around the world,” he said. “In short, supply will have to come from where our customers are and (we will have to) be able to provide specific products that the North American market demands.”

Though the new building is capable of making almost every tire in the Yokohama product lineup, it was designed to manufacture commercial

tires (steer, drive and trailer) exclusively for its truck and bus customers in North America, according to company executives.

Tadaharu Yamamoto, who moved to Mississippi when he was appointed president of YTMM said the location of the new plant was a perfect selection.

“After a year long extensive search which included 3,000 potential counties in the continental US, West Point, Mississippi was chosen for the site,” he said.

More than 1,200 workers transformed the more than 500 acres of land to build the new facility in just over 24 months – making it one of the company’s fastest plant builds. In August 2014, the plant mixed its first rubber, and then in April 2015 the first pre-production tire rolled off the assembly line. And at the company’s grand opening, Yamamoto announced that the plant is ready for mass production and said at full capacity the plant is expected to produce one million tires annually.

To date, YTMM has hired 260 employees to get the plant up and running, with estimates that number will reach well over 500.

Not only was the location right for Yokohama but the timing was too, said Rick Phillips, vice-president of sales for Yokohama Tire Corporation.

“The economy isn’t really hot but it is positive and it’s moving in the



Left to right: Mississippi governor Phil Bryant, Takaharu Fushimi, Tadaharu Yamamoto and Hikomitsu Noji of Yokohama.

right direction, it’s steady,” he said.

“People are spending a lot of money and it’s creating a very healthy environment for the trucking industry. If you need proof of that, just look at what’s going on with Class 8 truck sales.”

Phillips added that sourcing the tires locally for its North American customers means the company’s speed to market will improve significantly.

“Our lead time will go from a few months sourcing tires from offshore to a few days sourcing here in Mississippi,” he said, adding that its customers are very excited about the new facility. “It’s going to give us a lot more flexibility to adapt and change the market.” **TW**



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Dealing with mental illness in the workplace

By Sonia Straface

TRURO, N.S. – Keeping its promise to have more informative seminars throughout the year, the Private Motor Truck Council of Canada (PMTCC) held its first Atlantic educational seminar recently in Truro, N.S.

The council teamed up with the Trucking Human Resource Sector Council (THRSC) Atlantic to give attendees of the seminar a look into complex issues facing the trucking industry today. One of the topics covered in the seminar was how to properly – and legally – deal with employees who have a mental illness.

Kimberley Pochini, lawyer and head of the labour and employment team at Patterson Law Firm, spoke to guests at the seminar about under-

standing responsibilities as leaders when dealing with employees who have a mental health issue.

She explained that mental illness is a relevant and important topic because of the stigma that still surrounds it today.

“Everyone is pretty comfortable at accommodating physical issues and everybody understands that,” she said. “And with most physical issues you’ve got something you can look to – like a doctor’s note, X weeks to recovery, physiotherapy. However, unfortunately there is still a stigma around mental health and mental health issues.”

She explained that mental health isn’t widely understood and most employers fear approaching the topic with an employee because they

don’t want to cross any lines and ask too many questions that they believe could trigger or worsen the issue. She warned mistreating or mishandling employees with mental illness could be discriminatory – whether intentional or not – and puts employers at risk of a Human Rights complaint.

“In reality, most discrimination is not purposeful,” Pochini said. “But (discrimination) is where you make a distinction, intentional or not, based on a characteristic.”

Examples of this could be assuming an employee is not mentally tough enough for a position when you learn about his or her mental illness, and terminating his or her position or not promoting an employee because you assume he or she can’t handle the stress, she said.

According to reports, Human Rights complaints are on the rise, said Pochini, because more employees are becoming aware of their rights thanks in part to the media coverage on this issue. There have been many initiatives – including the Bell Let’s Talk campaign – that work towards breaking down the stigma surrounding mental health issues and making it okay for those who are mentally ill to disclose it to their employer.

Mental illness can include an addiction to drugs, alcohol, gambling, depression or anxiety disorders, Pochini said, and there is a responsibility as an employer to accommodate such mental illnesses.

In the legal world, this is called duty to accommodate, which means employers must be flexible in working with employees with mental illness to meet the employee’s needs and to meet the needs of the organization. Such accommodations can include working with the employee to find a work schedule that is manageable for him or her (ie., working only four days a week), getting time off for medical appointments, and holding an employee’s position while they seek treatment. Pochini stressed that the accommodation must be based on the employee’s needs and medical information.

She also said it should be flexible because of how mental illness symptoms can come and go.

“This accommodation has to be reasonable, it does not have to be perfect,” she added.

Pochini recalled a time she received a call from an employer whose employee’s mental state required her to work only four days a week, with a three-day break. Her employer agreed, and said she could accommodate that and let her work Tuesdays through Fridays. Her employee did not accept her offer and said she needed Friday through Sunday off. In this case, Pochini said, the employer is making her accommodation reasonable – she is still giving her a three-day break to recuperate after four days of work.

This accommodation ends when the employer reaches the point of “undue hardship.” Undue hardship, said Pochini is “in a nutshell, it’s going to hurt your business first.”

This means that through these accommodations, your business is suffering. To prove this in a court of law,

employers must be able to show they have considered all available options and can no longer accommodate the employee’s requests. Undue hardship is different in every case, making it hard to define explicitly, Pochini said.

If you, as an employer, receive a Human Rights complaint from an employee, the case could go to mediation or a tribunal, if the employee can prove that they have been treated unfairly and have been discriminated against. The complaint is investigated and the Human Rights commission decides whether it goes to conciliation or a tribunal. A tribunal involves an adjudicator who hears the matter like a court and then issues a written decision.

“In a hearing, the complainant has to show that it was more likely than not that he/she was discriminated against on the basis of his/her disability,” explained Pochini. “It’s not like criminal court where it’s beyond a reasonable doubt.”

From there, if the board finds that the employer knew or ought to have known of the disability, the burden then shifts to the employer to prove undue hardship.

“If an employee never tells you, has no performance issues – or if they do and they never tell you about a functional limitation they have – if you have no way of knowing about the mental illness, then you cannot be found that you have discriminated against someone on the basis of his/her disability,” said Pochini. “It’s what you ought to have known. So if you’ve had an employee for 10 years and everything was ticking along nicely, and all of a sudden (his/her) performance starts to suffer, and he or she is missing a lot of work or crying at his or her desk...then you ought to have known. You can’t rely on them not telling you...All the investigation has to show is that everyone else knew about the problem, except the boss.”

Employers can successfully defend the case if they prove they accommodated the employee to the point of undue hardship, said Pochini. Employers also have the right to receive medical information, which speaks to the impact of the illness on the employee’s ability to work, though the employee must consent to allow access to medical information, she added.

The law surrounding Human Rights complaints is tricky and can get messy if they are mishandled. Often, said Pochini, when an employer gets a Human Rights complaint they go on the defensive, stating poor work performance as the reason for termination.

Pochini warned attendees this is not the way to handle a complaint as your responses are on the record once you receive notice of the complaint, on the phone or otherwise. Instead, she advises employers to seek professional help immediately and gather all necessary documents to prove you accommodated your employee as best you could – to the point that your business suffered.

Employment lawyers, the Canadian Centre for Occupational Health and Safety and Mental Health Works are all great resources to consider if you’re put in this sort of situation, Pochini said. **TW**

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Pinked-out truck convoy turns heads in Ontario

By James Menzies

WOODSTOCK, Ont. – A pinked-out convoy, some 65 trucks long, added colour to an otherwise drab October afternoon in southwestern Ontario Oct. 3, raising awareness about breast cancer.

Back at Convoy headquarters at the TA Travel Centre, stacks of cash and oversized cheques were being collected and presented. The biggest of these was a \$25,000 contribution from Cervus Equipment and its employees.

“This money was raised by all our employees and we basically matched what our employees were doing,” Matt Preston, operations manager for Cervus Equipment and its 13 Ontario locations told *Truck West* at the event. “Our employees did payroll deductions and one-time deductions. It’s a big cause for our group.”

Among the convoy participants, the driver raising the most funds this year was Joanne Hayward, who raised \$5,795 and earned the honour of leading the convoy. The Top 10 driver fundraisers (listed on pg. 19) raised a total of \$21,784.85 between them.

Many in the convoy drove for someone special, who has been touched by this disease. They drove for those who’ve survived, those who’ve succumbed and even the 25,000 or so women (and men) who will be diagnosed with breast cancer in the coming year.

Awards were given for the Best Pinked Out Trucks. Winning the award in the men’s category was Ryan Southern of Outer Limits Transport. Taking top honours among the women was Candy Bourgault, Locomote Transport.

Second place went to Kenneth Layton of Molson-Coors, third to Dawn Simpkins of Travelers Transport and fourth to Barb Taylor of Hyndman Transport.

The drivers were dressed as colourfully as their rigs. There were pink shirts, pink hair, pink slippers and pink tutus. The Best Pinked Out Team award went to Outer Limits Transport.

During the awards presentation that followed the convoy, organizer Joanne Mackenzie took time to recognize some of the volunteers who made the event possible.

Receiving *Trucking for a Cure* Commitment Awards for “excellence in fundraising and fostering a spirit of volunteerism” were: Stephanie Schroeder, Cervus Equipment; Gord Baird, Challenger Motor Freight; Laura Horner, Highland Transport; and Lynda Baker, TA Travel Center.

Due to the cold, blustery weather, the good sports at TA Travel Center invited organizers to take the post-Convoy presentations inside.

This included a rock’n’roll show from Head On and a performance by Anne Finley.

There’s a very good chance this was the loudest rock show ever performed in a truck stop.

Mackenzie said this year’s event was a huge success. While the number of trucks was down by about 15, to 65, she noted a second convoy was

added earlier this year in Prescott, Ont. and about 15 Eastern Ontario-based drivers were diverted to that one. It raised about \$20,000 on its own, with 43 trucks participating.

Leigh Jasmine, director, community development with the Canadian Breast Cancer Foundation, thanked everyone who took part.

“I just want to say thank you so much to everyone for being here,” she said. “Your commitment to this event, and to Joanne, for her passion for this event, is amazing. At the Foundation, we are overwhelmed by her and by all of you here today. On behalf of the Foundation, I’d like to thank you so much for your support. Thank you for creating a future without breast cancer.” At press time, the total amount raised was still being counted. **TW**



Ken Layton (right), a driver for Molson-Coors, is pictured with wife Melissa. They took part in the Convoy for a Cure Oct. 3 in Ontario.

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Real-time data = real-time liability exposure

By James Menzies

ORLANDO, Fla. – More fleets are installing in-cab cameras to monitor driver behaviour in real-time, but with that could come an expectation by the courts that they also monitor that data in real-time and intervene when a driver's having a bad day.

"We're getting to the point where you're going to be held responsible for stopping a driver who's having a bad day (such as numerous lane departures)," said Rob Moseley, a lawyer with Smith Moore Leatherwood LLP, who spoke at the Technology & Maintenance Council's fall meetings. "We've got so much real-time data that we're going to have to do that. We've got a real-time opportunity and soon we're going to have real-time liability if we're not stopping drivers."

This may give pause to fleets that are considering installing in-cab cameras yet don't have the resources available to monitor data generated by them in real-time. However, Moseley said there are many good reasons to take advantage of the technology.

Since statistics show 75-80% of crashes involving a tractor-trailer are caused by another motorist, Moseley said having video available can vindicate the professional driver and trucking company more often than not.

"If we capture the data and an image of the accident, we know we're going to find 75% of the time we're not at fault," Moseley pointed out. "The problem is, juries don't believe your driver. They hate trucking companies. They walk into the courtroom hating trucking companies. You take a case, and we may think we have a completely defensible case, but if your driver is substandard and doesn't make a good appearance, our chances of winning are maybe 30-40%. If we film it, we have a 75% chance of winning. So it's a no-brainer to add the cameras."

Especially, he added, since the average cost of an at-fault fatality in the US is \$3.5 million.

When installing in-cab cameras, Moseley said fleets must also put in place a data management policy that dictates, among other things, how long data and video generated by the cameras is retained.

"If your company doesn't have a data management policy that you can pick up and look at and you don't know how long you're supposed to be keeping things, you need to fix that," he warned. "In the courtroom, if you don't have a policy for how long you're going to keep this stuff, the court decides how long you should've kept it."

While many drivers resist the installation of in-cab cameras – es-

pecially those that face the driver – citing privacy concerns, Moseley said "privacy is the least of your concerns."

He said a jury will want to know why rear-facing cameras weren't used if forward-facing cameras were present.

"In the courtroom you will always be questioned if there was data you could have that you don't have," he said.

Paul Stock, director of risk management with insurer National Interstate Risk Management, said his company's clients have about 30,000 trucks deployed with in-cab cameras.

Most of these fleets, he added, are choosing both forward- and rear-facing cameras. The biggest benefit to carriers, he said, is the help they provide in resolving liability in the event of a crash.

"The time and cost of settling claims decreases significantly," he said. However, Stock said fleets that get the most out of installing in-cab cameras also use the technology to identify risky driving behaviours and provide additional training to drivers who need it.

"Just because you put a camera in a unit doesn't mean you're a safer operation," he pointed out. "Make sure you're utilizing this technology proactively."

This means also putting into place a plan for downloading and reviewing the video and analyzing the data it generates. Some vendors offer to do this as a service but many fleets prefer to do it internally.

Wayne Finchum, vice-president of maintenance with Shelbyville, Tenn.-based Titan Transfer, said his company has installed forward- and rear-facing cameras in all its company-owned units. It also made the technology available on a voluntary basis to its 50 owner/operators but there were no takers among them.

So far, in just one year, Titan Transfer has recorded 92,219 events and

of those, has provided coaching based on 10,527 events. That's a rate of just 11.28% but Finchum pointed out that's more than 10,000 coached events that would have gone unnoticed without the cameras in place.

Driver behaviours that result in coaching are prioritized, with the following actions the first to trigger coaching: Exceeding 75 mph; unfastened seatbelt at more than 20 mph; texting/dialing a mobile phone; using a handheld cell phone; and obstructing the camera's view.

The cameras have helped Titan identify areas in which it didn't know it had a problem (ie. there were more than 200 events recorded of drivers attending to their personal hygiene while driving).

Finchum admitted not all drivers welcomed the installation of the cameras – especially team drivers, including husband/wife teams. In those cases, he said, the location of the rear-facing camera was altered so it didn't capture the bunk.

Finchum emphasized the video is only accessed when there's been an event that needs to be looked into.

Titan Transfer became a believer in the technology when one of its drivers was absolved of blame following an accident caused by another motorist.

A truck driver in a following vehicle activated his dash cam to record the incident and sent the footage to Titan, which was able to use that video to exonerate its driver.

And that's why, despite the additional responsibilities that come with the installation in-cab cameras, Moseley prefers his clients use them.

"If I'm defending an accident case, I want as much information as I can get," he said. "If we have video, it's one place a jury can't speculate. We want to wall off as many of those areas of speculation as we can, because that's where these runaway verdicts come from." **TW**

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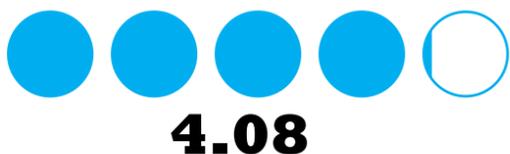
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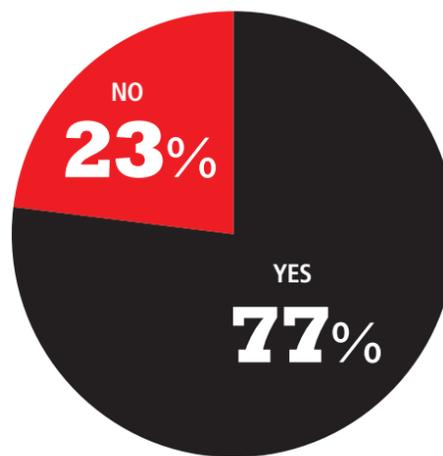
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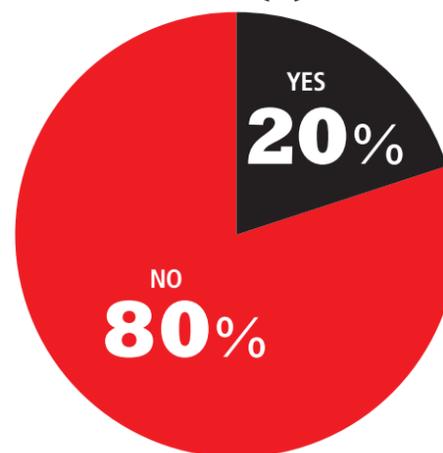
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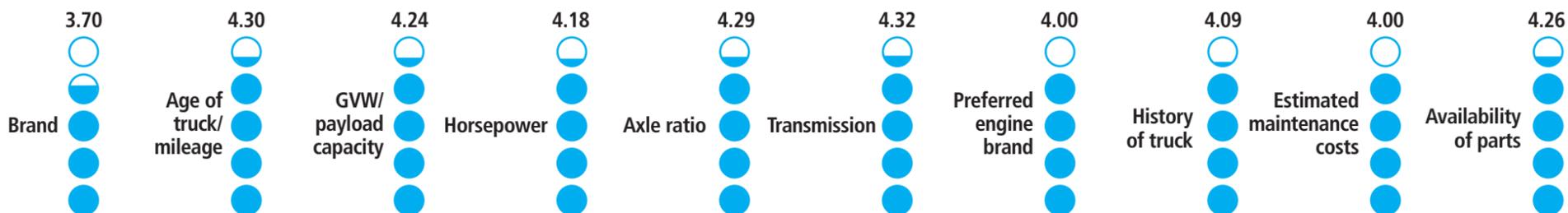
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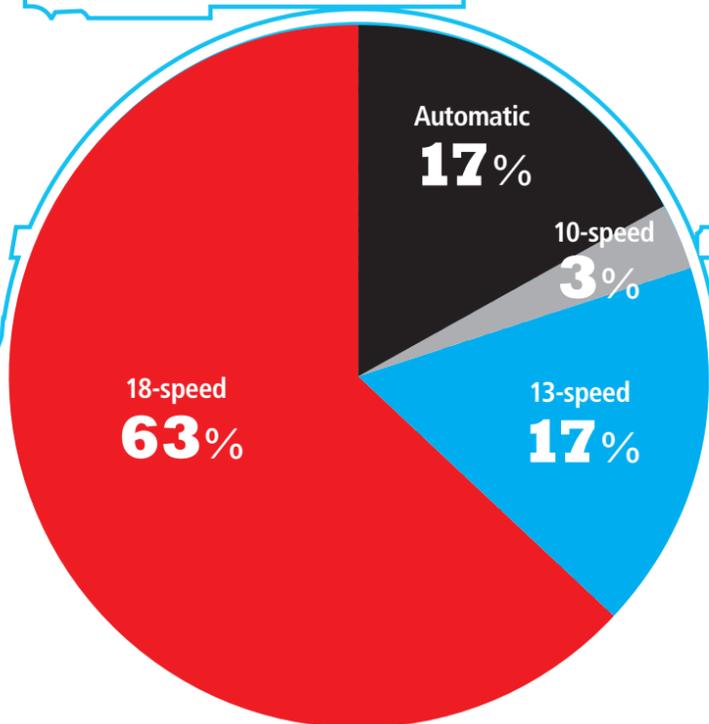
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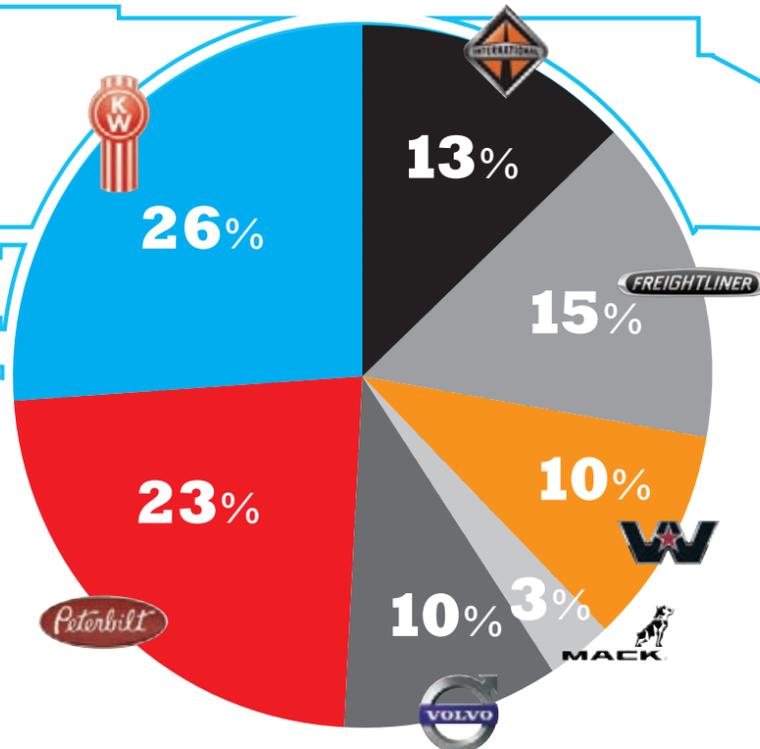
10 most important factors when selecting used trucks (scale of 1 to 5)



Most preferred transmissions



Vehicle brands currently in fleet



Canadian motor carriers have always considered buying used as a viable option for replenishing their fleets and with the economy sputtering it's looking like an increasingly good idea. Our Annual Equipment Buying Trends Survey found that about

three quarters of Western Canada trucking fleets have purchased used trucks before and 20% are looking to purchase used trucks in 2016. When it's time to hit the dealer lot they will be paying particular attention to the truck's age and mileage, GVW,

axle ratio and transmission. And they believe they know a good deal when they see one. Western Canada's motor carriers rank their personal knowledge and ability to spec a used truck at 4.08 on a scale of one to five. **TW**

By Edo van Belkom

THE STORY SO FAR

Mark has some time to kill in Saskatchewan and comes across a local paper advertising a truck rodeo that weekend. Mark enters, but right away he's labeled as a City driver and wonders if he's even welcome here...

The drivers were led into an adjoining room where a number of tables and chairs were set up in orderly rows, just like the gymnasium at Mark's high school during exam time. Mark took a seat at a table in the middle of the room and watched as defending 10-time champion Rob Goldrick took the seat to his right, and the old-timer everyone seemed to be so fond of, Cyril Mitiuk, sat down on his left.

A volunteer went around the room and placed a copy of the examination on each table, face down along with two pencils.

Mark was about to turn the test over when someone at the back of the room said, "Leave the test where it is until it's time to begin."

Mark put both hands on his lap.

"Is everyone ready? You may begin."

Mark turned the test over and flipped through the pages. Just as promised, there were 100 questions, both multiple choice and True or False.

Before digging into the test, Mark glanced to his right where Rob Goldrick was going through the questions smoothly and confidently, taking a few seconds on each before making a confident stroke on the page. To his left, the old man, Cyril Mitiuk had a pained look on his face as he looked from one question to the next without answering any of them.

Mark figured his own system of answering the questions would be somewhere in between the other two men's styles. The first question was an easy one.

Who is responsible for the accuracy of the driver's daily log?

- A) The driver.
- B) The carrier
- C) The shipper and receiver
- D) The driver and carrier

Mark smiled and circled D. This is going to be a piece of cake, he thought. He answered a dozen more questions he thought were easy and straightforward when he was stopped in his tracks by a question more difficult than the previous ones.

To recover from a skid, the driver should steer in which direction?

- A) Right
- B) Left
- C) The same direction the rear of the vehicle is skidding in
- D) The opposite direction that the rear of the vehicle is skidding in.

Mark had to think about that one a second. The first two choices were obviously wrong because either one could be right or wrong depending on which way you are skidding.

One of the next two was right, but Mark had to close his eyes and imagine himself behind the wheel during a skid to figure out that C was the correct answer.

And then another tough question.

On trucks with air brakes, at what psi in the primary reservoir should the "Low Air" warning operate?

- A) 60 psi
- B) 20 psi
- C) 80 psi
- D) 100 psi

What? Mark had no idea. The low air warning had come on in Mother Load a few times over the years, but he didn't know exactly what number it came on at. He eliminated B as being too low and D as being too high for a low air warning.

He knew that 80 psi would be sufficient pressure on his truck for the air brakes to operate so he crossed his fingers and opted for A.

He took a deep breath and ran a few fingers over his forehead. Much to his surprise, he was sweating. Were these questions that hard, or did Mark not know as much as he thought he did about his truck and the trucking industry.

He glanced left and right. Goldrick was still circling and checking off answers at a steady pace, while Mitiuk was circling answers, then rubbing them out, then circling the same answer again.

Well, at least I've got him beat, thought Mark.

After struggling with another dozen questions, Mark found himself lost.

The amount of force exerted on the structures of the back is how many times greater when lifting with a bent back as opposed to correctly lifting the a straight back?

- A) Two times
- B) Four times
- C) Ten times



Not his first rodeo

PART 2

D) Eight times
How the hell should I know?, thought Mark. I'm a truck driver, not a structural engineer. But the more he thought about it, the more he realized that this was a question designed to get drivers thinking about safety and avoiding injury. Mark guessed D since the first two choices didn't seem like enough and 10 times seemed like an awful lot.

Mark let out another sigh and wiped the damp palm of his hand on his pant leg to keep it dry. While this had started out as something to do for fun, it had become stressful and was reminding Mark of his days in high school...And he'd hated high school.

Nearing the end of the test, the questions had started to get downright impossible.

When recharging a fire extinguisher, the agent used should be what?

A vehicle fire can generate heat upwards of what temperature?

What month is the most dangerous for lightning?

Who the hell knows these things?, Mark wondered. Who the hell cares? Obviously the organizers of the rodeo care, but really why in the world do I need to know this?

Just then, Goldrick got up from his chair and handed in his test paper. Of course, he's finished, he's the defending champ. Mark glanced left and saw that Mitiuk was still struggling, the eraser now gone from his pencil and changing his answers with an X every time he changed his mind.

The speed of a truck that slides in a curve can be determined by the marks left from a sliding tire. What is the mark normally called?

- A) Skidmark
- B) Wheelspin
- C) Yawmark
- D) Wheel Line

Mark didn't have a clue, but he knew that the word Yawmark was the only one that dealt with direction, because the word yaw was used in describing an airplane's orientation.

"A couple of minutes left," one of the volunteers said.

Mark had ten questions to go. He answered eight and guessed at the last two.

"Time."

They posted the results a short while later and Mark was stunned. Mitiuk had scored a 98 while Goldrick had 94. Mark didn't finish last, but his score of 85 was near the bottom.

He knew he'd gotten a bunch of answers wrong, but he was amazed that the old man, who had been struggling from start to finish, had posted the best score.

He has to be cheating, Mark thought. There's no other way. TW

- Mark Dalton returns next month in Part 3 of Not his first rodeo.

Illustration by Glenn McEvoy



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TRUCK NEWS

The Adventures of NEWLAND TRANSPORT

By Edo Van Belkom

Because the way is blocked, Vic is forced to get out of his truck. In the short time Vic has been driving containers, he recognizes people in each of the two groups. He knows them to be good people and hard workers. Why in the world would they be fighting, he wonders.

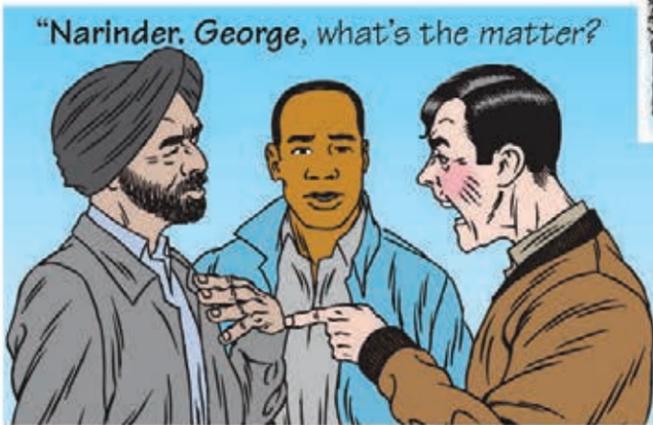
Vic gets between the two groups, putting up his hands to keep them apart. "George, everyone, calm down." Then when things settled, Vic says, "These drivers aren't taking your jobs... they are taking whatever they can get. They are taking less money because that's all that they are being offered. They are no different from you. They want all the same things you want. To raise a family, to run a successful business, to have a good life with prospects for the future. And like you, they are struggling to achieve all of these things... but they don't know anything else other than to work harder."

George is unconvinced. "Work harder for less money? That's not right."

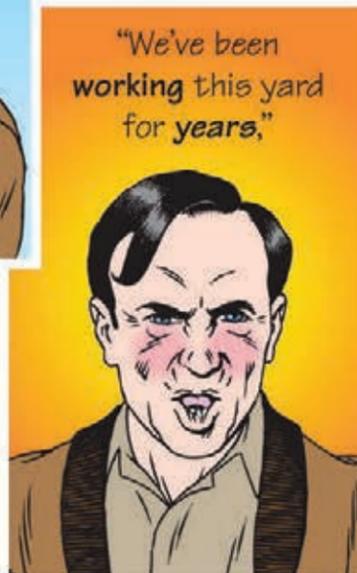
After several successful long hauls Bud gives Vic a container load going from the yard just outside Toronto to a warehouse in Winnipeg. As he drives into the yard, he's slowed by a commotion in the line of trucks. "Uh, oh," Vic mutters.



"This doesn't look good."

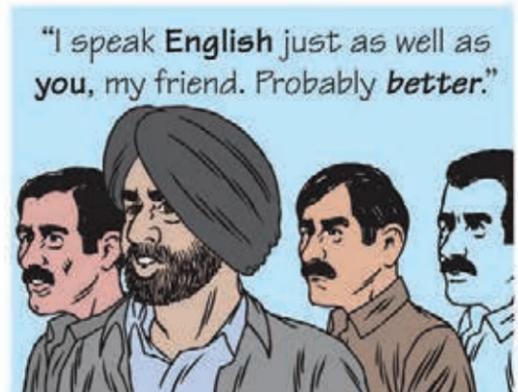


"Narinder. George, what's the matter?"

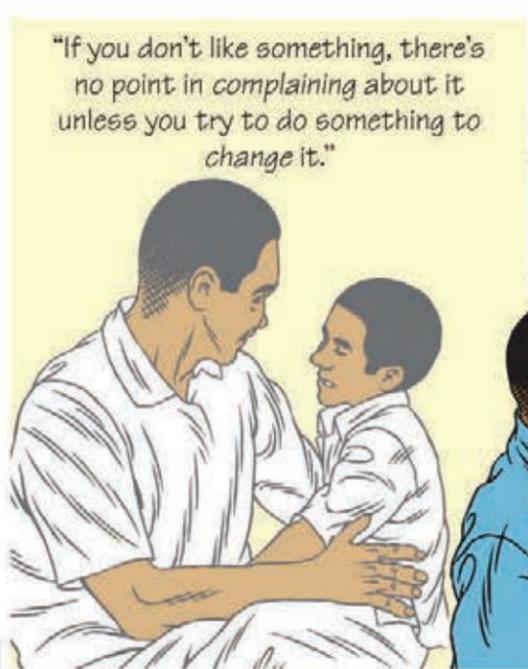


"We've been working this yard for years."

George says, "But these guys come in and are taking away our jobs. They agree to be paid less than we get and every week we're losing more and more of our loads to drivers who can't even speak English."



"I speak English just as well as you, my friend. Probably better."



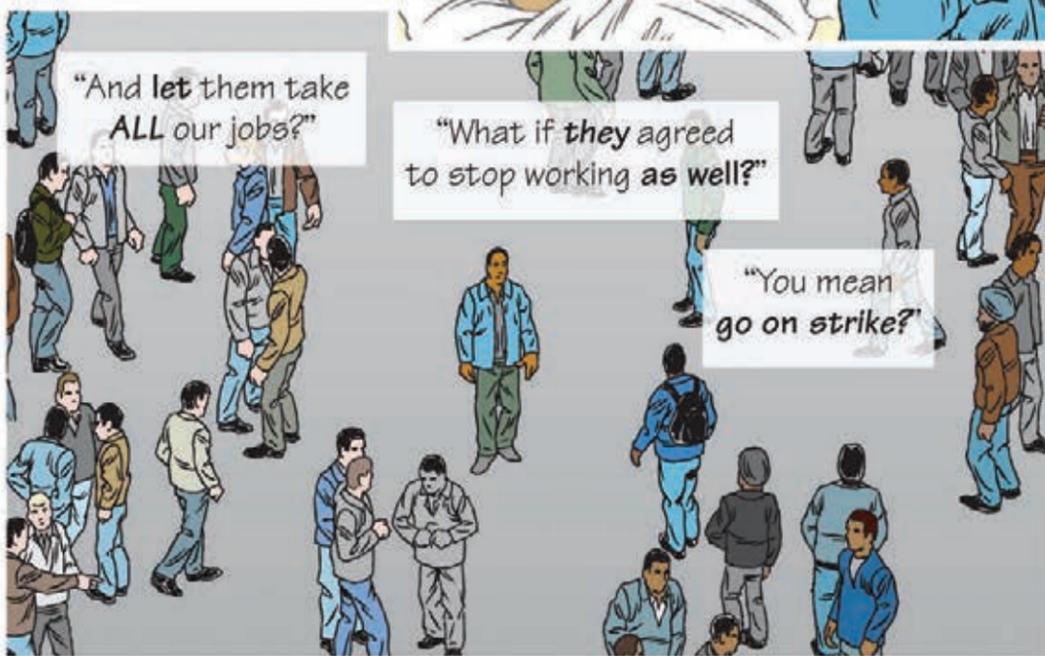
"If you don't like something, there's no point in complaining about it unless you try to do something to change it."

"Then do something about it," Vic says.

"Like what?"

"Stop working. Find another job."

Illustration by Glenn McEvoy



"And let them take ALL our jobs?"

"What if they agreed to stop working as well?"

"You mean go on strike?"

Vic wonders how he'd managed to get himself in this situation, but realizes it's too late to back out now. "Yes, strike. Maybe for a day."

"Only if you agree to be our spokesperson."

Vic takes a deep breath. "All right."



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Mullen expands regional haul business in Ontario

OKOTOKS, Alta. – Mullen Group announced it has closed the acquisition of Courtesy Freight Systems. Concurrent to the closing of the transaction, Mullen Group entered into an agreement to acquire the majority of its facilities.

Courtesy is a privately-owned company based in northwestern Ontario and

regional LTL businesses in Canada, providing regional service to customers from Ontario right through to British Columbia. Secondly, Courtesy is an excellent complement to Gardewine Group Limited Partnership, which we acquired in January, 2015. Those two companies operate in similar geographic markets serving communities and customers in Manitoba and northwestern Ontario. I fully expect that we can realize operational synergies ensuring all customers continue to receive the very best service and value options.

“Investing in regional carriers with strong ties to the communities they serve is an important element

of our business model. Ron Speziale, the owner of Courtesy, has built a company that is respected by their customers and employees alike. I am delighted to add Courtesy to our organization. We now have to ensure we build on Ron’s past successes.”

The company expects the acquisition to be accretive, adding \$2 million in annual operating income and provide support to Mullen during a time when the oil and natural gas industry in western Canada is currently experiencing a downturn. **TW**

‘Courtesy is an excellent complement to Gardewine Group.’

Murray K. Mullen, Mullen Group

Manitoba that provides regional less-than-truckload services. It has a fleet of 68 power units and 48 trailers through a network of six terminals. It employed 113 people.

“This acquisition, while not significant in terms of size or revenue, is important to our organization for two fundamental reasons,” said Murray K. Mullen, chairman and CEO of Mullen Group. “Firstly, from a strategic perspective we continue to invest in regional LTL opportunities. With the acquisition of Courtesy, we will own and operate six

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Arnold Bros. grows its business on heritage, strengths

By Jim Bray

WINNIPEG, Man. – They’ve been trucking since the 1950’s and this farmer-turned-trucker family shows no signs of slowing down, even in the face of challenging times.

Arnold Bros. Transport, the Winnipeg-based hauler, is now headed by the second generation of Arnold brothers, Fred and Gary. Fred Arnold told *Truck West* in a recent interview that the original Arnold brothers, Frank and Jerry, were farmers who started hauling bulk grain fertilizers and other commodities as a second business, during the winter months. They eventually decided to sell the farms and pursue trucking full time, a decision that seemed like a logical one at the time.

“We lived in a village just outside of Winnipeg and one farm was half an hour, 20 minutes away while the second farm was out near Neepawa, about a two-hour drive,” Arnold said. “They knew they had to make decisions (because) they wanted to continue to reside in Oakbank (just east of Winnipeg). The family was young at that stage and they had an opportunity to sell the farm.”

Back then, Arnold noted, trucking was regulated highly, “so any kind of business took licence applications and typically was opposed by the (other) carriers at that time.”

They managed to get through all that, however, and the company eventually started hauling farm equipment for companies such as International Harvester and John Deere.

“That also expanded (our) territory from just Western Canada to the States and British Columbia and Ontario and Quebec,” Arnold said, “and that’s how geographically we expanded the business.”

They also expanded by acquiring a small company out of Steinbeck, he said, “so over the course of time pre-deregulation it was either the purchase of people’s licences or just through application and growth in that capacity” that helped build the business.

Today, the fleet is generally a 50/50 mix between company drivers and owner/operators. “On the truck side

we are principally Freightliner and, secondarily, International,” Arnold said, noting that “we are very happy with the Freightliner, getting very good fuel mileage, and have been operating (them) now for about seven years.”

Arnold said the company uses two brands of trucks to make sure the primary one is still the best one for them, and also “to make sure we have some comparatives internally, because this industry doesn’t share too much information in terms of how utilization should be or how fuel economy should be or what driver turnover is.”

Arnold Bros. has a mix of full-service lease arrangements and also does its own maintenance, “and we’ve spent a lot of time on technology and specifications for combination of fuel economy and operating costs” Arnold said. Besides its Winnipeg head office, the company also operates terminals in Milton and Calgary and has drop yards in Montreal, Chicago, Vancouver, Edmonton, Regina and Saskatoon. “Our mix is probably 75% domestic and 25% international,” Arnold said.

The company says it differentiates itself from the cornucopia of competitors by hard work and a can-do attitude. “I would say our (success) has come from just staying focused,” Arnold said, “whether it’s a customer, employees or likewise a supplier.”

He said the approach has been such that “We get employees who’ve been fired, or employees who go to other careers, or our competitors, who say it is different here, that they miss the sense of belonging, the sense of the opportunity in working with others.”

Arnold, who describes his job as “knowing a little bit about everything and not very much about anything,” said the family fosters a family feeling among staff, which helps them with retention. “We’re small enough that most people know each other,” he said. “It’s just a culture that we work towards creating and sometimes the payback isn’t a saving in cost per hour or cost per mile, but there is saving on the other unmeasurable things, like turnover. (We) try and give people a sense that this is a company that stays relevant. We’ve got a lot of long-term



Fred and Gary Arnold (pictured above) are the second generation to run Arnold Bros. Transport. They credit the company’s success to hard work and a can-do attitude. Photo courtesy of Ian Smart Photography.

people, we’ve got a lot of younger people, we’ve got some people who have started right out of high school working for us and they’re our best ambassadors.”

To recognize long-term employees, Arnold Bros. offers years of service awards – and that’s just the beginning of the benefits. “For the drivers we have a performance-based compensation arrangement and... we have a monthly driver and, separately, owner/operator of the month each month,” Arnold said. “We also participate actively in the Manitoba Trucking Association in all facets and our drivers have regularly been Drivers of the Month or awarded through (organizations such as the) Manitoba Trucking Association.”

Also helping raise the company’s profile is a secondary business. “We have operated a vocational training school for drivers for 10 years,” Arnold said, “to try to continue to feed the industry and (introduce) the industry as certainly a good opportunity here in Manitoba.”

The company has also been active in a program that helps bring drivers in from another country, “with the understanding from the get-go that the opportunity here is permanent,” he said, “and (we work) with these people and the provincial and national programs to ultimately have them and their families as landed citizens.”

Safety is naturally a high priority for Arnold Bros.

“I think the most important thing (about safety) is to start with (monitoring) our rankings on our programs,”

Arnold said. “We chart our score each month, we share that score internally. I know at this point in time, from our scores and from what we share with other people, that we’re in the percentile of the best.”

Arnold noted that the company is transitioning from old-style, paper logs to electronic ones, and they’re also adding collision avoidance systems to their new trucks. “We do what we can, both from a technology point of view and from internal training and discipline, to keep those scores high and they’re very much a part of how we run our business,” Arnold said. “You have to be able to measure it and manage it because you have to stay focused on what you’re doing and the challenge is to do that with an ever-changing population and demographics and the nature of where our drivers, which are our principal base of employment, come from.”

Fred Arnold’s message to the industry is that “There’s opportunity. There’s challenge, yes, but I think the real focus is the opportunities this industry creates for people, how loyal I believe most customers are – contrary to some people’s thinking.” He also thinks it can be a waste of time looking over your shoulder and worrying excessively about the competition “because collectively we’ve all got the same challenges. The industry as a whole is healthy, (it) makes a big difference and I think the industry doesn’t necessarily get the recognition it should. The industry, to me, is something that is as important as Arnold Bros. is.” **TW**

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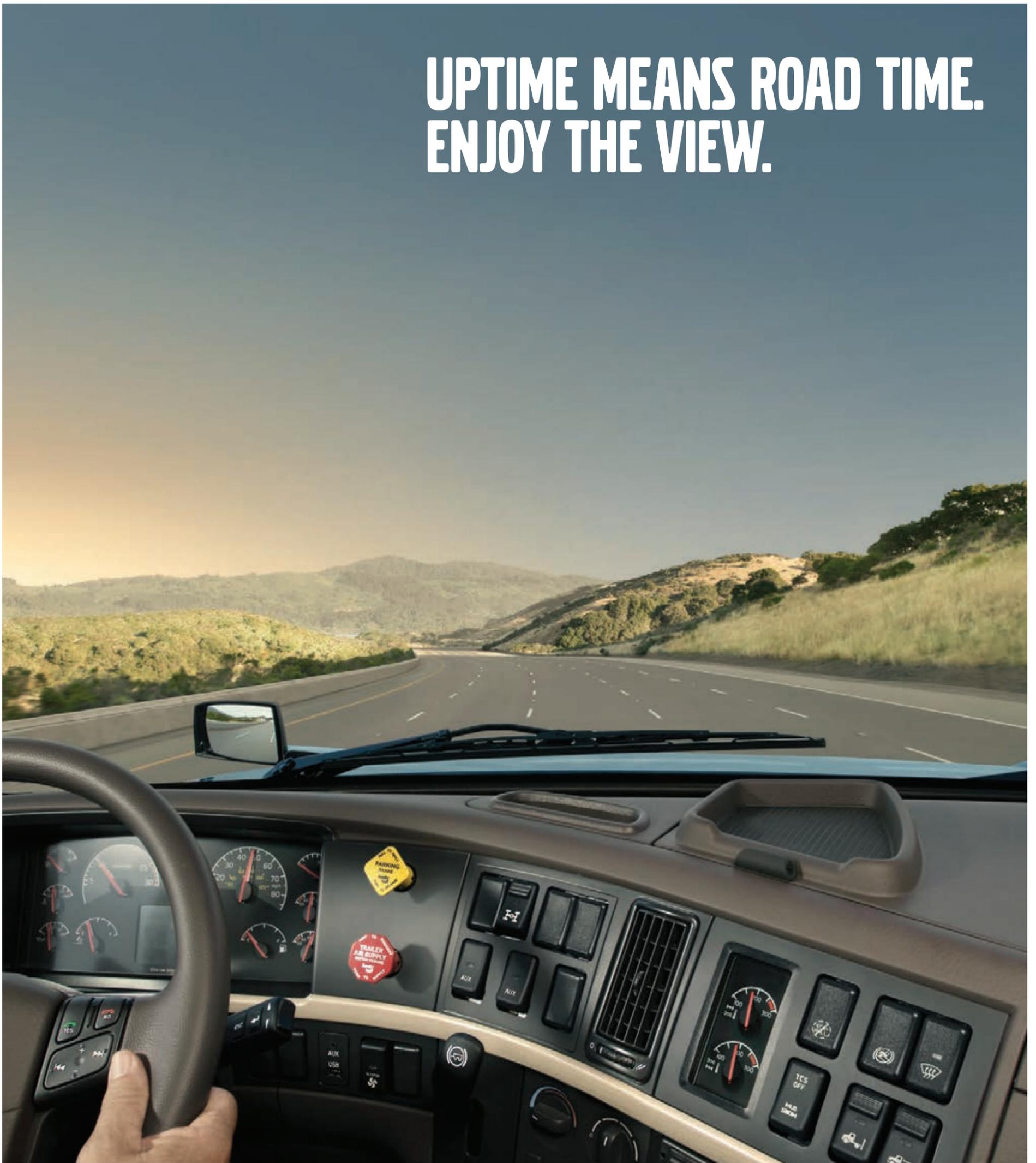
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