



TRUCK WEST

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Bypass at the heart of the West

New Regina bypass a game changer for trucking in and around the city

By Eric Berard

REGINA, SASKATCHEWAN

Congestion on Victoria Avenue. Endless traffic lights and then a left turn on the Trans-Canada Highway. Even though it already had a ring road designed to mitigate traffic headaches, Saskatchewan's capital was due for some infrastructure treatment and the result looks nothing like a facelift.

The new Regina four-lane bypass promises to make the western Canadian city's heart beat stronger than ever and the trucking industry will largely benefit from this rejuvenation.

When it opens October 2019, the new highway will circle the city and connect its east and west, while being a means to bypass the city itself for truckers who simply need to go through Regina without stopping in it for a pick-up or delivery. The total infrastructure investment – the largest in the province's history – is estimated at \$1.88

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Red Coleman's contribution to trucking gets recognized by the MTA with its newly-named Red Coleman Service to Industry award.

Honoring his service

Manitoba trucking pioneer Red Coleman has always had a love affair with trucking

By Derek Clouthier

WINNIPEG, MANITOBA

Not everyone has an award named in their honor, but when your life tells a story like Red Coleman's, people take notice.

During its Annual Fall Awards Gala in November, the Manitoba Trucking Association (MTA) announced the Red Coleman Service to Industry award, renaming the distinction to shine a light on a man whose life has been all about trucking.

Seaton "Red" Coleman said he fell in love with trucking while living and working on the family farm in Woodlands, Man. He wanted nothing more than to drive a truck, fix them, and haul freight, and at the time, was not interested in starting a business, just making a living as a truck driver.

Everything changed in 1948 when he convinced his father to sell the family farm and purchase a small, four-truck operation in Steinbach, a tiny farming community about 65 kms southeast of Winnipeg.

Steinbach didn't have a railway line, and does not to this day, so everything that came in and out of town did so on a truck.

"Steinbach was a very prosperous community, so as time when on, it grew," Coleman explained to *Truck West*, "and having the general freight operating authority for the town was beneficial."

As the town grew, so did Coleman's trucking company, South East Transfer. In the early '80s, Coleman applied for extra-provincial operating authorities to further service in the Steinbach area.

From there, the business rolled like a freight truck down a Prairie highway.

Red's two sons, Gary and Earl Coleman, became his business partners in 1985, and the company took full advantage when deregulation came.

Then, in 1991, came the merger with Big Freight Systems, the flat-deck operation of Reimer Express. Red said the merger changed his company from being a small, family-run operation to more of a corporation, which came with its own unique challenges.

Changing the company name to the over 150-truck and 350-trailer operation it is known as today, the Colemans were 50/50 partners with Reimer from 1991 until they bought the company outright in 1997.

Fast forward 16 years and Gary buys out his brother Earl from Big Freight Systems, and before Red knows it, the company is bigger than he ever could have imagined.

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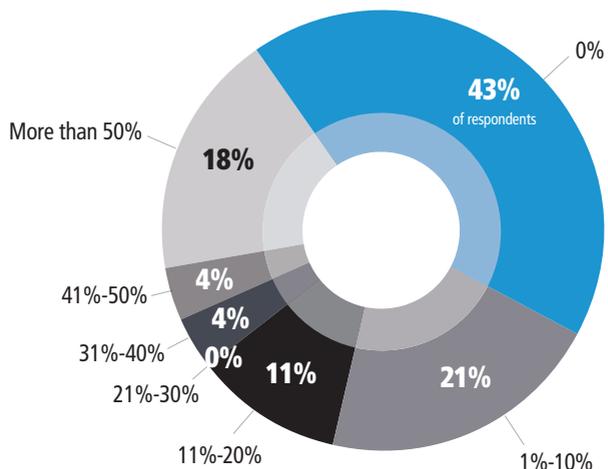
What's working against higher truck rates during the economic expansion

Tightening capacity during an improving North American economy should help Western Canada's motor carriers push for higher rates, according to our annual Transportation Buying Trends Survey. As shown in our last issue, the majority of Western Canada shippers believe rates will rise across all modes in 2018 but expect TL and LTL trucking to pose the greatest pricing pressure. However, our research also shows that when shippers have a choice they will shift at least some of their freight from truck to rail in response to higher pricing.

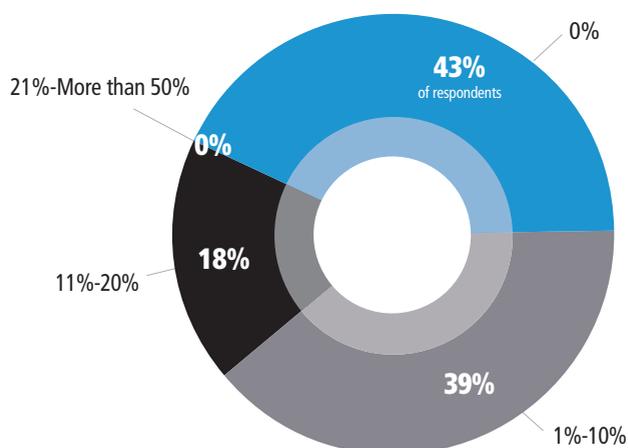


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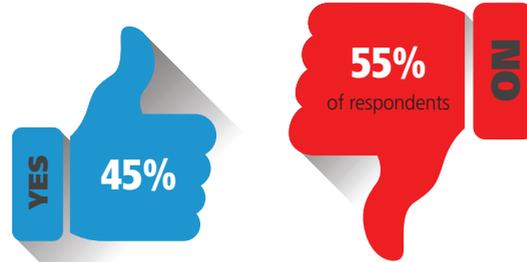
Percentage of current rail shipments Cdn shippers consider trucking to be viable alternative



Percentage of current truck shipments Cdn shippers consider rail to be viable alternative



Higher rates and/or surcharges have affected use of transportation modes



Main reasons for diverting freight from rail to truck

To service new markets	5% of respondents
Responding to customer requests	48%
Increasing rail prices	19%
Decreasing truck prices	5%
Faster inventory times	10%
Poor rail service or coverage	29%
Other	33%

Main reasons for diverting freight from truck to rail

To service new markets	16% of respondents
Responding to customer requests	5%
Increasing truck prices	58%
Decreasing rail prices	16%
Faster inventory times	5%
Poor truck service or coverage	16%
Other	21%

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The shape of trucks to come



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Derek's deliberation

Should carriers start paying drivers a yearly salary?

With the use of ELDs now required by law in the U.S. and the Canadian government announcing in December that we would follow suit by 2020, I think it's time to examine the idea of paying drivers a yearly salary.

My argument for this is simple, and I think with a more fool-proof manner in which HOS is monitored that a salary-based pay model would make sense.

To start, ELDs are not changing the rules around HOS, just the level in which authorities and carriers can monitor them. HOS have always been "regulated" by the government and enforced by commercial vehicle enforcement. ELDs will now make that effort, not failsafe, but closer to it than before.

Fudging paper logs was never a difficult task, and though I'm sure this was a practice few took advantage of, it would be naïve to think it didn't happen.

So now that the U.S. and soon Canada will have a mechanism to better ensure HOS compliance, why can't carriers pay company drivers (not owner-operators) a salary instead of per mile or hourly?

The gripe behind being paid a salary is with hours worked. Some feel employers can take advantage and force employees to work extra hours and not have to pay them for their service. This is true in some cases. Many of us have had jobs that expected us to put in more than



40 hours a week. But in the trucking world, companies cannot force a driver to work beyond what is legally allowed. The law states (in simple terms, as there are many factors that go into HOS) that a truck driver must have 10 hours off-duty a day and cannot drive after 14 hours on-duty in a day.

Sure, 14 hours is significantly more than eight, but a yearly salary can reflect what the individual driver will be taking on.

Fleets have also voiced how ELDs will "level the playing field," so this should also make it easier to offer a base salary and not be compromised from a competitive standpoint.

Returning to altering HOS, I ask you this: if a driver was being paid a yearly salary, why would they even want to falsify their HOS? There would be no point monetarily speaking.

Drivers fudge their HOS for two reasons; they were held up by something and need to cover more miles and can't in their remaining hours, or they want to get home.

The reality with ELDs is that if they work the way they are expected, there will be no getting around your HOS, so the number of hours a driver is in service should be clear to the company they work for.

Companies would also benefit from paying drivers a salary. Budgeting for a group of drivers with a yearly salary is more accurate than by mile or hour.

What about productivity, you ask? Would it suffer if drivers were being paid a yearly salary and knew they'd get the same paycheck regardless?

It could, which is no different than any other industry that offers salary-based pay to employees. A driver's productivity is easy to monitor in 2018 with all the technology available. Most companies I have talked to are already tracking where their drivers are and when on a daily basis...it's nothing new. So productivity should not be an issue. And why not offer bonuses to drivers who go above and beyond the call of duty if motivation is a concern?

Oddly enough, there are carriers out there paying drivers a yearly salary. One I spoke to would not go public with that information for fear of pushback from others in the industry.

I'd love to hear your thoughts as to why this is the case. **TW**



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Up for the challenge

New BCTA president/CEO brings advocacy experience and isn't afraid to learn along the way

By Derek Clouthier

LANGLEY, BRITISH COLUMBIA

A new era for the British Columbia Trucking Association (BCTA) began at the start of the new year with the departure of former president and CEO Louise Yako and Dave Earle taking the helm.

Most recently, Earle comes from a construction background, having served as the vice-president of government relations and HR services for the Construction Labour Relations Association of B.C. He has also worked as an advisor, manager, and executive director with the provincial Ministry of Labour's employers' advisor's office.

Earle also has some practical experience behind the wheel, having spent parts of his summers years ago operating a dump truck on mill property and a five-ton in downtown Vancouver for a local courier company.

Earle said he understands the industry has changed since his time as a driver and that it's his 20 years of advocacy and policy experience that provides him with the grounding for success as the BCTA's president and CEO.

Association board chairman Trevor Sawkins is confident in Earle's ability, saying after the announcement of his hiring in December 2017, "The search committee and the board are confident Dave has the skills, experience, knowledge, personal network and, most importantly, interest and enthusiasm to learn about our industry and our association to help guide us to the next level."

Earle sat down to answer some questions for *Truck West*, addressing where he'd like to see the association go in his freshman year and beyond.

TW: If you had a priority list for your first year as president and CEO of the BCTA, what would your Top 3 initiatives be and why?

Earle: Developing organizational capacity, re-defining the value of association membership, and developing strategies to address the ongoing demographic shift.

Top of my list has always been developing capacity, as the success of any organization is based on its people. Ensuring that everyone at BCTA continues to have the opportunity to learn, grow, and succeed will ensure the continued success of the association.

Re-defining the value of association membership is necessary to ensure that BCTA continues to meet the needs of its current members and successfully engages new organizations. Unless we continually evaluate and adapt, we won't understand or be able to

provide the services our members require.

Like all industries, our industry has a significant shortage of skilled workers. We need to ensure that BCTA members can continue to access the opportunities our growing economy is providing in an era when there are simply fewer and fewer people available to do the work.

TW: The South Asian community makes up a significant portion of the industry, particularly in B.C.'s Lower Mainland. Is it important for the BCTA to grow its relationship with that community, and if so, how do you plan on doing that?

Earle: It's very important to ensure that BCTA is engaging all elements of our industry, includ-



Dave Earle

ing the South Asian community throughout B.C.

Often when organizations seek to engage a specific community of

interest, strategies fail to recognize that no community is homogenous. Demonstrating the value of association membership has to be done at the individual company level, as each prospective and current member must be able to clearly see the benefits of membership. It's a process of engaging and demonstrating the value BCTA provides to its members.

While illustrating the value proposition and respecting individuality, it is critical to understand the characteristics and history that shape any community. We've been working to create opportunities to engage members of the South Asian community and

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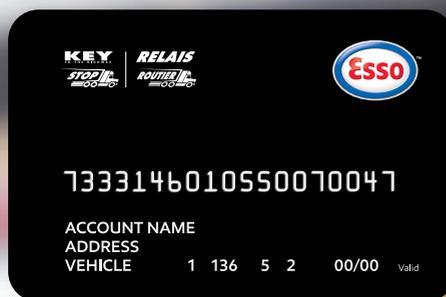
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A new leader

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have laid a foundation to continue to develop relationships. Going forward, we will be developing opportunities to meet with operators both individually and at community events to demonstrate the value of BCTA membership.

TW: Staying on the topic of diversity in the industry: the lack of women and visible minorities in trucking has been widely discussed over the last few years. Is diversity an issue that is on your radar and what role does the BCTA play in such an effort?

Earle: I do come from an HR background and the literature there consistently informs us that diverse organizations are more successful at every level and with every metric. I believe BCTA can play a role in creating space for conversation and facilitating initiatives to address this issue. As an industry, we need to engage members of those communities to listen and learn from their experiences and to reach out to other industries who have enjoyed success developing representative workforces.

TW: What do you see as being your biggest challenge in this new role in the coming year/years, and how will you overcome that challenge?

Earle: Certainly understanding the unique aspects of BCTA members' operations and their effect on business success. For example, recruitment and retention of drivers is a key concern for many members. In most sectors there are colleagues present and a layer of immediate supervision available to front line staff. That's not the case in our industry. Drivers, by definition, work alone or in isolation for much of their careers. What impact does this have on recruitment/retention? Are there opportunities/strategies to mitigate negative aspects of this reality?

The challenge to learn and understand these issues is what fundamentally attracted me to the role. I am a lifelong learner and consistently intrigued by the creativity, adaptability, and innovation that businesses in all industries demonstrate. I don't intend to overcome that challenge but rather embrace the uncertainty and learn from those around me.

TW: In what ways has Louise Yako helped during your transition to BCTA president and CEO?

Earle: I first met Louise when I was working with the provincial Ministry of Labour in the late 1990s, and she was relatively new to the BCTA. She was a remarkably kind and generous person then and remained so as our paths intersected on a variety of issues over the years. We met and spoke many times before I assumed this role, and Louise provided background, history, and context to the work of the association. I also have her to

thank for the outstanding team she has assembled at BCTA. Success is always the result of people working together, and I am so excited to begin to work with the staff at BCTA.

TW: How do you think you'll be different from Louise in your approach to your new role?

Earle: At our annual Christmas dinner, Louise did remark that her feet were not likely as big as mine but despite that, I do have rather large shoes to fill. I admire Louise's thoughtful, contemplative approach to issues and do not intend to deviate from that path. I am an inherently outgoing and extremely curious person, but my focus remains on serving our members' interests. My approach (and I expect Louise's, had she remained in the role) will change and evolve over time. I'm sure it would be different, but how, remains unwritten. **TW**

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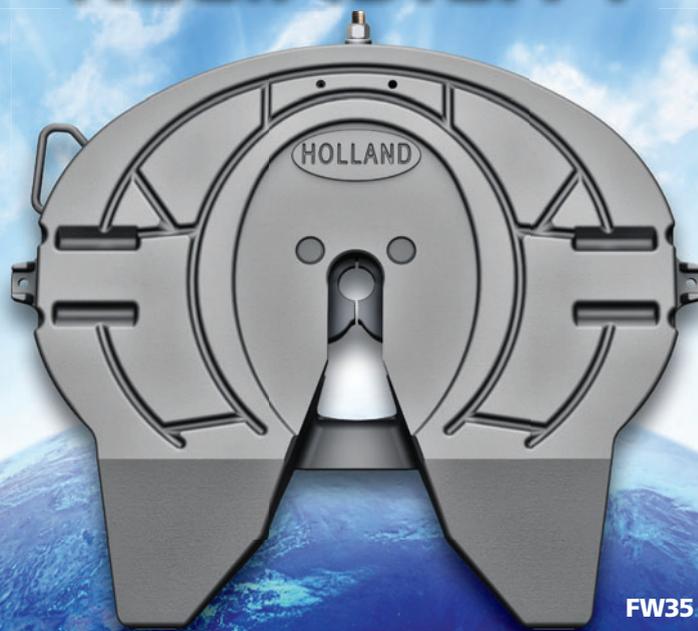
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Growth causes congestion

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billion, the lion's share being funded by Saskatchewan. Forty kilometers of new highway and service roads, plus 10 interchanges and three new intersections will make life easier for truckers and motorists alike. In fact, parts of it are already in service as construction progresses. Truckers and trucking companies planning to use the area roads can dial 511 to get updates on what gradually opens.

Regina experienced a real boom in population and economic activity over the last years and oil prices were only part of the equation.

"There was definitely a lot going on in the resource sectors that

led to the boom, but the government also worked really hard on increasing the population of Saskatchewan, so there was a lot of contributing factors," said Nicole Sinclair, policy analyst at the Saskatchewan Trucking Association (STA) when referring to the exponential growth in car and truck traffic in Regina over the last decade.

According to Sinclair, the traffic situation was becoming bad enough to jeopardize safety in some areas of Regina.

Al Ackerman was born and raised in Saskatchewan and has been living in Regina since 1991. He also happens to be president and owner of Slinkemo Enterprises, a 22 truck and 100 chassis container drayage and regional transport operation headquartered in the city. He



The Regina Bypass' design has incorporated roundabouts like this one at Highway 1/Highway 46 interchange in Balgonie, a suburb of Regina.

chuckles when talking about the current and "famous" left hand turn on the Trans-Canada Highway.

"That's not our favorite thing to be known for," he said, adding that it illustrates the current lack of

ramps to ease traffic flow on and off highways in the Regina area.

The good news, he believes, is that this kind of awkward situation will soon be history.

"In and around Regina, it will be quite exciting because the bypass will allow road speed exits on to all the major highways that leave the city," said Ackerman. "There will be no more stop lights and this and that, it will just be exits and ramps."

Slinkemo Enterprises is actually located in the Regina Global Transportation Hub (GTH), an inland port for intermodal transport that opened in 2013 after Canadian Pacific relocated its facilities from its former downtown Regina setting. That other piece of infrastructure has been great for Regina's economic development but also had side effects.

"That increased truck traffic in the west portion of Regina significantly," said Sinclair. "About 500 trucks every day go in and out of the Global Transportation Hub. That created a traffic flow issue that didn't previously exist."

Sinclair also points out that the GTH is not located right on the highway.

"That was causing issues because there were large trucks traveling the fastest way to the Global Transportation Hub, actually through the city of Regina, which obviously wasn't ideal," she said. "The bypass is also addressing that issue."

This is why the CEO of the Regina GTH and former 15-year veteran of the Yanke Group of Companies, Bryan Richards, welcomes the new highway with open arms. The GTH is hoping to attract more industries for sections of land that are still available, which Richards believes could generate more truck traffic and in turn be a source of general wealth through higher amounts of collected taxes.

"This project (the bypass) is a game changer, no question," said Richards. "It has been anticipated to support this inland port. That access to the national highway network was critical. It has been planned from the inception of this particular facility."

Richards added that the bypass will provide "direct access to not only

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the Trans-Canada but Highway 11 North to Saskatoon, Edmonton and easing the congestion on the east side of Regina by more direct access to Highway 1 from Winnipeg.”

Ackerman, too, identifies the bypass as a vital link between Regina and other Western Canada urban centers. The way he sees it, Regina could well become the new trucking hub of the Prairies.

“If you leave Calgary and you want to be in Winnipeg tomorrow morning, you’ll need a team outfit, whereas from Regina you can be in Winnipeg or Calgary overnight, single driver,” said Ackerman. “Once this bypass is open, all those major cities in Western Canada are accessible overnight.”

With ELDs coming soon and every minute saved per trip representing profit for a trucking company, such a centralized location could tip in the scale, especially if paying only one driver instead of a team.

The bypass will also allow drivers going in or through Regina to do so with greater peace of mind.

“It’s more stressful to drive in congested traffic than on the open highway. Your drivers are working harder mentally,” said Ackerman, underlining that some of his drivers currently lose about 30 minutes per trip at a rate of three or four trips a day on Highway 33 leaving Regina.

This traffic stress burden being taken off the drivers’ shoulders could even help retention and reduce turnover, according to Ackerman.

“Our focus on retaining employees is always about making them the most productive they can be, because trucking as an industry has a long history of paid by productivity,” he said. “This bypass is going to have a significant impact on the uncontrollable of traffic because it’s going to make the flow much simpler for our guys. Unless we are delivering in the city, it is going to eliminate our trucks’ need to go into the city to get to their destination.”

Richards can relate to that city avoidance.

“When I ran a trucking company in this province, I didn’t even allow truckers to fuel in Regina because you lost them for too long a period of time,” Richards said. “By the time they came into town, went to the cardlock and exit back out, you lost a couple of hours. So they had to bypass Regina for fuel.”

Richards adds that the new highway was designed with trucking in mind, including long combination vehicles (LCVs) and free flow access within five minutes from the GTH.

Sinclair agrees on the “trucking friendly” aspect of the bypass.

“It will make everything easier for truck traffic. Right now, Victoria Avenue East, I would say is the bane of a trucker in Regina’s existence,” she said. “It’s heavy, heavy traffic, it moves at very slow speed and there’s a lot of lights. That has been

a problem route for the trucking industry for a long, long time.”

“The government and the private companies that are involved in it have been great at consulting the trucking industry every step of the way,” Sinclair continued, adding that the construction authorities “made sure that every detour and re-routing have been accommodating every configuration that Saskatchewan allows and they’ve taken into account that there’s heavy trucks everywhere and that they need to access certain areas. It’s been great. We’re really excited for it to be finished.”

In the late ’60s, Richards used to drive to Calgary to visit family.

“And here we are (today) still making the same left hand turn that I did in 1969,” he said. **TW**

Lower truck maintenance costs

Ackerman believes the Regina bypass might have a positive effect on his trucks’ maintenance costs.

The margins are so tight in this industry that every detail makes a difference, he said.

“The more these new trucks idle, the worst off they are. They like to be cruising down the highway, that’s their most efficient performance,” Ackerman said. “The more they idle and the more they’re not running warm, the maintenance costs go up. The emissions part especially likes to be cruising rather than stop-and-go traffic. The more it has to regen, the more there’s a chance of defect.”

According to Ackerman, traffic jams are terrible on a lot of his trucks’ components.

“Tires, engine, driveline, brakes,” he said. “It has an impact on all of that stuff.” **TW**



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Richard H.

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Robert P.

"I've been in the transportation industry for over three decades and since the beginning I have used Howes products - never failed me."
Richard S.

"Thanks for a great product that solved my problem. I tried other products but nothing works like Howes Diesel Treat."
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Lyle K.

"Whatever is in that stuff, I would highly recommend it to any diesel user! It works like magic."
Doug H.

"When my fellow truckers ask why my truck runs so well, I recommend they go get some Howes. Thanks for making a great product."
Kevin B.

Just ask around.

"I finally found a product I can trust. It's nice to find something that really works!"
Wayne H.

"I've done a comparison in mileage and on the performance of my truck and found that Howes makes all the difference."
Mike P.

"I just wanted you to know that this product is spectacular. It does everything you say on the bottle."
Chris R.

"I've been caught in my fair share of ridiculous winter storms and never once did my fuel lines gel thanks to Howes. The stuff just works."
Marc H.

"Last year, a truly brutal winter, I gave rides to two drivers with frozen fuel lines. They didn't use Howes but I did. It was satisfying to know that I chose a winner in Howes Diesel Treat."
William B.

"In our diesel... We find the... outstanding!"
Les P.

"I find a product that really... advertised. After two tanks of... product my diesel stopped... misfiring when first started."
Bill C.

"The last two days have been extremely cold with temps around -10°. We've not had one fuel issue throughout this winter season."
Jim C.

"My mileage went from 17.6 to 19.7. My truck hasn't run this good in years."
Dave R.

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On the clock

Canada to require ELDs by 2020

By James Menzies

BRAMPTON, ONTARIO

It's official. On the day the U.S. electronic logging device (ELD) mandate went into effect Dec. 18, Canadian Transport Minister Marc Garneau gathered with trucking industry leaders bearing an early Christmas gift, in the form of a law that would by 2020 require ELDs to be used in Canada as well.

"We're constantly looking at how technology can improve road safety, and electronic stability control and electronic logging devices fit the bill," said Garneau. "These new measures not only make trucks and buses safer, but they also have a trickle-down effect of making the roads safer for all Canadians."

It was a long-awaited and welcome announcement for many in the trucking industry, but a contentious requirement that is still loathed by many owner-operators, drivers, and small fleets. Garneau was accompanied at the launch, hosted by Trailcon Leasing, by Ontario Transport Minister Steven Del Duca, the only provincial transport boss who has yet publicly endorsed the mandate.

"Ontario has a strong record of adopting and supporting initiatives that further improve road safety. Three years ago, our government became the first in Canada to publicly endorse the use of electronic logging devices," said Del Duca. "I commend Transport Canada for taking this important step toward making these devices mandatory."

"Minister Del Duca has been a great partner for OTA in improving truck safety. ELDs are going to reduce fatigue in commercial drivers, which will have a positive impact on reducing distracted driving collisions and increasing safety for our sector," added Ontario Trucking Association (OTA) president Stephen Laskowski.

The OTA and Canadian Trucking Alliance (CTA) have been pushing for an ELD mandate in Canada for years, and OTA said after the announcement that it wants to see the regulation enforced as soon as possible. That wish was echoed by CTA chairman Gene Orlick.

"CTA knows Minister Garneau wants to see enforcement of this important safety regulation as soon as possible. During the comment period of the *Canada Gazette 1* process, our sector will

be working with all provincial stakeholders to support Minister Garneau's safety vision," said Orlick, who is owner and president of Orlicks Inc. in Calgary, Alta.

"The U.S.'s experience in implementing ELDs has shown us that even with two years to prepare, there will be some in our sector that never choose to comply in time. While we need to be respectful of the transition time requirements of ELD implementation to businesses and governments, we also must not manage to the lowest common denominator and ensure everybody is fairly complying with the rules."

However, the Canadian mandate, as proposed, won't require ELDs to be used until 2020, with existing devices permitted until 2022. While that may seem too far in the future to some, domestic fleets shouldn't drag their fleet, warns Marilyn Daniel, chief operating officer of Titanium Transportation, which has rolled the devices out across its operations. She said Titanium implemented ELDs over a two-year period, and learned lots along the way.

"We started off with volunteers and worked our way through the fleet piece by piece, in terms of sectors (U.S., local, flatdeck, etc.)," she explained in an interview with *Truck West*. "Using ELDs for the driver was not hard. Most

drivers like it better than having to worry about their paper. That's the easy part."

The bigger challenge, she acknowledged, was improving dispatcher coordination, since drivers were no longer able to make up for dispatch inefficiencies with tweaks to their paper logbooks. Daniel said the impact on drivers at Titanium has been minimal since transitioning to e-logs.

"The only way I've seen it really affect drivers, is changing their habits in how they start their day and end their day," she explained, noting the clock starts ticking the moment the truck is started. "They have to start their day ready to go to work, where in the past they may start the truck and move it to the shop and may not get going for another hour. That was the luxury the driver had. Today, it's going to cost them working time."

Like fleets that attended the Canadian announcement, Daniel said she wishes the mandate here would be fully implemented sooner.

"I wish it was coming to Canada sooner than it is," she said. "I wish it was starting earlier, and that it was in conjunction with the U.S."

She anticipates fewer drivers will want to run the U.S. with the mandate already in effect there, which could put pressure on domestic rates.

"I'm seeing drivers that are willing to go to the U.S. are harder to find," she said. "More drivers want to stay in Canada, and I think that's going to affect Canadian rates. I would say, local or Ontario-only or Canada-only drivers and freight will be negatively affected by this, whereas on the U.S. side we will see a significant increase in rates, which lets U.S. drivers perform significantly better."

In addition to Orlicks, other carriers were also represented at the announcement, including Kriska, Onfreight Logistics, Arnold Bros. Transport, and Kenan Advantage Group. The Private Motor Truck Council of Canada (PMTC), which represents private fleets and has been a longtime proponent of e-logs, also welcomed the announcement.

"The PMTC and its members are extremely pleased about this announcement," said PMTC president Mike Millian. "Our membership has been involved in the consultations with the department and are firm believers that this regulation will benefit the entire industry. Electronic logs will make compliance easier to verify, ensuring all carriers are following the hours-of-service rules. This will result in a leveling of the playing field within the industry and improved road safety for all."

The regulation was posted in *Canada Gazette 1* and can be viewed in its entirety at: www.tinyurl.com/CanadaELD. **TW**

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U.S. ELD mandate arrives

WASHINGTON, D.C.

A much-anticipated law mandating the use of electronic logging devices (ELDs) to track commercial truck driver hours-of-service took effect in the U.S. Dec. 18, as planned.

The American Trucking Associations (ATA), which lobbied for the mandate, welcomed the implementation of the law.

“Electronic logging devices have been legislated, promulgated and litigated – with Congress voting three times in the past five years in favor of this requirement and a federal court rejecting a challenge to the rule. The time has finally come to retire decades-old, burdensome paper logs that consume countless hours and are susceptible to fraud and put the safety of all motorists first. The benefits of this rule exceed the costs by more than \$1 billion, making it a rule the ATA can firmly support and easily adopt,” said ATA president and CEO Chris Spear. “Today marks the start of a new era of safety and efficiency for our industry and we thank the champions in the Department of Transportation and Congress who have gotten us to this point.”

The rule was first proposed in 2007, and was finalized in 2010.

“With the support of law enforcement groups and trucking industry groups like ATA that are concerned with the welfare of the motoring public, this requirement is now in the rearview mirror and we can turn our attention to other important safety matters surrounding the hours-of-service rules,” said ATA executive vice-president for advocacy Bill Sullivan. “Having good data from the use of ELDs will make it easier for ATA to make the case for technical corrections to the hours-of-service rules in areas like detention time, split sleeper berth and more. Simply put, with this requirement in place we can now move forward to a safer, better future for our industry.”

The requirement isn’t as popular with some small fleets and owner-operators, some of which have threatened to leave the industry once the mandate goes into effect. This created an expectation that trucking capacity could tighten, putting upward pressure on rates.

Avery Vise, vice-president of trucking research with industry analyst FTR, said it’s too soon to determine if this is in fact the case.

“Anecdotally, we have heard that some owner-operators and small fleets are calling it quits,” he said during a recent State of Freight webinar. However, he said the full impact may not be felt until April, as that is when enforcement agencies will begin placing drivers who aren’t in compliance with the

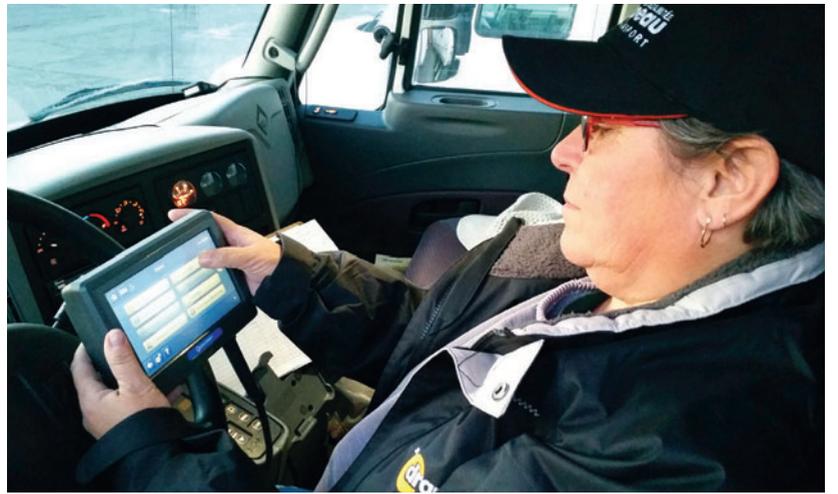
mandate out of service.

“Presumably, most would hold out at least until April, as that’s when enforcement is going to become strict,” Vise said. “We would assume any impact from carrier failures has not been totally seen at this point.”

He also said carriers that already implemented ELDs ahead of the requirement and made any necessary adjustments to their operations stand to benefit.

“Carriers that adopted these several years ago are now in a position to reap the rewards, having made that investment,” he said.

“The most immediate benefit is, unlike carriers that haven’t had electronic logs and haven’t been obeying strictly to (hours-of-ser-



Commercial truck drivers in the U.S. must now use electronic logging devices to record their hours-of-service.

vice) limits, they won’t have the same kinds of disruptions.”

Another potential outcome, Vise speculated, is that some owner-operators may transition to become company drivers, so they

don’t have to administer an ELD program on their own.

“Some of them may be willing to live with this, but don’t want to manage it themselves,” Vise said of owner-operators. **TW**



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Buyer beware

“If you let a guy sell you a diamond ring for only 10 cents, chances are you own a diamond ring not worth a dime.”

That line from a Goldie Hawn movie has always stuck with me. It’s amazing how Goldie could go from dumb blonde to wise owl in a matter of two hours.

Whether you’re buying a diamond ring or an ELD solution, the sentiment about getting what you pay for is the same.

How do I know?

Well, soft enforcement of the U.S. ELD mandate started Dec. 18. By Dec. 20, I started getting calls from Canadian truckers wonder-

ing whether their ELD supplier had sold them a bill of goods.

Here’s one example:

“Our ELD is from a U.S. company and the system won’t take a Canadian licence plate number. We phoned the ELD supplier and they told us to just make up a U.S. plate number. Can we do that?”

Yikes! No.

You’d think the ELD vendor would know better than to tell a customer to make up a U.S. plate number – especially this company, one of the best-known names in the trucking industry.

When I suggested the caller try “Brand X” instead, he quickly

replied that one of his trucker friends said Brand X ELDs didn’t work very well.

Strike two.

Every day my inbox is full of offers from ELD vendors I’ve never heard of that promise me that their solution will take away any worry I might have in meeting the requirements.

It’s like when GPS systems were new. Often these products were cobbled together for a single customer and then when the vendor discovered what it has they brought it to market as a full-blown “fleet management solution.” The best question you could ask a GPS



Sandy Johnson has been managing IFTA, IRP, and other fleet taxes for more than 25 years. She is the author of the book, *7 Things You Need to Know About Fleet Taxes*, and operates northstarfleet.com, which provides vehicle tax and license compliance services for trucking operations. She can be reached at 1-877-860-8025 or info@northstarfleet.com.

vendor was “Who’s your second customer?”

If you haven’t adopted an ELD or are unsatisfied with the system you chose, take heart. There are decent systems out there at reasonable prices. Here are some suggestions to help you find one that fits you and your operation:

- This is one time when it’s OK to listen to truck-stop talk. Ask every driver you meet what they like and, more importantly, what they don’t like about their ELD.
- Start making a list of vendors with pros and cons about their products and customer service.
- Search the Internet for reviews. You’ll see patterns of what is good and what is bad.
- Don’t make your decision based strictly on price.
- Ask the “Canada” question. Canadian and U.S. hours-of-service rules are different. Always, always, always ask if the system will work on both.
- Don’t be fooled by ELD vendors who say you can use their IFTA reports. Record keeping requirements for HOS and IFTA are not the same. You absolutely must have a way to store the original, unedited GPS data your ELD collects in a way that will comply with IFTA and IRP rules. If you don’t have the wherewithal to download and store all that raw data, find someone who can do it for you. You’ll be relieved when the IFTA auditors ask for it and you can provide it. And it shouldn’t cost you more.

In December, the Canadian government formally published a draft version of its own ELD mandate, so you need to be prepared for electronic logs even if you never venture into the U.S.

These systems require a big investment in time and energy and you could be married to one for a long time. Make sure you are getting the right partner.

And do not be blinded by flashy advertising, web pages, and other shiny objects. Otherwise, you’ll be stuck with the equivalent of a 10-cent stone on your finger as a constant reminder that you didn’t do your research. **TW**

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Red Coleman

Continued from page 1

Red said one of the most difficult things he has had to overcome during his company's journey from a four-truck operation to the major cross-border flat-deck player it is today is learning how to let things go.

Knowing who all Big Freight's customers were and what they needed, and who his drivers were, along with their strengths and weaknesses, all became challenges as the company flourished.

Red was also accustomed to being the guy who repaired the trucks in his fleet, and knew everything that was going on with each of his vehicles.

"It was difficult to transition to having faith that others would do it right," he admitted.

In addition to taking a more "hands off" approach, Red also faced hurdles from a business standpoint.

"With my dad, his word was far better than any legal document. His word was his bond and his bond was golden."

— Gary Coleman

Computers, for example, became staples in every business' dealings, and with a Grade 8 education, the transition was difficult and uncomfortable for Red.

In hindsight, 91-year-old Red Coleman would have several tidbits of advice to relay to his 20-year-old self who was just starting in the industry in 1948.

Getting an education and working hard would be two good places to start, but for Red, the importance of how you treat others cannot be overstated.

"Treat your employees the same way as you'd like to be treated," Red said. "And treat customers fairly."

Gary has certainly taken a lot of life and business lessons from his father.

And in 2017, Gary made the decision to merge Big Freight Systems with Daseke, a move he said was a milestone for both the company and for him personally.

"Many people told me that I need to be careful about doing a deal such as the one I did, but it has turned out wonderfully for everyone," Gary said. "Don Daseke is one of the most principled men I've ever



Red Coleman started his trucking career in 1948 with a four-truck operation in Steinbach, Man.

met. He reminds me in many ways of my father."

Gary said the deal between the two companies was originally "scratched out on a piece of paper" by Daseke, and when the final agreement was drafted, nothing changed.

"There were no last minute adjustments, there were no 12th hour hard ball negotiations," said Gary. "The deal was clearly laid out

at the start and ended up closing on that basis. That, to me, speaks volumes about the Don Daseke."

In the big, bad world of business, having a partnership with someone who reminds him of his father is reassuring for Gary, and he appreciates those with

gold-standard character.

"Over the years, I had seen similar situations with my father and his dealings," he said. "With my dad, his word was far better than any legal document. His word was his bond and his bond was golden." TW

MTA award named in Coleman's honor

In addition to recognizing how he had built Big Freight Systems from its humble beginnings, the MTA renamed the Service to Industry award to also honor Red's more than 55 years on the association's board.

"Red is a pioneer in our industry," said MTA executive director Terry Shaw, who worked for Big Freight Systems prior to joining the association. "He's highly thought of in the industry and the broader community."

The Red Coleman Service to Industry award recognizes those who have conducted themselves in such a manner as to have gained the esteem of their fellow members and brought credit to the trucking industry through outstanding contributions.

"My father built a good life in trucking for his family and employees, and he wanted others to have

the same opportunities for success as he did," said Gary, who is providing financial support for the award, but is not involved in the selection process. "His service of more than five decades to the association reflects his belief in the importance of giving back to an industry that had given so much to him."

Red was the recipient of the MTA's Service to Industry award in 1987, and his son Earl, who also served as an MTA board member and as president, won the award in 2011.

A man of few words, Gary said his father was touched to have the MTA recognize his life in the industry by renaming the award.

"I've always been proud to have been part of the MTA," said Red, "and to now be recognized in this fashion, after so many years of being in the industry, is such a huge honor." TW

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Pay day

Carriers increasing driver pay to take advantage of strong market

By James Menzies

TORONTO, ONTARIO

Driver compensation is on the rise in 2018, as fleets in Canada and the U.S. compete for drivers to take advantage of a strong market.

“Everybody is upping their pay. Everybody,” said Jane Jazrawy, co-founder of Carriers Edge, which runs the Truckload Carriers Association’s Best Fleets to Drive For program. She was in the process of evaluating driver and fleet surveys for the 2018 program and said driver pay among the Best Fleets nominees rose 3.61 cents per

mile (U.S.) from 2017 to 2018, from 50.71 cents in 2017 to 54.32 cents in 2018. That’s an extra \$21.66 for a 600-mile day.

Average pay for owner-operators also climbed slightly, with revenue up about 1% on 2% fewer miles.

Jazrawy said more of the Best Fleets are also offering some form of guaranteed pay, which appeals to drivers by eliminating uncertainty and inconsistencies in their pay expectations.

“That is definitely becoming more of a trend,” she said, noting that among the Best Fleets finalists, about twice as many are now

offering “full” guaranteed pay as in previous years.

“What I mean by full, is they have some amount (of pay) per week the driver can get if they don’t get their miles,” she explained. “There may be some stipulations around that – some kind of rule where you have to be available. If you decide to take three days off you’re not going to get your guaranteed pay, obviously.”

Fleets in the U.S. have been more aggressive with driver signing bonuses. Covenant Transport launched a US\$40,000 teaming bonus, effective Feb. 1. Teams earn \$2,000 in bonus money every time they eclipse 60,000 paid miles, up to a combined \$40,000. The company said the move was done in order to increase its team truck count as demand is increasing for team capacity.

Another U.S. fleet, Royal Trucking, installed EpicVue satellite TV in all 250 of its trucks, in an effort to better attract and retain drivers. And such creative incentives and pay increases are coming to Canada as well.

Titanium Transportation Group announced it increased company driver pay by up to six cents per mile, and owner-operator rates by an additional 5% of revenue, effective Jan. 1. Drivers at Titanium are now earning more than ever before in the company’s history, Marilyn Daniel, chief operating officer, told *Truck West*.

Daniel said for the first time in several years, shippers are accepting contract rate increases.

“When reviewing contracts, we’re able to talk about increases, whereas it wasn’t even an option in the past,” said Daniel. “We are giving it to our drivers so they can be safer and make more money, and customers are understanding of it.”

Financial compensation, naturally, is an attractive incentive for drivers, but fleets are increasingly looking at other ways to lure and keep drivers. Publicly-traded Titanium offers a share-purchase plan, where it matches employee stock purchases.

“They’re buying stock 50% off market prices, really,” Daniel said. “It’s a big incentive for them to continue to work with us long-term, because there’s a vesting period for them.”

She also said drivers are looking to operate new, well-spec’d equipment.

“The average age of our trucks is two years,” she said. “A big part of driver retention is good equipment.” And giving drivers the technology they need to make their lives easier also factors into a retention program, she added, “making drivers’ lives on the road as easy as possible. A lot of drivers are now looking to come home as often as possible, so we’re doing shorter runs, switches. I have drivers coming in now looking for work-life balance.”

When analyzing driver surveys as part of the Best Fleets to Drive For program, Jazrawy noted more drivers feel they’re paid “fairly” for the work they do. Equally important to them is how they feel about the people they work with, she noted.

“I think trucking companies are starting to realize the relationships they have with their drivers are just as important as the pay,” Jazrawy said. “Having a guaranteed pay model really helps...they know they’re going to be taken care of, and it makes them feel supported.”

To retain drivers, leading fleets are increasingly using social media, the latest tool being Facebook Live, which managers can use to communicate to their scattered drivers.

“A lot of drivers are on Facebook. It’s one of their main ways of communicating,” Jazrawy observed. **TW**

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Mullen to buy new equipment, increase dividend

OKOTOKS, ALBERTA

Mullen Group has approved a capital budget of \$40 million for 2018, most of which will be used to replace trucks, trailers, and specialized equipment within its trucking and logistics segment.

The capital budget doesn't include funds that may be used for acquisitions, which Mullen Group said it will continue to pursue. The company said its trucking/logistics segment will account for about 67% of its revenue in 2018.

"Our expectation for 2018 is that we can achieve moderate growth as a result of the annualization of our recent acquisitions as well as the continued expansion in the overall economy. While the current

trucking/logistics market remains extremely competitive, our view is that these pressures will ease throughout 2018 as demand for freight services grows," the company said in a release. "The tightening

"We believe that 2018 will be sequentially better than 2017."

— Murray Mullen

of U.S. trucking capacity, as a result of continued economic expansion accompanied by the impact of the mandatory electronic log regulations, is setting the stage for a rebalancing of pricing for freight services in 2018."

The company expects the Canadian economy to expand moderately next year.

Mullen plans to grow its Moveitonline logistics marketplace, which connects shippers and truckers. It currently has about 12,000 trucks in its system.

Chairman and CEO Murray Mullen said, "We believe that 2018 will be sequentially better than 2017."

In 2018, Mullen said it will continue to pursue acquisitions, increase its capital expenditure to provide its business units with new equipment, accelerate its investment in technology, and invest in Moveitonline.

The company is also hiking its dividend to shareholders, by 67%.

"Over the course of the last couple

of years we have had our fair share of challenges. Business suffered as we adapted to the collapse in the oil and gas industry. Employees lost jobs, experienced reductions in their take home pay, and shareholders have lost value in their shares as well as a reduction in the dividend," said Mullen. "Today, however, I am pleased to report that the business fundamentals are strong, employment levels are back to pre-2015 levels, most employees are seeing a recovery in their total pay and we have delevered the balance sheet. In recognition of the turnaround in these fundamentals, the Board has approved a very healthy increase in the annual dividend to our shareholders." **TW**

Speedee Transport expands B.C. facility to include cold storage

VANCOUVER, BRITISH COLUMBIA

Speedee Transport has expanded its Delta, B.C. facility adding a cold storage warehouse to meet market demand in the area.

Speedee opened the new cold chain warehouse in January as the first phase of the project. The company said the location offers convenience for all its customers' shipments as it is close to all ports.

The 12,000 sq.-ft. facility meets all CFIA and USDA certifications, with future HACCP employee training in place.

"As a third-party logistics provider, this expansion is one of our commitments and long-term investments to strengthen our partnership with our current customers, as well as reach out to new customer needs of improving their transportation efficiency," said Speedee president Daryl Ee. "We are also investing hugely into continually upgrade technology such as back-end IT infrastructure and front-end equipment's to ensure key shipment data are collected and reported in real time."

The facility has a computerized temperature control system, flexible designs, and a racking system to accommodate the needs of various products and manufacturers.

"With a full range of integrated transportation and warehouse services, especially with the addition of the new cold storage, we're ready to play a more important role in our strategic customers' supply chain management to keep their promise of providing consistent product quality to their end-consumers," said Ee. **TW**

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Versatility a key feature for upcoming Sprinter van release

By Derek Clouthier

STUTTGART, GERMANY

With the unveiling of its new Sprinter van on the horizon early this year, Mercedes-Benz recently provided insight into how it developed what it called “the perfect solution to a new era of digital solutions.”

Aiming to provide a “perfectly made vehicle for a variety of uses,” Volker Mornhinweg, head of Mercedes-Benz Vans, said the new Sprinter is more than just a van, but rather a service solution for its customers.

“The Sprinter is the flagship of our commercial fleet and embodies our approach towards an integrated system solution,” said Mornhinweg. “Comprehensive industry-specific know-how, a vehicle that is adaptable to different transport requirements and innovative networking services add up to an all-embracing fully integral product offering. The Sprinter is the first example of this new class of vehicle from Mercedes-Benz Vans and represents our understanding of the concept of smart hardware in every respect.”

Offering media six educational labs at its Innovation Campus in Germany, the company highlighted key factors into what it took into consideration when conceiving the new Sprinter van, including the contention that with the release of the eSprinter in 2019, as well as the recent unveiling of the eVito, it will begin the process of electrifying all its vans and subsequently other commercial vehicles.

Despite the company’s push toward electric power, the upcoming Sprinter van was the belle of the ball during the Sprinter Innovation Campus tour Dec. 4.

Versatility was a focal point when it came to the new Sprinter van, with its ability to adapt to a variety of applications being a strong selling point. Whether traveling 6,000 kms or 350,000 kms a year, making two or 200 stops each day, needing a payload of 200 kgs or 3,000 kgs, or transporting one or 20 people at a time, Mercedes-Benz said the upcoming Sprinter will be up to the task.

More than 1,000 individual design variants will be available for the upcoming Sprinter.

The new Sprinter’s digital networking ability helps the vehicle provide improved efficiency, as well as optimize a variety of processes.

“We have expanded the already wide-ranging Sprinter portfolio at relevant points and added a multitude of new product features,” said Dr. Ulf Zillig, Mercedes-Benz



Mercedes-Benz’s upcoming Sprinter van was designed to cater to a variety of applications and can be tailored to suit customer needs.



“The Sprinter is the flagship of our commercial fleet and embodies our approach towards an integrated system solution.”

– Volker Mornhinweg, Mercedes-Benz Vans

project manager for the Sprinter. “This will allow us to meet even better the requirements of our commercial customers in the various business sectors all over the world. The Sprinter is part of the Internet of Things and slots seamlessly into the digital world.”

The vehicle’s Internet connection – with the use of the Mercedes Pro hardware – helps fleets control and optimize communications between fleet managers and drivers, whether it be on the construction site or transporting VIPs via a shuttle service.

Mercedes Pro hardware was introduced as an adaptor in September 2017 and will now be offered on the new Sprinter. Services include vehicle status, logistics, fleet communications, maintenance management, accident recovery, and digital vehicle logs.

Adding to the vehicle’s adaptability, the future Sprinter will be available in four interior designs, ranging from a basic offering for applications such as construction to a higher-end version for more detail-oriented driver tasks.

The same interior designs will be available in the upcoming eSprinter.

Mercedes-Benz also touted the new Sprinter as being the perfect solution for a growing eCommerce and online food retailing market.

Global parcel deliveries totaled approximately 44 billion in 2014, and increased by 48% by 2016 to 68 billion parcels. The popularity of eGrocery deliveries has seen a more gradual growth curve, but is expected over the next year to increase by 6% in the U.K., 10.5% in France, and 14.7% in Germany.

The new Sprinter’s ability in a further development stage to transport frozen, cooled, and ambient items in a single vehicle, coupled with technology that maps out the most efficient route and smart lighting to ensure the driver selects the correct item in a timely fashion upon delivery, were selling points for the new vehicle.

Matthias Winkenbach, director for MIT’s megacity logistics lab and research scientist at MIT’s Center for Transportation and Logistics, said cities will continue to be hotspots for economic growth, and the top 600 growing cities worldwide will make up 60% of global GDP and 25% of the global population.

With a predicted 40 megacities (cities with a population of 10 million or more) worldwide by 2030, there will be added uncertainty when it comes to last-mile delivery due to increased traffic and other unpredictable scenarios that come with large population centers. He added that last-mile deliveries remain to be the most complex and difficult to optimize as part of the supply chain, and with an increase in home deliveries, service providers must be able to be responsive and proactive, flexible, analytics- and data-driven, connected and integrated, autonomous, and intelligent.

Next month, *Truck West* will have a full report on the new Sprinter’s reveal, happening in Germany in early February. **TW**

DTNA adds Class 8 and 6 Freightliner 360 trucks to Mexican market



By Derek Clouthier

GUADALAJARA, MEXICO

Daimler Trucks North America (DTNA) has upped its game in the Mexican market, announcing the release of two new Freightliner 360 trucks.

The Class 8 2528 and Class 6 1217 join the Class 4 715, which was launched in 2008, offering customers a wider variety in the 360 model.

“Mexico is of major importance for Daimler Trucks – not only as a production hub, but also for supplying the country with top products,” said Martin Daum, board of management member for Daimler AG and head of Daimler Trucks and Buses. “Today we strengthen our market position by introducing two new trucks under our highly successful Freightliner brand. With these new 360 models we will be able to serve our Mexican customers even better.”

The 2528 comes with a Mercedes-Benz engine with 280 hp and Mercedes-Benz G131 manual transmission, with available extended cab and sleeper cab configuration.

With 17 tons of payload, rear and front stabilization bars, ergonomic dashboard, engine and exhaust braking system, and fuel efficiency diagnostic system, the Class 8 360 offering is also available with air conditioning and electric locks and windows.

The Class 6 is equipped with a Mitsubishi engine that boasts 170 hp. It has a seven-gear Mercedes-Benz G85 transmission, eight tons of payload, adjustable telescopic steering wheel, and will be available with three different axle distances.

Freightliner offers the two new 360 model trucks with a more customizable chassis, renovated cab layout, two passenger seats, and optimal accessibility due to its wide doors and handles within the cab.

“By releasing these two models, we want to maintain our position of undisputed market leadership in Mexico and capture the cab over engine segment,” said Roger Nielsen, president and CEO of DTNA. “We hope to help transform this country’s commercial vehicle

industry in the areas of safety, driver-centric design, and reliability.”

DTNA, which unveiled the new trucks Nov. 14 during Expo Transporte 2017 in Guadalajara, Mexico, said its Mexican division will offer support for the new model trucks with the type of service expected from the Freightliner brand. Competitive pricing and parts availability from the Spare Parts Distribution Center, dealer network, and Prime Fleet program are also available.

“In response to the characteristics and needs of the Mexican transport industry, it is now possible for us to bring to this market the new generation of 360 trucks that constitutes an innovative family of products to meet the most specific needs of our customers’ business,” said Flavio Rivera, president and CEO of Daimler Trucks Mexico.

Both the 2528 and 1217 come with a three-year warranty with unlimited mileage, and one year of coverage on batteries.

With growing demand in Mexico, greenhouse gas emissions is a continued concern for DTNA, and Daum said his company must “live up to its responsibility for the environment.”

To accomplish this, Daimler plans to work with its customers and government to establish what is best for both sides, whether that be an electric offering, natural gas, diesel, or an alternative.

Daum said DTNA’s electric vehicle – the E-Canter – shows what is possible with electric trucks, as well as what the limitations are, adding that there is a good reason diesel is the best option for long-haul applications.

In Mexico, Daimler looks to renew an aging fleet, one that has been on the road for many years and is responsible for moving 80% of the country’s freight.

DTNA hopes to move Mexico’s aging fleet from the current Euro 2 emissions engine to Euro 5, which would greatly lessen the country’s emissions.

The availability of low-sulfur, cleaner fuel is also key to upgrading Mexico’s fleet and the use of Euro 5 and 6 engines. **TW**

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2014



Michael T. Rosenau
Rosenau Transport,
Calgary, AB

2013



Brian Bertsch
Hi-Way 9 Express Ltd.,
Drumheller, AB

2012



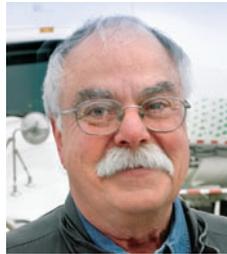
Stephen McGibbon
Milltown Trucking,
Oak Bay, NB

2011



Reg Delahunt
Independence
Transportation
Lanark, ON

2010



Cliff Lammeren
Praxair
Edmonton, AB

2009



Bud Rush
Armstrong Moving/
United Van Lines
Oakbank, MB

2008



Dale Hadland
International
Freight Systems (IFS)
Beachville, ON

2007



Jean-François Foy
Transport
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Tax Talk

Movin' on? Do it right

As an owner-operator, you can't just park the truck and walk away

One advantage of being an owner-operator is that when you see a better job you can pretty easily take your truck and move on.

But it's more complicated if you decide to switch careers entirely. Or you have to stop working due to age, health, finances, or regulations – the latest being ELDs – that are too much for you to bear.

No matter what the circumstances, you can't just walk away. There are steps you need to take in order to close your trucking business.

Close your CRA accounts

You need to tell Canada Revenue Agency to close your business number and all related accounts for payroll, GST/HST, and corporate income tax. You can do this by completing Form RC145, *Request to close business number accounts*. Send it to your local CRA office or call the CRA Business Window at 1-800-959-5525.

Wrap up payroll

If your company has employees (including yourself) there are many obligations to wrap up.

You have to remit all CPP contributions, EI premiums, and income tax withheld within seven days of the day your business ends. Within 30 days of the day your business ends, you'll need to complete and file T4 slips and distribute copies to your former employees.

Also, you may want to confirm with your provincial labor standards agency that you have met their requirements for wrapping up your duties as an employer.

File outstanding GST/HST returns

You'll need to file GST/HST returns and pay any amounts owing up to and including the day your business ends.

Be careful about the handling of capital property (including land, buildings, vehicles, and computers) on these final returns. CRA deems you to have sold it and expects you to pay the GST/HST on your final return because you're changing the use from commercial to non-commercial. So, if you're keeping the service vehicle your company owned, you'll owe GST/HST just as if you personally bought the vehicle from the company.

There is a way to manage at least part of this mess: CRA Form GST44, *Election concerning the acquisition of a business or part of a business*. You can use this form when you are selling your business assets to another person. To qualify, the buyer must purchase all or substantially all (at least 90% or more)

ownership, possession, or use of the seller's property necessary to carry on the business. In a one-truck operation, selling the truck represents 100% of the property so this election is applicable.

File this election form with the GST/HST return for the reporting period in which the sale was made and also keep a copy for your records.

Corporate income tax

Send an application for dissolution to the provincial or federal government body that your corporation is chartered in. You should also file

a final tax return and send CRA a copy of the articles of dissolution. Otherwise, CRA won't know the company no longer exists and will expect tax filings each year.

Of course, if your corporation has some money in its bank accounts you may not want to do this last step right away. If over the years you have managed to save money in the corporation, or if selling your equipment has put money in there, it may be best to wait.

Remember that your corporation can live forever whether it's actively in business or not. Rather than pulling money out of the



Scott Taylor is vice-president of TFS Group, providing accounting, bookkeeping, tax return preparation, and other business services for owner-operators. Learn more at www.tfsgroup.com or call 1-800-461-5970.

business now and having to add that income to your personal tax return, you can withdraw it over time and then dissolve the company when the money is gone. You may end up paying a lot less tax this way.

Every business comes to an end. When that day arrives, a carefully planned closure will help you move on quickly and without worry. **TW**

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OPINION

You say tomato, I say tomahto

Electric trucks will attract new breed of driver

But I'll stick with my glider, thanks

The evolution of trucks has until recently been a gradual process. Take a truck from the late 1960s and compare it to a truck from the turn of the century – in 40 years there wasn't much on the surface to distinguish between the two.

Sure, under the skin there have been many changes, but it was a gradual process and there were only a few major changes, the introduction of turbocharging and inter-cooling being the big ones. Until the electronic control of fuel systems, nothing much happened to engines until the emissions control regulations came into force, demanding significant changes.

Chassis-wise, we got air suspensions and radial tires, and then tubeless radials; other than that, the fundamentals remained the same.

Today it's a different story altogether. I'm not going to talk about the emissions stuff, as it depresses me. I know it's for the greater good of the planet. While in our case it means replacing trucks at much lower mileage than we used to, the fact remains, the newer trucks do pollute our environment less.

I've seen it with my own eyes. My pre-emissions glider will make my eyes stream if I leave it idling inside my shop for five minutes, whereas my post-emissions truck doesn't have any effect whatsoever. Even leaving it running at 1,200 rpm for almost an hour as I tried to find a coolant leak had no effect, and my nose couldn't detect any fumes, so they do make the world a better place.

Now that is a massive step forward in engineering, but it pales into insignificance against some of the stuff that's become available in the last few years. There is extremely clever stuff out there, auto-shift transmissions being one. Love them or hate them, there are a couple on the market that can shift as well as the best drivers, no matter how good you are.

Now there are engines and transmissions that have a GPS function and know when to apply more or less power or shift gears in preparation for a grade. You have to be impressed by their capability. Lane departure and automatic emergency braking are also pretty clever. Again, you may feel that it's too much control, and that you're more than capable of doing that. But if that were always the case, there would be no truck-involved crashes.

These are just a few of the things that make a truck of today radically different from a truck of 10 years ago, and yet there are still more changes to come, the biggest of all being the electric truck. Now I don't know about you, but I think they're

awful looking things. But they're not meant to appeal to me. No matter what the performance and fuel economy benefits are, I don't care, they're ugly and I don't want one – and many of you will agree.

We are tactile – as small children we played with physical things, building blocks, toy cars and trucks, bicycles, etc. But kids nowadays are into computers. They stack blocks on a tablet, they play video games and rather than going to the local hang-out to hook up with their buddies, they send instant messages, videos, and who knows what other new things that came out yesterday?

These kids are the target audience, both as drivers and more importantly buyers. Where we're impressed by horsepower and torque, they're impressed by bytes and code. Tomorrow's drivers are a different breed, and the only way to attract kids into the industry will be by providing them with as much technology as you can cram into a truck.

A long time ago, transport was carried out by horse and cart, then a few crackpots started making carts powered by internal combustion engines and people laughed at them. More than 100 years later, we're still using those ideas, albeit



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.

much improved on the original designs but still using the same principals. I truly believe that electric power is the new internal combustion engine, and diesel engines will become obsolete. I just hope I've finished paying for this glider before it happens. **TW**

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Another year, another fuel price increase

Ah yes, a new year and a new opportunity for new thoughts or thought processes ... at least that's what I believed on New Year's Eve.

But thinking is a foreign invader in the lexicon sanctity of governmental direction. I was hoping against hope that I would be

able to uncork my boundless and built-up optimism for the coming year, but it got lost in political dialogue, or as I like to call it, "fogalogue."

Quite opposite to many politicians, I find it difficult to get excited about taxes. Consumers

in Alberta must feel the same way when their oh so left-leaning NDP government increased the carbon "levy" (another word for tax that they avoid using) by 50% from \$20/ton to \$30/ton at 12:01 a.m. Jan.1, 2018. This tax is aimed primarily at the consumer of transporta-



Roger McKnight is the chief petroleum analyst with En-Pro International Inc. Roger has more than 25 years of experience in the oil industry. He is a regular guest on radio and television programs, and is quoted regularly in newspapers and magazines across Canada.

tion fuels, including natural gas, and does not apply to the farming industry, which apparently the government does not believe produces carbon dioxide. Nor does it apply to refined products that are exported into the U.S. that do not have a carbon tax, or GST.

Applying a carbon penalty to exported refined products to its only customer would make Alberta pricing uncompetitive and force Edmonton refineries to slow down production, which would then lower the tax revenue for the Alberta government.

Can't have that, now can we?

What this all means to the diesel and gasoline consumers in Alberta is that pump and Cardlock prices will increase for diesel from \$0.0535/liter to \$0.0803/liter, and for gasoline from \$0.0449/liter to \$0.0673/liter.

If you say it ain't so, you would be right, because by a miracle of mathematics, GST at 5% is added making the increases: diesel, \$0.084/liter; and gasoline, \$0.070/liter. This almost makes a trip to Saskatchewan worthwhile as they have no carbon tax yet and have until the end of the year to come up with one that is acceptable to Prime Minister Justin Trudeau and Catherine McKenna, our environment minister.

The price differentials are not reserved for Alberta versus Saskatchewan since the Maritimes have yet to cave into the Trudeau carbon ultimatum.

Perhaps he can calm the beating hearts of consumers in Ontario and explain why the rack prices in Ontario, which include the cap-and-trade tax similar to the Alberta carbon "levy," are higher than those in the Maritimes by eight cents per liter for gasoline and 10 cents per liter for diesel.

How can the transportation sector in Ontario and Quebec compete within Canada when they're up against their Maritime cousins, let alone the U.S. border states that have no carbon taxes, no GST, and have a dollar that is beating the feathers out of our Loonie?

Simple answer: they can't. **TW**

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Nothing's automatic

Used truck market slowly embracing automated transmissions

By Derek Clouthier

"Try it and you'll like it" has been a common theme in the trucking industry of late with new advancements being made in the world of technology.

Automated transmissions are no different, and with approximately 70% of new trucks coming with the newer, easier to operate clutch, what kind of impact does this demand have on the used truck market?

A lot depends on what year the truck was manufactured. As Jason Wheeler, vice-president of Canadian operations for Inland Kenworth in Burnaby, B.C., explained, automated transmissions in the used truck market are gaining in popularity.

"I would say it is almost the same depending on the model year," Wheeler said comparing the demand for automated transmissions in the new and used markets. "Older trucks with automated transmissions are less desirable than manuals, however, the later model trucks are performing well."

One of the concerns Wheeler has heard from used truck buyers is the cost to repair an automated transmission, something he said is higher than with manuals.

"When it comes to the Eaton, for example, it is the same transmission with an ECU controlling the shifts, so the base box and gears are the same and have the same repair costs," said Wheeler. "But then you add in the extra shifting components."

Wheeler added that some proprietary transmissions can be difficult and expensive to rebuild and are only offered as exchange units.

Bert Downton, regional used truck sales manager for Custom Truck Sales out of Regina, Sask., said the main costs his company sees with automated transmissions is with the electronic control units, wiring harnesses, and shifter failures.

He added, however, that reliability is improving on newer models, so repair costs are coming down.

Brian Sarna, corporate remarketing manager for Peterbilt Manitoba in Winnipeg, Man., agreed that the cost to repair today's automated transmissions is much higher than manuals, but he added they also work much better and for longer.

"They are becoming very bullet-proof," said Sarna. "Call it smart, but it doesn't have to sit there and go through 10 or 13 individual gears. It's smart enough to know, it senses the load and might start off in third gear instead of first, then might jump to sixth. It's smart enough to know what gears it has

to take. The shifting is very smooth these days, you can hardly feel them moving at all."

Sarna said around 45% of used truck customers are looking for automated transmissions. The difference Sarna sees in the secondary market is that these buyers aren't always as up to date on new technologies as those buying new trucks.

"A lot of the new truck buyers are fleets and have multiple units, so they are really in tune with the new developments in terms of new technology," said Sarna, adding that the second owner of a truck may not be looking for the same level of technology. "He still comes from a little bit further back where you can't beat the old stickshift. Primarily the second truck buyer is a vocational guy, maybe a regional carrier. He reads about (new technologies) but he's still a little bit scared to jump in the water."

Downton added there is a demand for Allison's fully automatic transmission with RDS/PTO provision in the medium-duty market. With Class 8, he is seeing a demand from the farm community for 13- and 18-speed Eaton UltraShifts for grain and day cab trucks.

Some of the demand, Downton points out, is due to "a lack of driving skill for 18-speed manuals. We have had occasions when we have had customer waiting lists for automated manual transmissions," Downton said.

Doug Brandon, sales manager for Timmins and New Liskeard Kenworth, said older auto-shift transmissions are not as popular as those found in today's trucks, but he has seen a small demand for the Allison automatic transmission in some applications.

"New automated transmissions are becoming more popular," said Brandon, "but are just starting to hit the used market. Some customers want them, others don't."

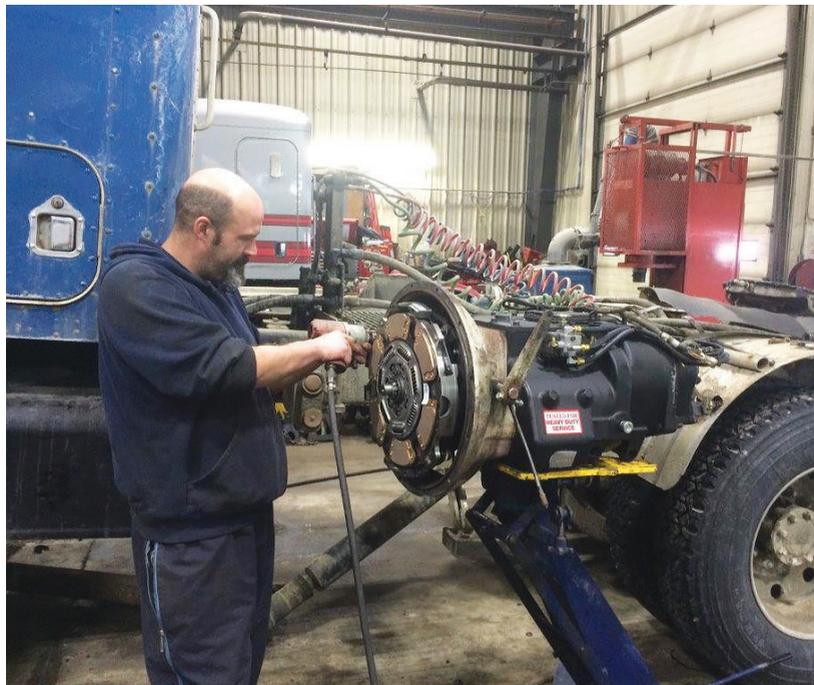
Andrew Koziak, used truck manager for Nortrux in Edmonton, Alta., said demand for automated transmissions in used trucks is still quite low, adding that he believes manuals still work best in the Alberta market.

There is one application Koziak is seeing demand for automated transmissions on the rise.

"So far, the vast majority of customers looking for automatics are farmers," he said.

Koziak said with costs to repair automated transmissions coming down and performance continuing to get better, the market needs to catch up to the technology and "get smart in the next three to five years."

Wheeler said demand depends greatly on the application –



The cost to repair today's automated transmissions can be steep, but the new technology is also becoming more reliable.



"Once guys try them they tend not to go back to manuals."

– Jason Wheeler, Inland Kenworth

highway being very unlike dump and dump a different animal than logging – with vocational customers not yet embracing automated transmissions due to "the less-than-perfect performance in those applications."

Highway is another story, however.

"I don't think the availability of automated transmissions is hurting the highway used truck market or the local city tractor market," Wheeler said. "I know if I was grinding around town hauling trailers I would much rather have an automated transmission. And once guys try them they tend not to go back to manuals."

As for performance, Wheeler said with today's automated offerings, there is no comparison.

"The modern transmissions just do everything so much better," he said, "but drivers still need to be trained on and embrace the new style of driving for them to perform at their best."

Sarna added that though there was skepticism with automated transmissions at first, there is not much that goes wrong with the more recent models.

But for the used truck buyer, having an automated transmission is not always at the top of their priority list.

"When they're coming to buy, they look at the overall truck," said Sarna. "They're not saying they will pay a certain amount more or 3% more because it's automated. They buy it or they won't." TW

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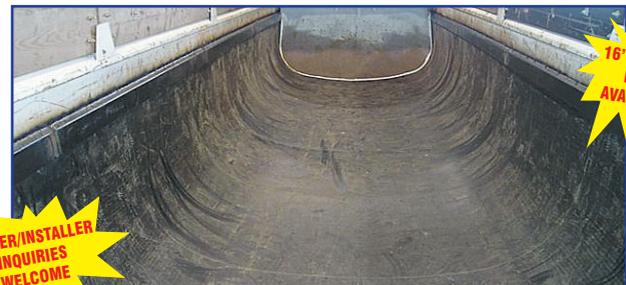
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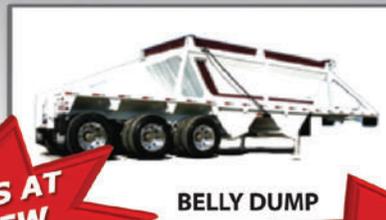
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11R22.5 TIRES, 2 TOOL BOX DRIVER SIDE LEAD/REAR, ALUM CHECKERPLATE FENDER, STEEL WHITE POWDER COATED RIMS, 30 STAGGERED WINCHS. STK#J3037460. -1261911



2017 NEVILLE STEEL DROP-FRAME/STEP-DECK FLAT

255/70R22.5, TRIDEM STEP DECK WITH BEAVER TAILS, STEEL WHEELS, 1 TOOL BOX STK#HK175568. -944414

\$46,000



2018 DOEPKER 45' TRIDEM LEGACY ALUMINUM 3 HOPPER DUMP

GOODRICH 11R22.5, ALUMINUM RIMS, 45' TRIDEM LEGACY ALUMINUM 3 HOPPER, MINIMIZER BLACK POLY FENDERS. STK#J1036528. -1259660



2017 DOEPKER IMPACT END

34' DUMP BODY, 11R22.5, LIFT AXLE MANAGEMENT SYSTEM, SEALED END GATE STK#SG19314. -995436

Used Trucks



2012 KENWORTH T660 HIGHWAY TRACTOR

76" ACAD SLEEPER, PACCAR ENG; MX, 455 HP, ULTRASHIFT TRANS; 12K/40K AXLE(S), 3.55 RATIO, AG380 SUSP; 224" WHEELBASE, BLACK IN COLOR, GRAY SPLENDOR INTERIOR, 3 WAY LOCKS, 11R22.5 TIRES 1,046,743 KMS, STK#CJ954475. -1261826

\$52,500



2012 KENWORTH T660 DAYCAB TRACTOR

PACCAR ENG; MX, 455 HP, ULTRASHIFT TRANS; 12K/40K AXLE(S), 3.55 RATIO, AG380 SUSP; 224" WHEELBASE, WHITE IN COLOR, 13 SPEED ULTRASHIFT, 12/40S WITH 3-WAY LOCK, GRAY SPLENDOR INTERIOR 978,908 KMS, STK#CJ954479. -1261825

\$69,900



2012 KENWORTH T800 FEED/GRAIN TRUCK

PACCAR ENG; MX12.9, 430 HP, ULTRASHIFT TRANS; 12K/40K AXLE(S), 3.70 RATIO, 173" WHEELBASE, WHITE IN COLOR, 20' MAROON LOADLINE GRAIN BOX, WHITE ELECTRIC ROLL TARP. CONSIGNMENT 597,858 KMS, STK#CJ308377. -1261805

\$109,500



2014 KENWORTH T800 DAYCAB TRACTOR

EXTENDED DAY CAB SLEEPER, PACCAR ENG; MX-13, 500 HP, ULTRASHIFT TRANS; 20K/46K AXLE(S), 3.73 RATIO, AG460 SUSP; 209" WHEELBASE, BLACK IN COLOR, GRAY SPLENDOR INTERIOR, 315/80R22.5 FRONT 11R22.5 REAR TIRES 692,000 KMS, STK#EJ969733. -1261806

\$105,000



2009 PETERBILT 386 FEED/GRAIN TRUCK

DAY CAB SLEEPER, CATERPILLAR ENG; C-13, 485 HP, ULTRASHIFT TRANS; 12K/40K AXLE(S), 3.55 RATIO, PB LOW AIR LEAF SUSP; 232" WHEELBASE, WHITE IN COLOR, NEW BERGS 20' RED GRAIN BOX, 11R22.5 TIRES, 1,482,472 KMS, STK#9D788493. -1261829

\$79,900



2012 WESTERN STAR 4900FA HIGHWAY TRACTOR

DAY CAB SLEEPER, DETROIT ENG; DD15, 530 HP, 18 SPD TRANS; 12K/46K AXLE(S), 3.91 RATIO, AIR LINER SUSP; 210" WHEELBASE, WHITE IN COLOR, 11R22.5 TIRES, MOOSE BUMPER, 806,341 KMS, STK#CPBE9880. -1261804

\$75,000



1993 PETERBILT 357 DUMP TRUCK

CATERPILLAR ENG; 425 HP, 16K/46K AXLE(S), 220" WHEELBASE, RED IN COLOR, 16' RED ALUMINIUM DUMP BOX, DUAL STACKS AND BREATHERS, 18 SPEED TRANS, 395/65R22.5 FRONT 11R24.5 REAR TIRES. CONSIGNMENT TRUCK 1,239,574 KMS, STK#PD328129. -1261851

\$47,500



2014 KENWORTH T370 STRAIGHT TRUCK W/FLAT DECK

PACCAR ENG; PX-7, 260 HP, 12K/22K AXLE(S), 5.57 RATIO, REYCO 79KB SUSP; 236" WHEELBASE, WHITE IN COLOR, NEW 24' LOADLINE FLAT DECK, ALLISON 2500HS TRANS 219,716 KMS, STK#EM965654. -1261828

\$65,000

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The image shows a collage of two items: a magazine advertisement on the left and a website screenshot on the right.

Magazine Advertisement (Left):

- Truck and Trailer**: Canada's #1 Source for Heavy Trucks and Trailers. Truck-Trailer.ca. MAY 2016, VOL. 30 - NO. 5.
- LOADSTAR**: LOWBEDS - TAG-A-LONGS - TRANSPORTERS - SPECIALIZED LARGE OR SMALL LOADSTAR - PARON OFFERS THEM ALL. "Premium Quality Engineered Products". "Leading in Trailers". Our Family Owned Business has Grown for Over 31 Years ... Join the Family with a New Trailer Purchase!
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- LOADSTAR TRAILERS INC.**: 905-885-0744. 2655 LAKESHORE ROAD, PORT HOPE, ON L1A 3V9.
- www.loadstartrailers.com**
- E-MAIL: loadstartrailers@cogeco.ca**
- See Our Other Ad On Page 5

Website Screenshot (Right):

- Truck and Trailer.ca**: Canada's #1 Source for Buying or Selling Heavy Trucks and Trailers.
- Navigation: HOME, SELL, FIND A DEALER, PRODUCTS AND SERVICES, NEWS.
- Search: Search (enter keywords), All Locations.
- Buying Made Easy: Select, All Applications, All Makes, All Locations, New, Used, Search.
- Featured Inventory:
 - 2006 HYUNDAI Container Chassis**: CHECKERFLAG LEASING - Mississauga ON. 102", TRIDEM AXLE(S), CONTAINER CHASSIS, SPRING RIDE SUSPENSION; 22.5 TRIDEM EXTENDABLE SPRING RIDE CHASSIS; HEAVY DUTY DOLLY LEG WING PLATES, TIRES AND BRAKES S/D/SO PLUS, CURRENT CERTIFICATIONS, LOW MILEAGE 40,000 KM, LOCATION (VANCOUVER, WINNIPEG, TORONTO). (866) 949-6608. Email Dealer, Inventory.
 - 2017 WILSON BLACK QUAD GRAIN Hopper**: Dump/Trains. SELECT TRAILER SALES - Mississauga ON. 84", QUAD AXLE(S), HOPPER DUMP/TRAINS, AIR RIDE SUSPENSION; ALUMINUM, THREE HOPPER - 2,300 CUBIC FEET, ALUMINUM I BEAM SUBFRAME - LED LIGHTS - ALUMINUM WHEELS - REAR ACCESS DOOR - 3 STEP LADDER - SHURCO REINFORCED TARP SYSTEM - STAINLESS STEEL SMOOTH FENDERS - SPIFF COMPLIANT.
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Paws it forward

Truckers show their soft side helping dogs find their way home



Several drivers across Canada and the U.S. can't help but offer these furry friends a ride to their new home.

By Derek Clouthier

THUNDER BAY, ONTARIO

The lonesome highway can be a solitary place for a truck driver, and though some crave this type of lifestyle, having a four-legged friend to share some time with would be a welcome companion.

The friendship may only last for a day or two, but for a group of drivers across Canada and the U.S., the chance to help a pet reach its new home is worth its weight in gold.

Margaret Foster, a fervent animal lover and former truck driver, started Furry Hobos N' Highway Heroes nearly four years ago when she was asked about adopting a dog. She agreed, and ended up paying \$120 to have her new pet shipped from Sudbury, Ont. to her home in Kakabeka Falls, approximately 30 kms west of Thunder Bay, Ont. About a 12-hour drive in total, Foster said that equated to \$10 an hour to transport the dog.

She then looked into how pets are shipped across the country and realized that other than flying, there were really no alternatives.

The cost of moving a dog from Ontario to B.C., Foster said, can cost anywhere from \$600 to more than \$1,500.

"That got my interest piqued and I got hold of a buddy and we started talking about it and I said I was going to see if I could get something rolling," Foster said.

And get something rolling she did.

With a current network of around 20 drivers, Foster is the ringleader of Furry Hobos N' Highway Heroes, an initiative that "paws it forward," or in other words, provides the transportation service free of charge.

Considering Foster's level of organization, the fact that they do not ask for any compensation is saying something.

At any given time throughout the year, Foster can have multiple dogs on the move. And the idea that it's as simple as having one driver pick up the dog and drop it off is nowhere near reality.

"One dog took 17 people to transport," Foster said. "That took a lot of arranging. Now I know why everyone used to say I should have been a dispatcher."

Garnishing her home with whiteboards, Foster organizes the transportation of the dogs throughout Canada and the U.S.

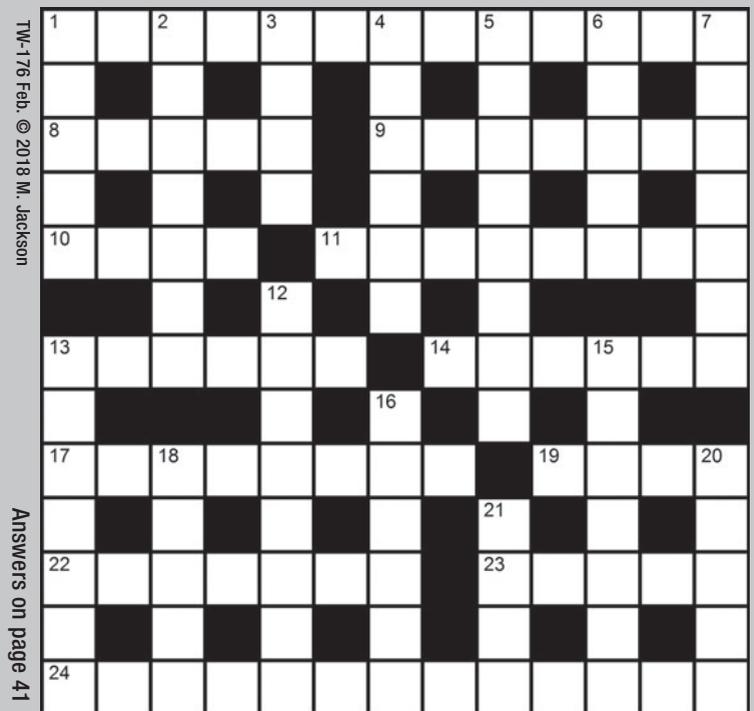
During the time of her interview with *Truck West*, Foster had several dogs in transit, including those headed to Edmonton, Fort McMurray, Halifax, and locations in Manitoba and Nova Scotia, to name just a few.

Furry Hobos N' Highway Heroes will transport any dog, whether it be stolen, sold from one owner to another, lost...it doesn't matter. And about 400 have been moved by the network so far.

Foster said they even moved a St. Bernard in a Peterbilt – a sight to behold for sure. The dog was transported from London, Ont. to Calgary for a family that was in Ontario

Continued on page 45

THIS MONTH'S CROSSWORD PUZZLE



TW-176 Feb. © 2018 M. Jackson

Answers on page 41

Across

- 1 Trucking industry safety concern (6,7)
- 8 Alberta plates' flowers
- 9 International model with '06 debut
- 10 Fill a truck stop slot
- 11 Upper fifth-wheel component (3,5)
- 13 Ring-type hitch
- 14 Air brake system components
- 17 Freightliner flagship model
- 19 Sleep apnea machine abbr.
- 22 '90s Peterbilt combo sleeper/cab system
- 23 Power boosting engine adjunct
- 24 Driver recruitment incentives (4,2,7)

Down

- 1 Cargo restraint device
- 2 Pleasant, no-problems trip (4,3)
- 3 Fast lane maneuver
- 4 Go off, airbag-wise
- 5 Truck stereo aperture, perhaps (4,4)
- 6 Castrol Tecton ____ diesel engine oil
- 7 Certain city routes
- 12 '60s Chevy car/pickup hybrid (2,6)
- 13 Ranch rides, regularly
- 15 Goods trucked to the USA
- 16 Add-on aero device, ____ Fuel Saver
- 18 Cargo lifting device
- 20 Vital winter vehicles
- 21 A transmission brand

Mark Dalton: Owner-Operator

By Edo Van Belkom

The Chain's in Command - Part 2 -

THE STORY SO FAR

Mark is traveling to Winnipeg on Hwy. 17. He checks the forecast and it looks bad, so he chains up long before the snow. After driving a while Mark is wondering if the snow will ever come, but it does eventually hit, and when it does, it's a monster...

After driving a few kilometers through the storm, things calmed down slightly and Mark was able to see the road ahead better. The snow continued to fall, but it was falling down now as opposed to blowing every which way imaginable. There was also a fair accumulation of snow on the highway, at least four or five centimeters with more adding up by the hour. As he drove, Mark could feel the chains he'd installed just outside Thunder Bay biting into the ice and asphalt beneath the snow. It was a good feeling, made even better by knowing he'd done the right thing putting them on when there was no obvious sign of the impending storm.

Mark had looked up the history of snow chains the last time he bought a pair for Mother Load and learned that they'd been invented by an American named Harry D. Weed of Canastota, New York. Apparently, Weed got the idea for his "Grip Tread for Pneumatic Tires" after watching drivers of the day wrap vines or rope around their tires to increase traction in mud and snow.

But for all the good they did, snow chains weren't a wonder cure for icy road conditions. Mark had seen plenty of highways so covered with ice that no amount of chains would ever get a truck through. And then there was the human element. Plenty of drivers installed chains for use on an icy road, but then failed to modify their driving accordingly. Driving too fast – over 50 km/h – put too much stress on the chains and caused damage to both the tires and the road. And then there's laziness, when a driver is through the ice and snow but continues driving on dry roads for way too long, wearing away the life of the chains and risking damage to everything the chains come into contact with.

And then there's good old-fashioned human error. Mark was ashamed to admit it, but he'd seen drivers apply chains to non-drive wheels. Or, applying chains in a blizzard or in bitter cold often resulted in chains being installed improperly – usually too loose – which heightened the risk of a chain breaking at the least opportune



Illustration by Glenn McEvoy

time. Mark had seen trucks parked in truck stops during snowstorms with chains wrapped around their drivetrains or gashes slashed into trailers by broken chains that had been whipping around freely for kilometers.

But in every instance, it's not the fault of the chains, but rather the fault of the operator who never bothered to practice installing chains.

Like this driver up ahead.

In the distance, Mark could see a semi-trailer pulled partway onto the shoulder with a string of cars lined up behind it trying to skid or slide around him and continue down the highway. The big rig wasn't going anywhere anytime soon without a set of tire chains to bite into the ice. Even from a distance Mark could see the semi's drive wheels spinning and bucking against the ice.

"Ah," he said aloud. "What are you doing?"

Mark didn't want to stop, especially since he was making such good time, but he was too much of an old-school driver not to see if the driver needed help.

And so, Mark slowed down and rolled down his passenger window.

"Weren't you stopped by the cop back there?"

Mark said, throwing a thumb over his shoulder. "He was checking everybody for chains."

The driver smiled and sheepishly turned away from Mark. After a moment, he looked back in Mark's direction and said, "I have them, but I don't know how to put them on."

"Of course you don't," Mark said under his breath. Then after a long sigh, he said out loud, "You want some help?"

The face on the driver truck lit up. "Would you, sir?"

Mark shook his head slightly wondering why he was doing this when he'd taken so much care to install his own chains in dry comfortable conditions. But, he couldn't back out of his offer now. "Get them out," he said. "I'm going to pull over up ahead."

Mark pulled in front of the stuck truck and put his hazard lights on. Then he took his time getting dressed to ensure he'd be as least affected by the weather as possible. But when Mark approached the stalled driver, he was amazed that the man had just a light jacket, a ball cap on his head, sneakers on his feet and knitted gloves on his hands. "Nice to see you're ready for this," he said, the sarcasm lost on his cold, wet colleague.

He picked up one set of chains and set them over a pair of drive tires. Then he did the same on the passenger side. "Get inside!" he told the driver. "Let the clutch out slowly. I'll tell you when to stop."

Here was one of the problems with installing chains in bad weather. If the tires spun it was possible the chains could be sent flying down the road. But luck was on their side as the driver turned the wheel less than a full rotation and the chains were in the perfect position to complete the installation.

"Watch me," Mark said, "So you can do it yourself next time."

Mark then went about attaching the chains. To his credit, the driver helped quite a bit, getting the idea quickly and hurrying around to the other side of the truck to affix the passenger side chains. Minutes later, the driver was in the truck and his chained-up tires were miraculously biting into the roadway.

"Thank you, sir," the driver said. "Thank you."

"Don't thank me," Mark replied, looking at the long row of headlights behind them. "Just get the hell out of the way!" **TW**

Mark Dalton returns next month in Part 3 of The Chain's in Command.



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Over the Road

Finding the right carrier

Drivers need to recruit the right carrier to work for

The trucking industry as a whole doesn't display much empathy for its drivers. Drivers are about the passion for what they do day in and day out. Corporate trucking is about profit. The ground between these two poles is a no man's land at present, when it should be seen as fertile ground on which to grow common interest.

It is a challenge that isn't unique to the trucking sector. We are facing divisive issues between large corporate interests and their employees and independent contractors across our society. In fact, I would say that entrepreneurs, small and medium businesses, along with employees, share many of the same concerns when it comes to dealing with and competing with the global titans of the business world.

On one hand we (individuals and small companies) have no choice but to adopt new technologies. This, at first blush, may seem detrimental to our well-being both financially and logistically. On the other hand, we can find the silver lining and flourish in markets transnational companies are simply too large to be responsive to. In fact, many large companies can be a lucrative source of partnerships for this reason alone.

If you're a driver that holds a passion in your heart for driving; if you value your independence and freedom but still desire to work in an atmosphere that will provide you with a sense of security in return for your commitment and loyalty, then allow me to recap yet again a few things I've learned working for a family-owned trucking business.

First, let's set the stage. You need to do your homework as a driver. In my experience, compa-

nies with a fleet that is operated by employees and not owner-operators are far more likely to be empathetic to your needs as a driver.

These companies may be easier to find in the private fleet sector, but are certainly not limited to it. I work for a common carrier. As a driver, you need to recruit a carrier to work with, as much as they need to recruit you to work with them.

Honesty and integrity are at the heart of everything that transpires between the owners and drivers where I work. With the founding family's same passion for trucking that I share, there is always fertile ground for both parties to grow and prosper.

As an employee, not a contractor (owner-operator), my employer has made a large commitment to me from day one. Our relationship is symbiotic, not parasitic.

My employer is in tune with my needs as an employee. Things such as family time, job security, steady income, and so on, are a priority to them. In turn, I am in tune with their needs. Meeting customer service, operating, and safety standards are important to me. I know I will be rewarded further for my ability to deliver above the expected standard. My employer is in touch with how I feel about what I do. This is incredibly important.

The result of this relationship is a team approach as we compete against those titans of global business I mentioned above. Working together we are able to respond far more nimbly to the needs of our customers. Just as my employer is empathetic to my needs, I, as a driver, am far more in tune with the needs of the company as they



Al Goodhall has been a professional long-haul driver since 1998. He shares his experiences via his blog at www.truckingacrosscanada.blogspot.com. You can follow him on Twitter at @Al_Goodhall.

respond to a rapidly changing business environment.

The rollout of electronic logging devices (ELDs) is a great example of our relationship. It was a non-issue for either party. I was able to depend on them to plan years ahead for these changes and they were able to depend on me to adopt new technology and provide critical feedback well in advance, which enhanced their competitiveness.

In this industry, we spend far too much time working against one another, rather than with one another. Drivers and employers are partners, not competing interests. **TW**

Three Canadian dealerships added to Trail King's network

MITCHELL, S.D.

Trailer manufacturer Trail King Industries has announced 12 new dealers across North America, including three in Canada, two of which are in the west.

Expanding its dealer network, Trail King has added Competition Trailer Sales in Calgary, Querel Trailers in Winnipeg and Quebec's Transit Quebec to its portfolio.

"We view our nationwide network of dealers as one of our most valuable assets," said director of sales, Barry Freifeld. "We are honored to have these new dealers as a part of the Trail King family. They are our face to the customer and are already well-established resources in their markets. Because they have gained the trust of their local customer base, they provide added value to our products when they are representing and marketing them in their regions."

Several locations in the U.S. were also added to Trail King's dealer network. **TW**

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24	S	I	G	N	O	N	B	O	N	U	S	E	S						

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ADAPTING TO A DISRUPTIVE FUTURE

PART III VOLUME 3

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The Adventures of NEWLAND TRANSPORT

By Edo Van Belkom

Vic had never seen snow until he came to Canada. At first he loved it because it was new and different, and was fun for he and his family to play in. But once he had to drive in it he realized snow on a hill was fun, but snow on the road was not only NO fun, but dangerous too.



Winter is in full force and it has been snowing for what seems like days. Vic is driving every day through the storm and this morning, after it had snowed through the night, the snow had piled up everywhere.



Which is why Vic didn't understand why some Canadians had an easy-going attitude about winter driving, especially in heavy snow. Some were cautious, but others, were in a hurry, taking chances with their own lives and the lives of others.

One of his worst pet peeves were people who didn't completely clean their cars of snow after a storm. Vic himself often cleared off the lights of cars covered in snow, not so much for the careless driver inside the car, but for the innocent drivers around them who couldn't tell if they were stopping, turning or moving.

But some people were even more careless... and dangerous.

As he parked in the lot outside a Tim Hortons, Vic sees a car in the lot with its back window completely covered in snow. Not only that but its lights were covered - front and rear - as were the side mirrors. Even the front windshield was covered save for a tiny spot on the driver's side that the driver had cleared so he could get to the coffee shop.



Vic wants to clear the car, but it was just too much. Besides that, he wanted to teach the driver a lesson and force whoever it was to clear away the snow before they got back out onto the road.



Maybe now the driver would take the time to be safe.

Illustration by Glenn McEvoy

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Furry freight

Continued from page 41

dealing with a health issue with one of their children and was faced with having to pay \$1,500 to have their pet flown back home to Alberta.

The motto “paws it forward” really is all about providing a service for those who otherwise would struggle to do so for themselves.

Anyone looking to have their dog transported would first need

to contact Foster. The shipper is sent a transport form and must prove that the dog has all of its vaccinations. Pets moving cross-border must also complete a five-way test, which includes screening for heartworm.

How far the dog needs to travel and its final destination will determine how many drivers Foster will have to recruit, which takes some logistical prowess to see who is going where and when.

Foster houses are also used if the dog needs to stay in one location during its journey.



Whoever initially drops the dog off to the first driver brings food and water.

“The reason we ask for water is because dogs are used to drinking water and if you bring their own water, they drink sooner, even if you give them bottled water,” Foster explained.

Once the transit plan is in place, a Facebook chat is opened between Foster, the owner of the dog, the driver(s) and foster people being used during the move, and the person who will ultimately receive the dog.

Though she manages to get by with the drivers and foster people

on her current roster, Foster is always looking for more to join her network.

She understands the hurdle many company drivers could face for allowing dogs in their cab, as many carriers simply do not approve for various reasons.

Foster does, however, believe that companies that allow drivers to be part of the effort bring a certain level of good publicity and a positive public perception in doing so.

“It’s great free advertising and people notice it,” she said.

The majority of Foster’s drivers are based on Canada’s East Coast. She is in need of more drivers in the Montreal area and in the west.

Drivers are mostly referred to Foster by other drivers who have been part of Furry Hobos N’ Highway Heroes.

“Because we don’t charge we have no money for publicity,” she said. “It’s all word of mouth. We are what we are.”

To contact Foster, e-mail margaretfosterhyde@gmail.com or visit her Facebook page Furry Hobos N’ Hiway Hero’s. **TW**

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MISSING PLEASE HELP

Patricia Favel



Missing Since:	September 30, 1984
Date of Birth:	February 10, 1966
Missing From:	Regina, Saskatchewan
Height:	5'8"
Weight:	100 lbs
Eye Colour:	Brown
Hair Colour:	Black

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Home was always where her heart was

By Derek Clouthier

REGINA, SASKATCHEWAN

For Heather Day, it would have been strange to not be part of her family's trucking company.

Stretching her professional legs across the pond for eight years as a teacher, Day found herself in the office at C.S. Day Transport every summer helping wherever she could.

It came naturally for her, growing up around trucks, drivers, and the company her grandfather first conceived in 1936.

"I remember when I was quite little that my dad would bring my sister and me out to the shop on weekends when he would wrap up paperwork," Day recalls. "My sister and I would play in the shop and climb around in the trucks. We also met drivers and played with their kids at the annual children's Christmas party."

As Day got older, she helped more around the office, always making time for the drivers, curious to learn what each had been up to.

Today, C.S. Day Transport has evolved from when Day's grandfather, Chester Day, got the company off the ground.

After enlisting to serve in the Second World War, Chester returned to the industry, starting what is known as C.S. Day Transport after relocating to Regina in 1971. In the late '80s, Heather's father, Dennis Day, and uncle, Doug Colhoun, bought the business from their father. Dennis and Doug ran the company until their retirement in 2012, and now, along with a business partner, Heather is in the process of purchasing the company from her father and uncle.

C.S. Day Transport hauls bulk fuel – gasoline and diesel – throughout the Prairies to various service stations and storage facilities.

Many of the company's drivers are parents, because as Heather points out, with a fleet made up



No matter the road Heather Day chose during her life, the signs always guided her back home.

entirely of day cabs, each of the 40 drivers makes it home to their family after every shift.

In 2018, Heather said she will be looking to add a few drivers to her roster, something that does not occur that often given the company's track record.

"We have very low turnover," Heather said, adding that it's been well over a year since a driver has chosen to leave the company for another opportunity. "We have a very rigorous hiring process to make sure we only put the safest drivers behind the wheel, so it can be quite the journey to find the best people."

And that's what it's about for C.S. Day Transport – finding the best qualified candidate for the job.

Given the growing desire for many trucking companies to diversify their workforce, Heather said simply focusing on an applicant's background or demographic is not the only factor that should be considered.

"When I worked in London, England, the shoe was on the other foot and I was able to experience for myself what it is like to be a newcomer," Heather said.

Because of this experience, Day makes a conscious effort to keep a

close eye on her company's hiring process to ensure all qualified applicants are treated fairly.

"We fully believe in diversity and I believe that hearing viewpoints from the widest possible range of people helps me to learn and to make better decisions," she said.

During the last six years, C.S. Day Transport has tripled the number of women it employs and quadrupled its number of new Canadians.

And despite the hype surrounding new technologies and possibility of autonomous trucks, Heather says drivers will be needed for many years to come.

"We all need to be mindful of the wording we use to describe these technologies and differentiate between autonomous vehicles and those with advanced driver assistance systems, lest we scare off the next generation of professional drivers," Heather cautioned. "Until autonomous vehicle technology has advanced to a point where drivers are not needed at all, until the technology has been proven to be safer than a human driver, and until it can be applied to our sector of the industry, I am going to need skilled, human drivers."

Being a young woman, Heather has had to face her own unique

challenges during her career, none of which, she said, are specific to the trucking industry.

"I guess I was sometimes worried there might be a bit of a 'boys club' at networking events," she said, "but the vast majority of people have been very welcoming and supportive, often telling me that they think the industry needs even more women."

Balancing her professional life and role as a mother can be a tough act to juggle.

"You can't really step away from a business for a year to take a traditional maternity leave because there are some projects that you simply cannot delegate," Heather said.

Feelings of guilt leaving your newborn child to be in the office, and similar regret when not addressing matters at work, can weigh on any parent.

"We are all still working on finding the right balance between these roles," Heather admitted, "particularly when our children are very young."

There is some solace in the fact that Heather is an integral cog in her family's thriving business, and that the environment at C.S. Day Transport is very much like a family.

"We have a lovely, tight-knit bunch of people who work very hard," Heather said, "and it would have felt very strange to not continue to be a part of it." **TW**



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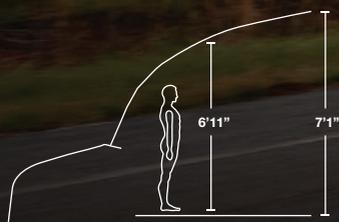
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