

No new tax

Manitoba scraps carbon tax from its environment plan.

Evolve or die

Panel says carriers must diversify and become more inclusive.

The W990

Kenworth unveils its W990 as a 'driver's truck.'

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Centurion Trucking has been named one of the fastest growing companies in Canada and has long embraced the South Asian driver.

No changing face here

South Asians have long been a part of the trucking landscape in B.C.'s Lower Mainland

By Derek Clouthier

SURREY, BRITISH COLUMBIA

The face of the Canadian truck driver has been changing in recent years, at least in many areas outside of B.C.'s Lower Mainland in Canada's southwest.

With 60% of the province's population, the Lower Mainland has been experiencing an influx of South Asian workers for a long time, many of them flocking to the transportation industry.

For most carriers in the region, there has been no "changing face" in trucking at all, and has rather been the norm for as long as many in the area can remember.

"I haven't actually seen the changing face other than that there's an older population of drivers out there who are retiring and with no folks from Canada wanting to (drive)," said David Payne, president of Harbour Link, a Delta, B.C., carrier with a fleet of 103 and 90% South Asian drivers. "Basically, we're having to fill these jobs with folks who immigrate to Canada. This has been ongoing for 25 years...at least in British Columbia."

Payne said it's tough finding quality drivers in 2018, a problem that is not unique to Canada, but also in the U.S., where drivers are retiring and no one is coming in to fill vacant positions.

"Trucking has got a stigma attached to it," Payne said. "If I'm in high school, my aspiration is not to be a truck driver. I want to do post-secondary, college, university, and get a fancy job at Google. So we're not replenishing."

Payne said in the Lower Mainland, those from the South Asian community predominantly look

for driving positions with trucking companies, but Harbour Link does employ some in other positions.

Daman Grewal and Harpreet Kalsi own Centurion Trucking, a for-hire carrier out of Surrey, B.C., that specializes in hauling temperature-controlled shipments throughout Canada and the U.S.

Grewal, who comes from the South Asian community, has been in the industry for more than 20 years, and during his time with Centurion, the company has experienced rapid expansion, being among the fastest growing companies in the country.

Despite Grewal's success – *Canadian Business* and *Maclean's* magazine ranked Centurion number 131 on its annual Growth 500 this year, making it first overall in the transportation and logistics category – he did not always see trucking as his calling.

Initially lured by a friend's father, who brought him in to do some office work for his trucking company, Grewal admitted he tried to leave the industry several times.

"Somehow, someone would pull me back in and I would be back to helping grow their trucking companies," said Grewal. "There came a point where I started enjoying what I was doing and started finding the jobs rewarding."

One facet of the industry that stood out to Grewal was the impact he had on driver income.

"It was a place where drivers could be treated equally and be compensated equally as well," he said. "Whether you were born and raised in Canada or you were a new immigrant, the trucking industry didn't seem to discriminate, but rather provided opportunity to those who were willing to work hard."

MELT to be mandated in Alberta this spring

By Derek Clouthier

EDMONTON, ALBERTA

The Alberta government announced that mandatory entry-level driver training (MELT) will be mandated in spring 2019 for Class 1 and 2 drivers.

The message was relayed at the Alberta Motor Transport Association (AMTA) office by Transportation Minister Brian Mason Oct. 10.

AMTA president Chris Nash was present during the announcement and threw his support behind the move.

"The AMTA and industry have developed and delivered training over the years that was optional," said Nash. "The announcement of mandatory entry-level training will ensure the industry has the fundamental tools to operate on public roadways by establishing a benchmark of required education for commercial drivers and carriers."

The AMTA was a big part of the consultation process on the MELT program. Nash said the association provided feedback on three key areas of Alberta's MELT program,

Continued on page 6

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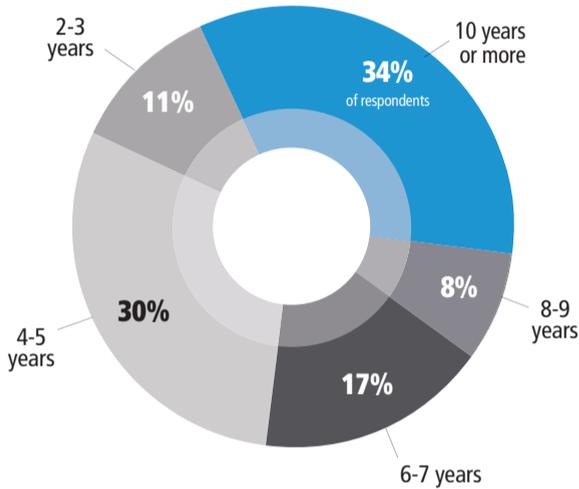
Surging economy has owner-operators in a buying mood

Canada's owner-operators, tempered by an anemic economic recovery, had long put off purchasing new heavy duty trucks. More than a third are on truck replacement cycles that are 10 years or longer. But the much improved economic picture has owner-operators once again thinking about purchasing new. Our latest annual Equipment Buying Trends Survey reveals that 38% of Canada's owner-operators are looking to be behind the wheel of a new truck in 2019.

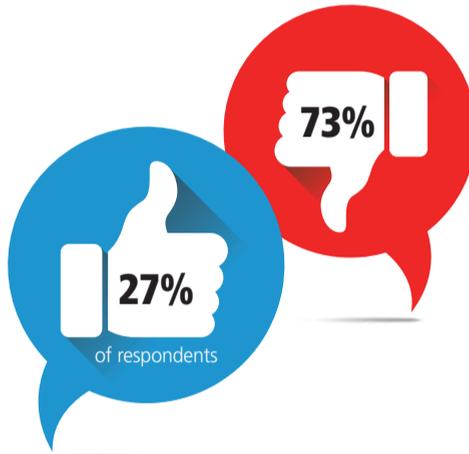


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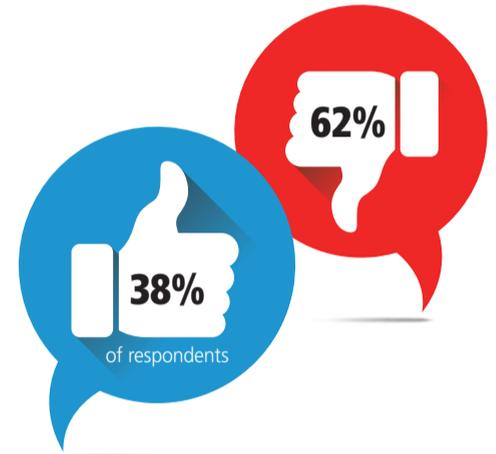
Trade in cycle for heavy duty vehicles



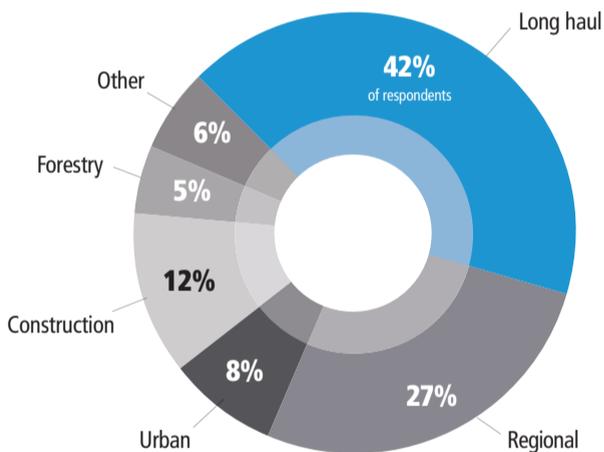
Truck replacement plans for remainder of 2018



Truck replacement plans for 2019



Types of haul engaged in



Brand of HD vehicle operating

| | |
|---------------|--------------------|
| Freightliner | 23% of respondents |
| International | 13% |
| Kenworth | 27% |
| Mack | 5% |
| Peterbilt | 14% |
| Volvo | 13% |
| Western Star | 2% |
| Other/NA | 3% |

Brand of HD vehicle most likely to consider purchasing

| | |
|---------------|--------------------|
| Freightliner | 22% of respondents |
| International | 2% |
| Kenworth | 33% |
| Mack | 5% |
| Peterbilt | 13% |
| Volvo | 13% |
| Western Star | 2% |
| Don't know/NA | 13% |

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Derek's deliberation

What constitutes success in effort to get more women into the industry?

There's no denying that more needs to be done to increase the number of women in the trucking industry, but what does success look like?

It's been three years now since I became the editor of *Truck West* magazine, and from day one, the conversation around women in trucking has been one of the most talked about issues.

Groups like Trucking HR Canada and Women Building Futures (WBF) have done some amazing work to help bring women into the fold.

We hear all the time how women make up just shy of half the workforce in Canada – and we may as well toss the U.S. into this conversation, because numbers down there are pretty comparable to Canada's – yet such a small percentage of trucking positions are filled by women.

According to Trucking HR Canada, freight claims, safety, and loss prevention specialists make up the largest percentage of female workers at 25%. Then comes dispatchers at 18%, parts technicians 13%, managerial staff 11%, and the lowest numbers, mechanics, transport trailer technicians, cargo workers, and of course, drivers, all at a mere 3%.

These numbers obviously have to come up, and not simply because of any societal pressures to do so, but because women can do these jobs

just as well as men, and ignoring the female pool of candidates would be plain stupidity from an industry in need of qualified workers.

But as I questioned above, what should these numbers look like to constitute success?

Do we actually think that because women make up 48% of the workforce that there should be 48% women in all of these industry roles?

I don't think so, and it's not because I think more men should do these jobs because they are men, it's because I haven't lost sight of the fact that men and women are different – very different in some cases.

According to the U.S. Department of Labor, some of the most common occupations for women are pre-school and kindergarten teachers (where 96.8% are women), nurse, psychiatric, and home aides (89.4%), social worker (83.8%), bookkeeping, accounting, and auditing clerks (89.8%), and elementary school teachers (80.7%), to name a few.

The fact that many of the occupations women dominate are often lower paying jobs than those men occupy is a separate concern, and needs to be addressed separately.

Back to my point – women and



men have different interests. Not all – there are of course exceptions. Yes, there are some men who want to be wedding planners, kindergarten teachers, own a flower shop, or be a nurse. Just like there are some women who want to be construction laborers, welders, carpenters, or, yes, truck drivers.

For years, several women looking to get into traditionally male careers have not been given the proper opportunities, tools, and pathway to do so, which is why organizations like Trucking HR Canada and WBF are so important.

But we can't lose sight of the fact that men and women are not the same (thank goodness) and are

often attracted to different careers than are men.

As much as women have been wrongly shunned in the past, and still today, from traditional male jobs, let's not pretend that there are no general differences between the sexes when it comes to choosing a career.

Women who want to be truck drivers should be able to with the same ease and support as men. But human nature will guarantee that there will always be more male construction workers and more female school teachers.

Now I'm going to go downstairs and finish watching *Pretty Woman* while my wife watches that darn football game! **TW**



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Alberta MELT

Continued from page 1

the first being driver licensing, specifically that the program be a competency-based curriculum and that Class 1 and 2 drivers have separate entrance requirements.

How education will be delivered through MELT was another area the AMTA offered its opinion on. The association requested that Alberta's MELT program be recognized nationwide and meet or exceed National Occupational Standard. The AMTA also wanted to see MELT instructors receive mandatory training, as well as all future and existing provincially licensed driver instructors be training and certified to deliver the standard curriculum, and that



Transportation Minister Brian Mason announces Alberta's MELT program, alongside AMTA president Chris Nash.

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auditing of instructors be focused on credentials, compliance and delivery method.

When it comes to carrier safety fitness certification, the AMTA requested a mandatory safety and compliance course, and knowledge test for new safety fitness certificate applications for commercial carriers, as well as the introduction of a renewal process.

Along with a MELT program, the trucking industry will also see more stringent safety requirements for new commercial truck and bus companies. Both requirements will take effect March 1, 2019, with temporary Safety Fitness Certificates no longer being issued as of Jan. 1, 2019.

The government said mandatory training will result in safer, more skilled drivers in the industry.

"We are advancing safety standards in our commercial driving industries to enhance road safety, not just in Alberta, but across the continent, as commercial drivers travel across Canada and North America," said Mason. "We've worked with our industry stakeholders to make these changes with their support and we are pleased to be moving forward to put them in place."

Alberta's MELT program will require 125 hours of training, including air brake endorsement. How that training will be broken down into classroom and on-road experience is yet to be determined.

With more than 25,000 carriers in Alberta operating over 150,000 vehicles, Nash said the province's MELT program will be beneficial to all carriers, despite their size, providing an extra step in development for larger fleets with their own training programs, and an opportunity to ensure drivers have a government regulated level of knowledge for smaller companies.

He also believes MELT will help attract more to the industry by raising awareness of the requirements to operate a commercial vehicle as a career. **TW**

Manitoba eliminates carbon tax from its climate and green plan

WINNIPEG, MANITOBA

The Manitoba government has scrapped the carbon tax from its Made-in-Manitoba Climate and Green Plan.

Premier Brian Pallister made the announcement Oct. 3, saying, "We are standing up for Manitobans, by saying 'yes' to Manitoba's green plan, and 'no' to a carbon tax."

The provincial government had announced in April it would implement a flat tax rate on carbon of \$25 per ton with no increases, which was set to kick in this past September. The tax was expected to escalate the cost of diesel by 6.7-cents-per-liter, equating to the Manitoba Trucking Association (MTA) said would be an estimated \$50 million in fuel tax paid by heavy diesel vehicles in the province.

The Manitoba government planned to impose the carbon tax in its Made-in-Manitoba plan to avoid the federal government from stepping in and doing it for them.

"Our Made-in-Manitoba plan proposed a flat, fixed tax rate that would provide stability to consumers, business, industry and agriculture," Pallister said in April. "It would save Manitoba families and businesses more than \$260 million over five years, compared to the Ottawa plan. Most importantly, all monies collected under our plan would be returned to Manitobans, in the form of tax reductions."

The government received some pushback from the trucking industry for not directing carbon tax revenue into fuel efficiency initiatives.

But Pallister said the federal government planned to implement a carbon tax on Manitobans regardless.

"Ottawa acknowledged that our plan is the best in Canada," Pallister said. "But they have also stated that they will impose their higher – and rising – carbon tax on Manitobans after one year. This would mean twice the tax, for poorer results. That would threaten jobs and economic growth throughout our province and take money off the kitchen tables of Manitoba families."

Terry Shaw, executive director of the MTA, said though no one wants tax increases, the industry still supports trucking efficiency policy and programming.

"The previous reality was that if a carbon tax on heavy diesel vehicles was going to be collected, it

should be invested in heavy diesel efficiency," said Shaw. "We can still partner on efficiency policy and programming for our industry and we have heard, informally, from the government they are still intending on doing so."

The Made-in-Manitoba plan now focuses on four pillars: cleaner water, conservation of natural areas, effective steps to address climate change, and strengthening the economy. **TW**

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Owner of carrier involved in Humboldt collision charged

REGINA, SASKATCHEWAN

The owner of the trucking company involved in the Humboldt Broncos bus collision has been charged with eight counts of failing to comply with safety regulations.

Sukhmander Singh, owner of Calgary-based Adesh Deol Trucking, will face seven federal charges, including two counts of failing to maintain HOS logs, three counts of failing to monitor the compliance of a driver, and two counts of having more than one log for a given day. The final charge is under provincial regulations for failure to possess or follow a written safety program.

The driver of the truck, Jaskirat Singh Sidhu, was charged in July with 29 counts of dangerous operation of a motor vehicle causing death and bodily injury.

The April 6 collision resulted in 16 deaths and 13 injuries. Singh's first appearance in court is Nov. 9 in Calgary. **TW**

ISAAC Instruments to open Calgary office

CALGARY, ALBERTA

ISAAC Instruments announced it will open a new office in Calgary, Alta., to bring a local presence to better service its customers.

"This new office strengthens our presence in Alberta to meet the growing demand for telemetry and telematics," said Jacques DeLarochellière, president of ISAAC Instruments. "With Canadian regulations on electronic logging devices expected to come into effect by 2020, we want to provide first-class service to our customers in Western Canada."

ISAAC Instruments designs and manufactures technology solutions for truck fleets to help improve performance, productivity, compliance, and safety. **TW**

Trailcon's Edmonton branch manager to retire

EDMONTON, ALBERTA

Trailcon has officially announced that Dave Ambrock, its Edmonton branch manager, will be retiring Dec. 31.

Ambrock will be replaced by Laine Hrechuk, who will begin work with Trailcon Oct. 1, shadowing Ambrock until the end of the year when he will assume the title of branch manager, Edmonton.

Trailcon president Al Boughton commented: "Dave has been an integral part of Trailcon's beginnings and its success in Edmonton – there is no doubt he will be missed by the entire team. We all wish him the best as he enjoys retirement and have comfort in knowing that he's just a phone call away if we need him.

Ambrock has been with Trailcon Edmonton for 11 years. Before leaving his post, he will be the first Trailcon Edmonton employee to put the keys in the door of the newly completed Edmonton facility, which is set to open this December.

Hrechuk comes to Trailcon with many years of experience, previously serving as a transport division manager and transport sales manager for Edmonton's Thermo King Western, and in sales with Pro-West Refrigeration and Epoch Western Canada. His tenure as branch manager, Edmonton begins Jan. 1, 2019. **TW**

Bison receives Ovation Award for use of maintenance technology

HOUSTON, TEXAS

Bison Transport was recognized with a 2018 in.sight Ovation Award for how the Winnipeg-based carrier has leveraged the TMT Fleet Maintenance program.

Ray West, SVP and general manager of TMS solutions, Trimble Transportation Enterprise said: "This year's Ovation Award recipients represent a diverse group of innovators who have leveraged technology to make more informed decisions, improve safety and maximize efficiencies." **TW**

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LETTERS

Trucking a big part of Aboriginal tradition

Dear editor:

I read with great interest your Aboriginal advantage article in *Truck West's* October issue.

In addition to Wendy Featherstone's excellent advice, may I add another perspective?

I am a person of historic Metis descent from Winnipeg. I can tell you that with my experience working with Aboriginal youth from all First Nations across Canada, a connection with culture and tradition makes sense.

Metis traveled in caravans of Red River cart across the Prairies to carry on a lucrative trade business and even fought wars to protect their interests.

Traditional warriors, men and women, often went on a journey where they would seek other tribes and bring back new stories and news, knowledge, and new technologies that would benefit their family groups.

Aboriginal people are very child-centered traditionally, and communitarian.

Everything revolves around the sacred fire which warriors must tend. The children are the sacred fire giving the community a purpose.

Trucking does all that and more. TW

Daniel Sioux Ranville

Any road can be dangerous if not properly trained

Dear editor:

The article on Western Canadian roads rang true for me. I originate in Saskatchewan: two lane roads, no shoulder, no rest stops for trucks, terrible truck stops (Regina), and most of our scales are closed all the time. Often, our highways suffer from lack of maintenance, but we have little surplus in our province, and we do our best.

I believe the article indicated inadvertently that roads and road conditions may have been a factor in the bus crash that devastated the whole province. This is not the case. I am a hardened trucker who holds strong opinions, and I look forward to the trial of the driver who was involved here.

A terrible mistake was made here, and the fact that the driver had only two weeks experience is not an excuse. Any road is dangerous if you don't follow the rules. TW

Adrian Janssens

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Get ready to 'Shift into Winter'

RICHMOND, BRITISH COLUMBIA

With winter fast approaching – and already a reality in some areas of Western Canada – the Winter Driving Safety Alliance (WDA) is urging truckers and all motorists to drive smart this snow season through its “Shift into Winter” campaign.

Starting Oct. 1, the majority of B.C. highways, particularly mountain passes, require truck drivers to carry chains, while passenger vehicles must have winter tires.

WorkSafeBC is a member of the WDA, and Darrin McCaskill, director of programs, projects, and ini-

tiatives, said it’s better to be early than late when it comes to preparing for winter driving.

“Every day, hundreds of British Columbians drive on our roads for work – tow trucks, taxis, transports, delivery vans, and buses,” said McCaskill. “Organizations need to prepare now, before weather conditions deteriorate, by winterizing their safety plans, assessing and addressing risks and ensuring that workers and contractors are instructed on safe driving procedures. There are a number of resources on the Shift into Winter website. WorkSafeBC can also be contacted through its prevention line, 1-888-621-7233.”

WDA said each year the number of casualties caused by collisions from driving too fast for conditions doubles in December compared to October, with 246 police-attended collisions from 2013-17 in December and 123 during the same timeframe in October.

WorkSafeBC data also shows that 28% of work-related collisions resulting in time-loss claims occur during the months of November, December, and January.

Drivers are encouraged to plan their route, get training, slow down, and be prepared when winter driving in B.C.

Employers and supervisors are also legally required to ensure the safety of their workers who operate commercial vehicles for business purposes.

“We want everyone to drive safely and get home to their families this winter,” said Claire Trevena, minister of Transportation and Infrastructure. “Safe winter driving is a shared responsibility, and I urge people do their part by using good winter tires, planning ahead by checking DriveBC, slowing down, and driving to conditions.” **TW**

Ocean Trailer expands in B.C. and Manitoba

PRINCE RUPERT, BRITISH COLUMBIA

Ocean Trailer is expanding, opening a shop in Prince Rupert, B.C., and adding four new service bays and a wash bay at its Winnipeg location.

The Prince Rupert shop offers full maintenance repair, certified vehicle inspections, mobile service, and trailer rentals.

Upgrades at the Winnipeg location is underway and is expected to be completed by this coming February.

Once completed, Ocean Trailer said the Winnipeg facility will be the largest commercial trailer shop in the city. **TW**



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Weather doesn't dampen spirit for Alberta Truck Convoy

By Derek Clouthier

CALGARY, ALBERTA

Despite chilly temperatures, the Alberta Truck Convoy for Special Olympics rolled on Sept. 22 in Calgary, with 75 trucks taking part and raising more than \$25,000.

The money will go to Special Olympics Alberta and Special Olympics Alberta – Calgary for athletes training and competing in the games. In Calgary, 1,700 athletes benefited from the funds raised.

Lyle Rosenau, who is retired but helps out with the yearly event, said Rosenau Transport hosts the convoy for a multitude of reasons.

“We have a big enough yard to hold all the trucks that participate,” he said. “It is important because if they don't have to rent a facility or

space to host the event that means more money that is raised goes to the Special Olympics. I myself enjoy participating every year as well.”

Westcan Bulk Transport led the convoy, which started from Rosenau Transport's Calgary terminal, driving nearly 45km south, ending just outside Okotoks, Alta.

“Everyone who participated had a positive attitude and enjoyed themselves even though it was cold and rainy,” said Lyle. “It gives drivers a chance to socialize with each other and hear some stories from the Special Olympics' athletes and their accomplishments. Special Olympics athletes really enjoy it as well because they get a chance to ride in one of the big rigs.”

Following the convoy, Rosenau holds a barbecue with live entertain-



The 17th annual Alberta Truck Convoy for Special Olympics was hosted by Rosenau Transport in Calgary, Sept. 22, and raised over \$25,000.

ment and a children's activity center.

During the celebration, awards were handed out to some participants, including Calvin Barclay of Convoy Supply for the Special Olympics Alberta Athlete's Choice Award; John Robinson of Westcan Bulk for being the highest fundraiser; and Tri-Line Carriers received the Highest Participation by a Company Award.

The event is a collaboration between the trucking community and law enforcement, with this marking the 17th year for the convoy. Since 2001, more than 15,000 trucks have traveled over 8,000km to help

raise funds for Special Olympics.

Trucks that participate pay a \$100 registration fee and receive breakfast, a barbecue lunch, T-shirt, and travel mug. Drivers who also raise more than \$500 get a truck convoy pocket knife, or a cooler for raising over \$1,000.

Lyle said this year's event also included a truck pull.

“One truck was pulled by the athletes and law enforcement team, the other truck was pulled by truck drivers who participated in the event,” he said. “The athletes and law enforcement team won big time.” TW

Tremcar West to open propane tank truck assembly line in Saskatchewan

WEYBURN, SASKATCHEWAN

Tremcar West will set up a propane tank truck assembly line at its Weyburn, Sask., facility.

The announcement was made Sept. 6 during the company's celebration of a decade doing business in Saskatchewan, which marked Tremcar West's first service center, which opened in Evanston Park to service the crude oil industry in 2008.

“The Weyburn service facility will have an additional vocation,



assembling propane tank trucks,” said Jacques Tremblay during the celebration.

An initial investment of \$500,000 will be put into the project, which is expected to generate 15 short-term jobs in the area.

Weyburn mayor Marcel Roy and Saskatchewan minister of environment Dustin Duncan attended the 10-year celebration. TW

Tremcar West adds to vacuum units and equipment sales team

EDMONTON, ALBERTA

Tremcar West has appointed Geoff Dowson as its regional sales manager for vacuum units and equipment.

With over 18 years of experience in the vac industry, Dowson was previous employed by Westech Vac Systems for more than 14 years.

Dowson will cover the western territory for Tremcar. The company is active in the vacuum industry in Eastern Canada, and will now provide the service in the west to complete its tank trailer sales and service in the Prairie provinces and B.C. TW



Geoff Dowson



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OPINION

Petrol Points

Trudeau's carbon tax and pipeline troubles

Ahh! Just let the rest of the world gnarlishly (rhymes with relishly, well the "ishly" part does) grind their teeth and fret about Iranian sanctions, carbon taxes, refinery explosions, pipeline explosions, Liberal electoral implosions, NAFTA-SHAFTAs, and what the "Grand Orange of the South" will say or do next to any and all, none of whom have the economic or political armaments nor the cojones (Spanish whatsits) to stare him down. I think I just wrote the longest sentence on record.

As is the Canadian way, it seems that the supply chain has a few kinks, mainly because the various governments have forgotten the detail of putting more time and effort to get the tax structures right. But maybe next week, perhaps after happy hour at the Really Happy Hookah Hut, our federal leader and his provincial entourage will be able to get out of the corner of the sandbox box they have put themselves in along with the rest of us.

Prime Minister Trudeau's first, "Why-don't-they-like-me?" problem is that most of the provinces have down-thumbed the carbon tax because the optics for the consumer is that this is, in fact, a tax and not revenue neutral.

One way to get the concept accepted is to tell us, the unwashed, the amount each family or individual will see on a cheque and the date on that same cheque. It doesn't have to be tomorrow. Any day will do, just pick one to start the process.

Mr. Trudeau's second problem is the very expensive pipeline white elephant we find in our one-animal zoo. Now he must find a way to overcome or pacify those opposed to the pipeline. How can the original pipeline run for close to 60 years and no one says boo? Yet the sky falls when a shadow line runs beside it? So, the new pipeline that will carry the same crude (including dilbit, diluted bitumen) and refined products as the existing pipeline is the problem? Where were the environmental activists 60 years ago?

Is the problem the increased dilbit with the new pipeline? If there were no dilbit, would all concerned be de-concerned?

The solution? Get rid of the dilbit and upgrade it to conventional crude. An upgrader is not a refinery and you don't want to get into that business. If an agreement were to be made with the opponents of the pipeline that they would drop their opposition if dilbit were to be upgraded to conventional crude, then finding experienced and interested upgrader partners already in the oil sands would be the linchpin in this long-in-the-tooth project.

The Indigenous and environmental objectors would have their coastline



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.

free of the threat of a dilbit spill, the upgraders would be located in both Alberta and B.C. providing secure jobs and tax bases, and the producers would have a dependable and secure supply line to non-U.S. destinations.

Just some thoughts to pass along to Mr. Trudeau – thoughts he shouldn't bogart. His political fingers are burned enough already. **TW**

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Diversity and inclusiveness

WBF panel says more needs to be done to attract women to industry

By Derek Clouthier

EDMONTON, ALBERTA

Alberta Motor Transport Association (AMTA) president Chris Nash believes companies that do not embrace diversity and inclusiveness will soon struggle to find talent.

“Diversity will bring more ideas and progression,” Nash said during the Women Building Futures Work Proud Summit in Edmonton Oct. 3. “Going forward, it will be less appealing to work for a company that is not diverse.”

Nash was part of a four-person panel that tackled the question several company executives may ask themselves of late: why does being a diverse and inclusive workplace matter?

Nash said during his more than 30 years of experience in the industry before coming to his current role with the AMTA, he saw firsthand the challenges of inclusivity in trucking, particularly when it comes to women.

“I remember back when women first started coming into the workplace, they had no place to change, and where it’s gone from



An industry panel that included AMTA president Chris Nash discussed the importance of diversity and inclusion during the WBF Work Proud Summit in Edmonton Oct. 3.

there is that it’s better but there’s still more to go,” said Nash. “We have to step back and not go the status quo. It’s going to have an impact; there’s going to be a possible cost upfront. It’s similar to trying to get across the river – you

can continue to swim or we can build a bridge.”

Nash said the AMTA works to promote these ideas to the industry and its members, making it more accessible to more people who can bring these ideas to the industry.

Paul Verhesen, CEO of Clark Builders Group of Companies, said with each generation, the biases we see toward women in traditional male roles starts to diminish.

“The next generation is far more inclusive and accepting of diver-



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sity than even my generation,” said Verhesen. “It’s going to get better than it is today, given the fact that the unconscious bias is getting less and less.”

Nash said companies need to examine what would cause a person to leave a position, and then compare that to the list of reasons someone working in an industry where they do not fit the stereotypical mold of the person who would fill such a role.

“It really goes back to quality of life and how you can give that to your staff and the people around you,” Nash said. “It has to come from leadership, it can’t come just from your HR department or your dispatcher or people up front, it has to come from the top for it to be successful and move forward.”

Dean Wilcox, vice-president of the Edmonton refinery for Suncor Energy, said his company is short-staffed, and ignoring the female talent pool would be a mistake.

“You either choose to change or you’re forced to change, and as humans, I believe we don’t often choose to change.”

— Paul Verhesen

“If we want to strive for top performance from a business perspective and attract the best and the brightest, it’s a necessity today,” said Wilcox. “It’s also the right thing to do.”

Verhesen said businesses that reject the idea of diversity and inclusiveness will be missing something.

“When you put a different group of individuals who have had different experiences, different life lessons, the thinking and the outcome of thought benefits the business far greater than if you put a bunch of similar folks together in a room,” he said.

In addition to diversity as it pertains to women, Wilcox underscored the importance of other under-represented groups as well, like Aboriginals. He said top companies are tapping into Indigenous groups to bring the best pool of candidates through their doors.

Millennials were another group addressed during the panel discussion.

Nash said it can be a challenge for his generation to wrap their minds around the millennial worker and the different attitude they bring to the table compared to generations before.

“We have the millennials coming, which we’re responsible for because we gave them everything and brought them to this point,” he said, stirring a chuckle from the crowd. “If we don’t think about what we’re going to do to bring them in, we’re going to have challenges. You have to think about how to change your workplace to accommodate them.”

Companies looking to bring more diversity and inclusivity to their workplaces must do so in a well-thought out manner, and avoid going at it carelessly.

Brent Davis, vice-president of mining solutions for Finning Canada, said he has been involved in efforts that seemed like good ideas at the time, but backfired.

“It came across as a straight gender-diversity play, not an inclusive play,” said Davis. “And the unintended impact of a good overall vision was the thought, ‘Am I getting this job just because I’m female and not because I’m good at doing this job?’”

Davis said the “good idea” was implemented without proper planning and education, and it ended up creating an unintended negative impact that slowed down the entire process of diversification and inclusiveness.

Now, the company educates its employees on why diversity and inclusion is important, something Davis said most people understand.

Nash said the AMTA establishes benchmarks and measurements of what an employee should be, regardless of gender or identity.

“Really that’s the starting point for all of us,” he said. “(We need to) start looking at how we see value in an employee, that’s the start point of it all.”

Verhesen believes conversations about inclusivity need to happen earlier rather than later, and one of his biggest regrets is that his company was not forward-thinking when it needed to be.

“There’s only two ways to change,” said Verhesen. “You either choose to change or you’re forced to change, and as humans, I believe we don’t often choose to change. Being forced to change obviously isn’t the right way to do things. You’re better off if you make a conscious decision to make changes as opposed to being forced.”

Verhesen added that one of the industry’s biggest challenges is its past success.

“As an industry, we’ve been very successful doing it the old way... the old boys club or however you want to characterize that,” he said. “So there’s still a belief out there that why would we change something that has always worked for us? There are societal pressures to be more inclusive and more diverse than we have in the past, so I think our biggest hurdle is our past success.”

Nash said the trucking industry also waited too long to move toward diversity and inclusiveness.

With the average age of a truck driver now 47 years old, and expected to be 49 by 2024, there is a need for fresh blood.

“A lot of the work we do as an industry is how we can show the industry is good, but in order to do that we have to make some changes,” said Nash. “I think of

myself, and I went off the highway because of quality of life. I needed to be home more. My kids walked right past me and didn’t want to have anything to do with me because I was gone all week. How do we create our work atmosphere to make it more inclusive so that people can have that quality of life?”

One area Nash pointed to that needs improvement is rest stops, which are lacking in Alberta and nationwide.

“When your option to pull over is a wide spot and there are no facilities, it’s not really a thrilling adventure,” he said. “It would be like walking out your door where you work and having to go to the washroom outside.

“It’s things like that that we have to look at the bigger picture and these are going to be larger fixes that we need to make.” **TW**



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South Asians drawn to trucking

Continued from page 1

It's for this reason Grewal believes so many from the South Asian community have found themselves in the trucking industry.

"It gave many of the South Asians an opportunity to earn a good living," he said, "and to be able to provide for their families."

Grewal was born and raised in Surrey, and said he has seen first-hand some of the racism that was directed toward the South Asian community during his upbringing.

"People would call us names and throw eggs, while telling us to go back to our home countries," said Grewal. "I used to hear the stories of the South Asian workers only



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being able to get the lower level jobs in the industries that would employ them."

It was through this hardship, however, that many South Asian workers would show their resilience and find success.

Behind the wheel of his company trucks, Grewal has seen several of the uplifting stories achieved by South Asian drivers.

"Using the monies that were earned through trucking, many South Asian drivers were able to make investments in properties, houses, different businesses, and were also able to open up their own trucking companies," he said. "They were able to raise their families, put their kids through schooling, and afford many of the luxuries Canada has to offer."

Grewal said many new South Asians coming to Canada see the open door the trucking industry offers as a career choice. With several newcomers facing years of educational upgrading to gain equivalencies in their schooling from their home country, trucking has been a way to start earning money much quicker than the alternative, something Grewal said has made the industry attractive to South Asians.

Despite Payne's contention that most carriers in the Delta area employ around 95% South Asian drivers, Grewal said there are a few that remain resistant.

"I still do hear rumors of the odd

trucking companies that will not hire immigrants from the South Asian community," he said. "So definitely, there are some challenges, I believe due to communication barriers that may exist, or due to other cultural diversities."

For the most part, however, particularly in the Lower Mainland, the majority of carriers welcome South Asians to their business.

"Like many immigrants coming into Canada, the South Asian community is known for working hard and being able to handle the long hours and challenges associated with long haul trucking," said Grewal.

An example of that hard work was on display at a carrier Grewal previously worked. South Asian owner-operators were pulling in around \$25,000 per month for team driving, and company executives used these drivers as an example to others of how much they could make if they wanted to put in the effort as an owner-operator.

"The lesson I learned from that experience is that sometimes just sharing your formula for success shouldn't have cultural barriers," said Grewal. "In a time where there are driver shortages, the more we can show there's opportunity in our industry, we should."

Shelley McGuinness, communications specialist with the B.C. Trucking Association (BCTA), said diversity in the trucking industry

"I haven't actually seen the changing face other than that there's an older population of drivers out there who are retiring and with no folks from Canada wanting to (drive)."

— David Payne



In addition to the South Asian community, Payne said Harbour Link has engaged in talks recently about where the next faces of their workforce will come from, with women and Aboriginals being two talent pools the company must tap into.

Regardless of where they find drivers, Payne said it can be tough for new recruits to break into the industry and get hired by reputable carriers, which often have higher standards for drivers, demanding more experience, a cleaner abstract, and even a minimum age.

“You can work for a company that has lower standards, but that’s a disservice to yourself as a professional driver,” he said, “because you’re going to work for a guy who just throws the keys at you and hopes you make it home.” **TW**

“Whether you were born and raised in Canada or you were a new immigrant, the trucking industry didn’t seem to discriminate, but rather provided opportunity to those who were willing to work hard.”

– Daman Grewal

means additional hiring choices for carriers and a more welcoming environment for potential workers.

With the highest population of South Asians in Canada outside of Toronto, McGuinness said the area has a lot to offer.

“B.C. has lots going for it, beautiful scenery, mild climate in the Lower Mainland, and jobs,” she said. “The South Asian community here is long established, so there’s probably a sense of connection and helping hands in communities and the industry.”

Looking at statistics on South Asians in Canada, McGuinness is correct they have long been established in B.C., especially in trucking.

Since as far back as 1991, of the immigrants working in the industry, those from India made up 25.2%, and that number has only continued to rise. By 2001, that percentage reached 56.8%, and in 2016, 69.9% of all immigrant truck drivers were of Indian descent.

In Vancouver the numbers are even higher, with 38% of Indians making up the immigrant driver population in 1991, leaping to 70.5% in 2016.

Not even Toronto has such a high percentage of Indian drivers at 50% in 2016, and a mere 7.2% in 1991 – though the increase in the GTA would definitely suggest a

“changing face of trucking” unlike in B.C., where there has long been a South Asian presence in the industry.

Other cities that have seen jumps in immigrant drivers from India between 1991 and 2016 include Calgary, going from 3.9% to 61.5%, Edmonton, 15.5% to 50%, and Winnipeg and Regina, which had no Indian drivers in 1991 and are now both at or above the 50% mark.

Overall in Canada, Indians make up 43.7% of the immigrant driver population.

As for the high number of South Asians moving to the Abbotsford area, Grewal said there are several reasons why so many have chosen to call the region home.

Lower commercial land prices and business startup costs, the conversion of farmlands into trucking yards around the regional airport, the employment of South Asian farm workers as drivers, and affordable housing, to name a few.

“There have been more and more trucking companies setting up in Abbotsford and many of these companies are South Asian,” he said. “I think a lot of this has to do with the Lower Mainland being expensive and Abbotsford was the next largest city outside the Lower Mainland to get commercial properties at a reasonable price.”



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Use big data as a teaching mechanism, not an 'I got ya' tool

By Derek Clouthier

RED DEER, ALBERTA

Collecting data from today's truck technologies is about more than improving a carrier's bottom line, it's about helping drivers be the best they can be.

Derek Tate, president of Enpact Group and former driver, spoke to Alberta Motor Transport Association (AMTA) Safety Conference attendees Sept. 21 in Red Deer, Alta., about this very issue, highlighting how companies can use the data they receive from technologies as a teaching tool for their drivers.

The overall goals Tate said carriers should strive to achieve through the collection of data is saving lives, reducing injuries, and reducing overall costs to the company.

One piece of advice Tate said can go a long way is to show drivers how slowing down and wearing a seatbelt can help reach these goals.

"You may not stop the crash from happening," Tate said, "but you've saved a life."

Tate said carriers can see a return on investment from on-board cameras, GPS, ELDs, and other telematics, quickly with a reduction in fines, lower WCB and insurance premiums, and less litigation from collisions.

Vehicle monitoring systems can provide data records on driver speed, time on the road, distance traveled, acceleration and deceleration rates, seat belt usage, and fuel consumption – all of which can then be used to help drivers hone their skills in areas of potential weakness.

Tate said a key component to the success of these technologies is what kind of driver behaviors fleets track, as well as how they are supervised and managed.

With driving by nature being an unsupervised position, Tate said carriers need to ask themselves who is monitoring the data coming from on-board technology and how the data is being used to ensure driver competence.

In addition to increasing coaching and mentoring, data can help identify driver behavior, driving

hazards in operating environments, and measure the return on investment.

When an incident does occur, Tate said fleets must provide an analysis of the situation to determine whether it was caused by an intended violation, unintended violation, system induced violation, human error, or if it was supervision related.

One approach Tate advised carriers to avoid is the "I got ya" mentality when bringing issues forward to drivers.

"If all you're going to do jump all over somebody, all you're going to do is suppress," he said. "It's very rare that you should jump on any one individual piece of data, you should look for trends."

With fleets able to track several data points with telematics like idling, night driving, engine error codes, and time over speed limit, as well as other capabilities, such as driver fatigue, following distance, lane departure, and journey management, Tate said it's important for companies to identify what they are going to monitor.

"If you can't impact it, what's the point?" he said. "Once you start combining (capabilities), it becomes that much more powerful. There are a lot of things that can tie in and it can become very valuable."

In the end, when collecting and analyzing data, carriers should build trust with their drivers and use the information in a positive way.

Data should be used to identify the cause of the at-risk behavior, and not always taken simply for what's on the surface.

"People want to do a good job," said Tate, "they just need to be reminded."

WCB rates

WCB rates are down 0.79% from 2017 in the general trucking category, 3.07% in specialized trucking, and 7.43% in garbage collection and disposal.

Deb Nielsen, account manager for WCB Alberta, outlined the most recent trends in the trucking industry during the AMTA conference, which also showed an upward tick in disabling injury and lost time claim rates.

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“It’s very rare that you should jump on any one individual piece of data, you should look for trends.”

– Derek Tate

Between 2016 and 2017, the general trucking service saw an 11.88% increase in its disabling injury rate, and a 9.95% rise in lost time claims.

“(Short term trends) can definitely ripple into long-term problems,” cautioned Nielsen, adding that the industry’s aging population is taking more time to recover from injuries.

With falls being the most frequent cause of injury in trucking, Nielsen pointed out that the average number of disability days in general trucking last year was 44.4, up 24.37% from 2016.

Compared to other industries, all trucking categories saw an overall 10% increase in lost time claims from 2016 to 2017, second only to mining, which had a 23% increase. Construction, manufacturing, and trades each had a 4% decrease in lost time claims.

In general trucking, those between the ages of 51-58 account for the most lost time claims, with those over 58 taking the longest time to recover. Falls were the most common cause of injury, and motor vehicle collisions were the highest cost and longest duration of time away from work.

Nielsen said the trucking sector overall is in a positive position in relation to injury statistics compared to pre-2014, and carriers’ top priority should be to get employees in modified work roles as soon as they are able to return to work.

Dealing with an emergency

When an emergency occurs, there are three types of people – those who flee because they are in shock, those who run around not knowing what to do, and those who stay and work to fix the problem.

That’s according to emergency management expert Shell Clarke, who outlined the steps that need to be taken when an emergency happens.

General emergency management principles revolve around preventative measures, preparation, response when a situation occurs, and recovery after the fact.

During an emergency, the primary goals are to protect people, the environment, and the company’s reputation and assets.

The seven steps to dealing with an emergency starts with evacuate: protect yourself and get to safe place from the hazard. Next is to sound the alarm, and then assess the situation by identifying hazards, ensuring others understand those hazards. Make sure you and others are protected, and only then attempt to rescue others. If there is the need to revive those who were rescued, conduct CPR and provide ongoing care until the final stage (medical aid) sees them transported to proper life-saving personnel.

To deal with the ongoing emergency situation, Clarke said Canada and Alberta has adopted the Incident Command System (ICS), first developed in California in the 1970s following a series of catastrophic wildfires.

ICS follows a standardized protocol during emergencies that includes common terminology, a chain of command, planning structure with management objectives and incident action plan, facilities and resources, communication channels, and professionalism.

One of the first steps in any emergency is to establish an incident commander, which should be the most senior, knowledgeable person on site.

Incident commanders manage the overall emergency response, is available on a 24-hour basis, ensures the safety of others, and established an incident command post.

They then establish a team to deal with the emergency, which includes an on-site supervisor and public protection supervisor.

Each team member is given

a maximum of seven people to manage during an emergency.

“You might be the best manager in world, able to manage 30 people,” said Clarke, “but in an emergency, seven is enough.”

Clarke said carriers should main-

tain an up-to-date emergency response plan to ensure quick access to information, a clearly defined response system, a definition of emergency response team roles, and a description of actions to manage an incident. **TW**



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Kenworth unleashes the W990

By Derek Clouthier

LAS VEGAS, NEVADA

Kenworth Trucks unveiled its new W990 Sept. 27 at the Las Vegas Motor Speedway. It was touted as “a driver’s truck,” adding to the company’s longest running model in its portfolio.

“The replacement of the W900, that’s a special place,” said Mike Dozier, Kenworth general manager and Paccar vice-president, during the launch. “A lot of passion, a lot of pride has gone into what we think is a very special product.”

Available in a day cab, 40-inch flat top, as well as 52- and 76-inch mid-roof sleeper configurations, the

W990 is designed for linehaul, pick-up-and-delivery, regional haul, and heavy-haul operations.

The truck comes standard with the proprietary Paccar powertrain, including the MX-13 engine with a rating of up to 510 hp and 1,850 lb.-ft. of torque. With a 12-speed Paccar automated transmission and 40K tandem rear axles, the W990 is built on the 2.1-meter cab platform, previously seen on the T680 and T880 models.

Driver comfort was a focal point when designing the W990. Special features include the limited-edition cab and sleeper interior and the driver’s studio package of premium



options that creates a “home on the road” for the driver.

“Anything we can do to help them feel more comfortable, feel a sense of pride – that’s what we’re doing today,” said Dozier. “We are pas-

sionate about our products, our customers that depend on them, and the drivers that operate them. We know that there are many customers and drivers out there who share our passion. The Kenworth W990 represents the pride, image and freedom of trucking, and captures the spirit of what trucking is all about.”

On the exterior, the two biggest visuals on the W990 are the hood and grille designs, with a “long hood” and a cab measuring 131.5 inches from bumper to the back of cab (BBC).

“The grille is really the face of the new W990,” said Jonathan Duncan, Kenworth’s design director. “Incorporating stainless steel was important. It had to be pure Kenworth and it needed to be instantly recognizable as the top-of-the-line. We maintained the traditional cathedral shape to the grille and the inset surfaces at the top to give it a refined tailored look. That powerful center spear signifies this is part of the new generation of Kenworth trucks and the tapered grille spears are there for a classic touch. It’s elegant, beautiful, and full of brawn.”

Duncan said the inside of the truck boasts as much attitude as its exterior.

“Behind the wheel, the driver’s view over the hood is a huge part of the appeal of the W990,” he said. “It’s really one of the keys to the success of this design. The powerful wind-split (the raised center section on the hood top) is designed to accentuate the length of the hood and the dynamic shape reflects the powerful engine underneath. The side air intakes wrap over the top of the hood so that they are visible from the driver’s seat. All of this creates a strong visual impact from behind the wheel.”

During the unveiling, Duncan said the W990’s dynamic shape helps the driver connect with the road.

“We wanted to reward the drivers with the sharpest truck and the view of the road,” said Duncan. “The world’s best drivers deserve and expect no less, and we had to give it to them.”

Oculus Transport, a Calgary, Alta.-based carrier, started purchasing Kenworth trucks in 2011, and



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has stuck with the brand ever since.

“We stand out with our long hoods and bright orange paint scheme,” said Cory Heck, vice-president of assets and equipment for Oculus. “We stick to our roots, and have pride in ownership. Image is so important to us and the Kenworth W900L, and now W990, support that image perfectly. When drivers are required to dwell in their truck, it is important that they feel rested and comfortable. I know that our equipment helps with driver retention, and we’ve seen our drivers turn up their nose at offers from other companies with lesser equipment. That really tells you something.”

Oculus got the keys to its new W990 during the Las Vegas unveiling, along with only a handful of other Kenworth customers. Purchasing its trucks through Inland Kenworth in Fort St. John, B.C., Oculus’ W990 is spec’d with the Paccar MX-13 engine with 510 hp and an Eaton UltraShift, 18-speed transmission.

“Everyone loves the Paccar MX engine around here,” said Heck. “They’ve proven very reliable in our other trucks, plus they’re giving us better fuel economy numbers. The W990 with Paccar MX-13 engines is a great combination for us.”

The truck comes standard with Kenworth’s TruckTech+ remote diagnostics system, and a Nav+HD seven-inch display provides access to various additional features, such as navigation, roadside assistance, vehicle data, hands-free calling, and Internet. Duncan said the W990 took about three years to develop, and the company employed a driver council for feedback on its design and features. Kenworth will show off the W990 on its upcoming North American road tour, which began Oct. 10 in Atlanta.

“Kenworth’s long hood conventional is the enduring symbol of North American trucking for professional drivers, owner-operators and fleets. The new Kenworth W990 builds upon that strong legacy by delivering the significant, next-step evolution wrapped in traditional styling, craftsmanship, luxury and power,” said Kevin Baney, Kenworth assistant general manager for sales and marketing. “During the two Kenworth road tours, we’re bringing four Kenworth W990s out on the road for the world of trucking to see and experience.”

In November, the tour will make three Canadian stops, the first in Montreal Nov. 2, then Grande Prairie, Alta., Nov. 8, and Leduc, Alta., the following day.

The W990 is currently in pre-production, with full production to start this coming January and rolled out to customers in 2019. Dozier said Kenworth is very methodical when it comes to its production, but does have the ability to increase production if need be. **TW**

The W990 on the road

A quiet and smooth, easy ride. That’s the best way to describe how Kenworth’s W990 handles.

From the moment you hop into the cab, the W990 boasts a beefy feel with its long hood design. Though it blocks a little bit of the driver’s view of the road, overall, there is a wide vantage point from the cab, and Kenworth is banking on the long hood being a design feature experienced highway drivers will look for in a truck.

The first model I rode in was the W990 76-inch mid-roof with a Cummins X15 engine that offers 605 hp and 2,050 lb.-ft. of torque, as well as an 18-speed manual Eaton Fuller transmission.

This model is not available in Canada due to its 300-inch wheelbase, but all other models on display during the test drive are offered north of the border. The second truck I got a ride in was also a W990 76-inch mid-roof, which with its 251-inch wheelbase is available in Canada.

It had a Paccar MX-13 engine with 485 hp and 1,650 lb.-ft. of torque. This engine is typically quieter than the larger Cummins engine, but based on this most recent experience, I can say both were smooth and quiet at all speeds.

With a Paccar 12-speed automated transmission, Brian Bowe, development engineer with Kenworth, said only time will tell how many W990s will have automated transmissions compared to manuals. Bowe said the previous model, the W900, was about 50/50 when it came to automated and manual transmissions, but they would have to wait and see whether carriers would opt for automated in an effort to entice new drivers.



My second test ride was with my colleague from *Transport Routier*, Steve Bouchard, who was driving, and one thing we noticed was how difficult it was to estimate our speed. Rolling down the interstate at 65 mph seemed like we were crawling, which we guessed was due to the long hood design and slightly more boxy shape than Kenworth’s T680 and T880 models.

Speaking of boxy, like the W900, the W990 has more of a square look than the company’s other highway models, but has increased its aerodynamics by 7%, according to Jonathan Duncan, Kenworth’s design director.

The added aerodynamics, Duncan estimated, would equate to around a 2-3% fuel savings, but he did admit that this was not the primary concern when designing the W990.

Because Kenworth is hyping the W990 as a driver’s truck – and one that carriers can reward long-time drivers with as a retention tool – it’s not surprising it maintained the beefier look, but added some slight aerodynamic enhancements for some added fuel efficiency.

As with any truck, whether you are attracted to it visually is a matter of personal taste.

Some people like Kenworths, some Macks, and others Peterbilts...it’s subjective.

One driver who saw the W990 we were test driving stopped to take a picture, saying it was “so purdy,” so obviously he was a fan of the truck’s appearance – but that won’t be the case for everyone.

What should not be subjective is how it performs on the road.

If you’re looking for something that mixes today’s technologies with smooth, easy driving performance, Kenworth’s W990 may be the truck for you. **TW**



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Canadian tough

Mack's Anthem a perfect fit for Westcan's driver-focused mentality

By Derek Clouthier

EDMONTON, ALBERTA

With the help of Mack Trucks, Westcan Bulk Transport is putting the focus back on the driver.

"We need a good product so we can get drivers in the trucks and product to market," said Howard August, vice-president of Canadian operations for RTL-Westcan Group of Companies, during Mack's Canada Tough event in Edmonton Oct. 10.

August was referring to Mack's new highway offering, the Anthem, a truck Westcan has invested heavily in moving forward.

But as Mike Royer, vice-president of fleet service for Westcan, explained, the carrier did not always have the best relationship with Mack Trucks.

Up until 2009, Mack trucks were not part of Westcan's fleet, and hadn't been for some time, but that soon changed. Royer said they always liked the trucks Mack produced, as the vehicles were sturdy and stood up to the elements in Western Canada.

With more than 700 power units in their fleet, investing in Mack's Anthem was a big step.

Ultimately, Westcan looked at several factors when deciding to go with the Anthem.

"Mack came to the table with a tractor that truly delivers on the regular feedback our professional drivers and we have provided them regarding what we want to see in a fleet tractor," said Royer.

Some of those recommendations included driver safety, with Mack offering Bendix Wingman Fusion, as

well as enhanced lighting and vision from the cab.

Driver comfort was another area of importance for Westcan, and the Anthem offered a quiet, comfortable ride with ample space and storage for operators.

Royer also said the Anthem was the truck that provided the best reliability in harsh Canadian operating conditions.

Mack's dealer network, which includes 15 Mack Certified Uptime Centers in Canada, also equated to an efficient cost-of-ownership for Westcan, and kept its technicians engaged and challenged with ongoing factory training.

Part of Westcan's effort to place more of an emphasis on drivers is through a recruitment video the company produced called #MeantForTheRoad.

Through the video, Westcan addresses the misconception of drivers being disconnected from their work and families, highlights them as ambassadors of the road, positions its drivers as elite, trustworthy, and skilled role models, shows respect for drivers, and showcases a day in the life of a driver in a Mack Anthem.

To supplement the video, Westcan has made valiant efforts toward driver recruitment, retention, and image, including helping them look and feel more professional by wearing a uniform.

In addition to over 700 tractors, Westcan has 1,947 specialized trailers, primarily hauling liquid bulk products like petroleum, sulfur, acid, chemicals, as well as coal, lime, and asphalt.

"Our drivers have to be very well



Mack trucks make up 80% of Westcan's fleet.

trained across a wide variety of products," said Royer.

Stu Russoli, highway product manager for Mack, said increased uptime in Mack trucks using what he called "Mack Connect," helps ensure drivers like those with Westcan get their product to customers safely and efficiently.

Mack Connect is made up of three subcategories: connected driving, connected business, and connected support.

Bendix Wingman Fusion comes standard on the Anthem, and uses a camera- and radar-based driver assistance solution, provides collision mitigation, adaptive cruise control, and lane departure warnings to bolster connected driving.

Connected business uses fleet management solutions, such as compliance and ELD, driver safety, dispatch location, legacy vehicle services, and analytics to increase customer productivity.

Finally, there is connected support, which is Mack's strategy to increase uptime using GuardDog Connect, OneCall, Asist, Certified Uptime Centers, and Over the Air solutions for direct communication with the customer.

Russoli said ease of access to controls and driver comfort also helps make the Anthem a driver-focused option for fleets.

"Up here in Canada, if you're going

long stretches, you need to be as comfortable as possible," Russoli said, pointing to gauge and control placement as a big part of that effort. "The key is having everything right beside you so the driver is not reaching around."

Jonathan Randall, senior vice-president of North American sales and marketing for Mack, said Canada is the 10th largest Class 6-8 truck market globally.

"Canada is obviously a very important market for Mack Trucks," said Randall, adding that at present, business is booming. "Things are hot right now. Order intake is extremely strong...including in Canada, and we don't see an end in sight."

Randall said Canada's exports grew 12.3% in the second quarter of 2018, with strong Canadian truck orders and an industry backlog as of August of more than 30,000 trucks.

With economic growth in Canada expected to be 2% in 2019, Randall doesn't see the demand for trucks like Mack's Anthem diminishing any time soon.

This is especially true when comparing Canada and the U.S.'s industry segment size in the truck market, with long haul making up 49.8% of Class 8 vehicle registrations in Canada, and the U.S. not far behind at 45.1%.

"We do expect regional haul will start to take a bigger chunk," said Randall, adding that on-highway will continue to drive growth in the industry. "I can't say it enough, it's good times. We don't see a lot of speculation in there...and don't expect any cliff or bubble."

Currently, Mack trucks make up 80% of Westcan's fleet, and during a tour of the company's Edmonton location, a group of editors from Canada and the U.S. were given a firsthand look at some new Anthems that had just arrived on site.

Several of Westcan's older Mack trucks – those from the 2011-12 timeframe – were being retired to make room for the new models.

Following the release of the #Meant for the Road video, there had been over 64,000 views during the first 30 days, something the company says shows the message is getting across.

"We put our trucks through everything you can imagine," said August, "and Mack has always been there for us." **TW**

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“Toto, I’ve a feeling we’re not in Kansas anymore.”

This line from *The Wizard of Oz* has come to signify that we are no longer in a place we recognize or feel comfortable.

When my lawyer of the last 30 years asked for my driver’s licence to prove I was who I said I was, I knew the world as I have known it had changed. Remember when you could use a credit card without having to prove it was yours, or, heaven forbid, write a cheque to pay for your purchase? The Internet and computers were supposed to make transactions easier and more convenient. Instead, I can’t go online to check my bank balance without first having to punch in a code sent to my cellphone.

This new status quo of “don’t trust, verify twice” has led to an exponential increase in the scrutiny of documents required by the government or registry agents (Alberta). One registry agent told me it feels like he needs a law degree to process simple transactions – the new reality.

These front-end requirements are slowly eroding the promises of efficiency and unity that came with reciprocity agreements like the International Registration Plan (IRP) and International Fuel Tax Agreement (IFTA).

IRP, IFTA, and other prorate programs are designed to streamline the administration, apportionment, and payment of taxes and fees when you travel outside your home jurisdiction. Establishing where your fleet is located is the most fundamental aspect of these agreements. But it’s becoming more challenging all the time.

For example, say you’re a B.C. resident or business with trucks running throughout Western Canada and you need to insure your fleet. Insurance is cheaper in Alberta so you decide to base a new fleet of vehicles there.

Not so fast.

IRP has strict guidelines about base jurisdictions. If you’re a single owner-operator, you have to prove that you’re an Alberta resident or have an established place of business there. For proof, the Alberta Prorate office will accept any three of the following documents:

- For individuals, an Alberta driver’s licence;
- For corporations, an Alberta Certificate of Incorporation;
- A federal income tax Notice of Assessment (NOA) that shows your income tax returns were filed from an address in Alberta;
- An NOA proving that personal income taxes have been paid to Alberta;
- Proof of utilities paid in Alberta

in the company’s name.

In order to produce these documents, you’ll have to physically move to Alberta or incorporate a business there.

If you’re a corporation, you have to show an “established place of business” in Alberta. Again, there are specific rules to follow.

You need to have an actual physical structure within Alberta that is occupied by the IRP applicant (i.e., your company). This location must have regular hours and be open during that time with at least one company employee. A copy of the lease, mortgage, or a current property tax notice for the physical

address used in Alberta can serve as proof of an established business.

While the criteria are supposed to be strictly adhered to, don’t expect every jurisdiction to handle things in the same way. Interpretation is, well, interpretation by the person reviewing your documents. I’ve seen interpretations vary within jurisdictions. You practically have to be a wizard to figure it all out.

Whether you are in Kansas, Alberta, or wherever else the tornado sets you down, establishing a place of business is not as obvious or simple as it should be. Read the rules and be prepared to



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.

back up who you are with proper documentation. Even the yellow brick road has a few unexpected turns. **TW**

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Seeing the light

Solar panels can help power anti-idling systems, extend battery life

By James Menzies

Some new light has been shed on how to enhance the performance of battery-powered auxiliary power units (APUs), and it was right there above us all along. Using solar panels mounted to the roof fairing of a tractor can produce enough power to extend the operation of a battery-powered HVAC system and hotel load power for an additional three to four hours. A 300-watt roof fairing-mounted solar panel can also power the liftgate and maintain the charge in the truck's primary batteries, according to Jeff Kauffman of Tahoe Ventures, who was speaking at the FTR Transportation Conference in September.

Even a smaller, 65-watt panel (measuring just three feet by 1.5 feet) can generate 250-400 watts per day, enough to reduce parasitic hotel loads and run telematics, at an acquisition cost of less than \$600.

Kauffman said it's time for fleets to begin thinking about new ways to incorporate solar power, and one of the greatest opportunities is to extend the capabilities of battery-powered APUs, which often don't last the entire duration of a driver's 10-hour rest period.

The North American Council for Freight Efficiency (NACFE) recently published a Confidence Report on solar power, concluding that "fleets should seriously consider investing in solar systems."

It noted solar panels designed for the transportation industry are thin and flexible, and able to be installed against the curve of a roof fairing, for instance.

"The roof fairing of the tractor has historically gone unused and has ideal access to sunlight," the report read.

But not all solar panels are created equal.

"The right technology and the right design make a world of difference," said Paul Kroes, power solutions business development manager for Thermo King. "Customers go out there, go online or to Canadian Tire and get a panel for \$100 that looks like it's going to do the job. It comes down to the design for the environment. The solar industry only ever designed for stationary applications, they never had to worry about going down the road, vibrating, 70 mph winds, rock debris, tree limbs, corrosion. All that stuff destroys your standard solar system very quickly and a lot of people don't understand that."

Kroes said Thermo King designs its solar panels to last the entire life of a trailer, or 15-20 years, and there have been continuous improvements made to the design.

Steve Carlson, director of sales



and business development with power inverter supplier Xantrex, agreed that solar power, coupled with a lithium-ion battery, is a good option when running battery-powered APUs or inverters. Currently, diesel-powered APUs dominate the market because they can run indefinitely without draining the truck's batteries. However, diesel-fired APUs still produce noise, pollution, and consume costly fuel. They're also restricted in some areas.

"Battery-powered APUs have historically been at a disadvantage – especially when operating in the summer in southern states," Carlson wrote in a recent white paper on the topic. "They simply can run out of juice, then the trucker will need to fire up the main engine to keep cool, while recharging the batteries. What's more, it can take six to 12 hours to recharge the batteries for an all-electric APU, either by running the truck engine or plugging directly into an outlet."

Thermo King offers both battery-powered and diesel-fired APUs, but in Eastern Canada the

diesel variety accounts for the majority of sales. But the company says solar can provide a benefit in those applications as well.

"It's still a big advantage for diesel-powered APUs," said Joe Rabak, national parts and procurement manager for Thermo King Eastern Canada. "We offer a solar solution for customers operating diesel-fired APUs, but the benefits are different. For electric, it's extending run time and if you have a diesel, you're trying to minimize the amount of time that diesel APU has to run to do its job."

Kroes went so far as to say, "You don't want to ever spec' an electric APU without a solar panel." He said a solar panel not only extends its run time, but also battery life.

Carlson's preference for lithium-ion batteries is derived from their ability to allow the system to use almost the entire charge, whereas traditional lead acid batteries should not be drained beyond 50%. They also provide about twice the cycles compared to lead acid batteries and are about 60-80% lighter-weight.

Regardless of the battery type, solar remains an option for powering the truck without idling.

"As an OEM for the trucking industry, we've been promoting solar for years because it simply makes a lot of sense," said Carlson, noting that sensors and electronic devices continuously draw power when the truck is turned off. "Adding a solar panel – even a small one that can trickle charge and offset parasitic load, helps to keep charge levels stable."

And in addition to extending the idle-free run time of an APU, solar panels also reduce the load on the alternator the next morning, which results in fuel savings.

Henry Albert, an owner-operator in the U.S., is a big believer. He runs eight batteries, four of which power his Parksmart electric HVAC system.

"They cost me hundreds of dollars each, so I'd like them to last," he said of the batteries. He uses the eNow solar system to keep the batteries topped off so they are never in a discharged state.

"I think this has already extended the battery life and should continue to extend it," he said, adding he expects all eight batteries to last three to four years. He's counting on an 18-month payback due to reduced battery issues. And he's also pleased with his ability to extend the run time of his Parksmart.

"My truck is my home away from home and I have a lot of appliances, communications systems, and telematics," he said. So far, he hasn't encountered any mechanical issues with the solar system.

"Inclement weather, extreme temperatures, truck washes – nothing has reduced its performance," he said. **TW**

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2018 MACK GU813 DUMP TRUCK
MACK ENG; MP8-505, 505 HP, M-DRIVE AUTOMATED TRANS; 16,500 LB / 46,000 AXLE(S), 3.58 RATIO, 209" WHEELBASE, WHITE IN COLOR, STK#50447 -869855



2019 MACK PINNACLE HIGHWAY TRACTOR
48" FLATTOP SLEEPER, MACK ENG; MP8-505, 505 HP, M-DRIVE TRANS; 13,200 LB / 44,000 LB AXLE(S), 3.56 RATIO, AL461 - MACK AIR SUSP; 231" WHEELBASE, WHITE IN COLOR, STK#50608. -1270612



2019 MACK ANTHEM HIGHWAY TRACTOR
70" STANDUP DOUBLE BUNK SLEEPER, MACK ENG; MP8-445, 445 HP, M-DRIVE TRANS; 12,000 LB / 40,000 LB AXLE(S), 3.08 RATIO, 3.08 SUSP; 227" WHEELBASE, WHITE IN COLOR, STK#50626. -1271774



2018 MACK GU813 DUMP TRUCK
MACK ENG; MP8-505, 505 HP, M-DRIVE AUTOMATED TRANS; 3.58 RATIO, 209" WHEELBASE, BLACK IN COLOR, GRAVEL TRUCK SPEC, STK#50446 -869854

2019 MACK ANTHEM DAYCAB TRACTOR
MACK ENG; MP8-445, 445 HP, M-DRIVE TRANS; 12,000 LB / 40,000 LB AXLE(S), 3.08 RATIO, MAXLITE 40 EZ SUSP; 180" WHEELBASE, WHITE IN COLOR, STK#50531. -1265884



2019 MACK ANTHEM HIGHWAY TRACTOR
70" STAND UP DOUBLE BUNK SLEEPER, MACK ENG; MP8-445, 445 HP, M-DRIVE TRANS; 12,000 LB / 40,000 LB AXLE(S), 3.08 RATIO, MAXLITE 40 EZ SUSP; 227" WHEELBASE, WHITE IN COLOR, STK#50627. -1271784

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Holland 5th Wheel, Stk: 026858 -1270477



2019 Pinnacle 64T 70"
MP8-505C Eng., mDRIVE-HD, 13.2/46 Axles,
243" W/B, 70" Stand up sleeper,
Stk: 026693 -1269361



2018 CXU613 70" MR
MP8-505C Eng., mDRIVE-HD,
13.2/40 Axles, 221" W/B,
Stk: 024413 -1259017



2019 Anthem 64T Daycab
MP8-505C Eng., mDRIVE-HD, 13.2/40 Axles,
197" W/B, Holland 5th wheel,
Stk: 027899 -1269362



2015 GU714 Vac Truck
MP8-505M Eng., 18 Sp., ITI/Arctic series
DOT 4800 gal. alum. vac tank,
Stk: 013014 -354181



2018 CXU613 Dump Truck
MP7-345C Eng., mDRIVE, 14.6/40 Axles,
16' NeuStar gravel box, Electric tarp, Stk:
023216 -1273133



2019 Anthem 64T 70"
MP8-445C Eng., mDRIVE-HD, 13.2/40 Axles,
221" W/B, 70" Stand up sleeper,
Stk: 027077 -1269363



2019 Pinnacle 64T 48"
MP8-505C Eng., 18 Sp., 12/46 Axles,
237" W/B, 48" FT sleeper,
Stk: 026879 -1270955



2019 GU714 Chassis
MP8-505C Eng., 14 Sp. mDRIVE-HD,
20/50 Axles, 300" W/B,
Stk: 026127 -1264705



2018 CHU613 Grain Truck
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MACK MP8-505C, MDRIVE 13 SPD,
FRONT AXLE: 14.6, REAR AXLE: RZ50-166,
265" WB. **STK # 35754** -1029880



2019 MACK GR64B - New Granite Model
MP8-505, MDRIVE 13 SPD,
FRONT AXLE: FXL18, REAR AXLE: S440,
213" WB. **STK# 35847** -1257945



2018 GU813 - LONDON 13M TRAILER MIXER
MACK MP7-425H, MDRIVE 13 SPD, FRONT AXLE: 14.6, REAR AXLE:
S402R, 186" WB., **STK# 35787** -1032753



2018 MACK CHU613
MACK MP8-505C, MDRIVE 13 SPD, FRONT
AXLE: 14.6, REAR AXLE: S440, 225" WB.
STK# 35747 -1017110



2019 MACK AN64T - New Anthem Model
MACK MP9-445C, MDRIVE 12 SPD,
FRONT AXLE: FXL12, REAR AXLE: S38R,
209" WB.
STK# 35908 -1269044



**2018 MACK GU813
- 15' RENN BOX**
MACK MP8-505C, MDRIVE 13 SPD.,
FRONT AXLE: 18.0, REAR AXLE:
S440, 211" WB.,
STK# 35783 -1029941

2018 MACK CXU613
MACK MP8-505C, MDRIVE 12 SPD,
FRONT AXLE: 12.0, REAR AXLE:
RT46-160, 227" WB.
STK# 35887 -1265652



2018 MACK CXU613
MACK MP8-505C, MDRIVE 12 SPD HD, FRONT AXLE: 12.5,
REAR AXLE: S440, 197" WB. **STK# 35719** -1017092



**2018 MACK GU814
- Logging Rig-Up!**
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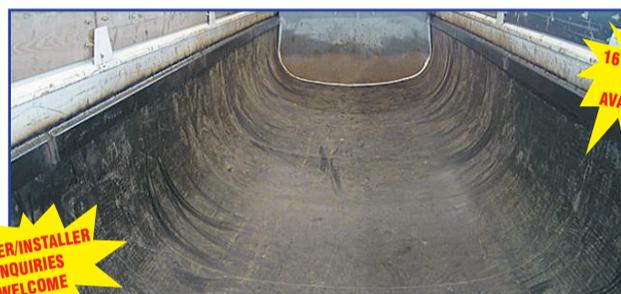
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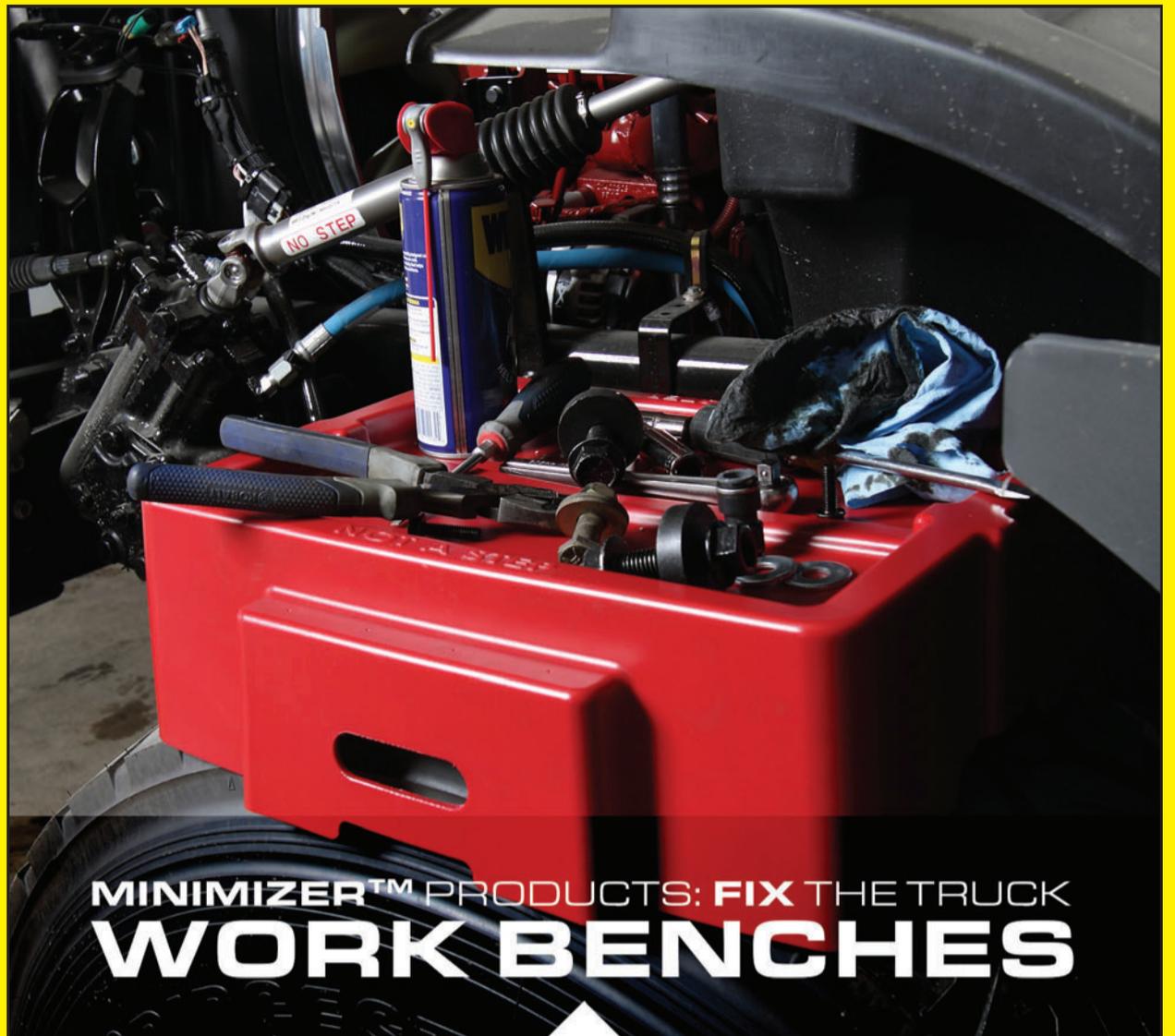


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2019 KENWORTH T800 HIGHWAY TRACTOR

38" ACFT SLEEPER, CUMMINS ENG; X15, 565 HP, 18 SPD TRANS; 14.6K/46K AXLE(S), 4.10 RATIO, AG460 SUSP; 220" WHEELBASE, WHITE IN COLOR, BLACK SPLENDOR INTERIOR, 4 WAY LOCKS, 11R24.5 TIRES, ALUMINUM RIMS, STK#KJ995732. -1270874



2019 KENWORTH T800 STRAIGHT TRUCK (CAB AND CHASSIS)

38" ACFT SLEEPER, CUMMINS ENG; X15, 565 HP, 18 SPD TRANS; 20K/69K AXLE(S), 4.30 RATIO, NEWAY ADZ369 SUSP; 260" WHEELBASE, WHITE IN COLOR, TRI-DRIVE, BLACK SPLENDOR INTERIOR, 3. WAYS LOCKS, 385/65R22.5 11R24.5 TIRES, ALUMINUM RIMS, STK#KR997248. -1271329



2019 KENWORTH T880 HIGHWAY TRACTOR

CUMMINS ENG; X15, 565 HP, 18 SPD TRANS; 14.6K/46K AXLE(S), 4.10 RATIO, 205" WHEELBASE, BLACK IN COLOR, DAY CAB, GRAY VANTAGE INTERIOR, 4 WAY LOCKS, 11R24.5 TIRES, ALUMINUM RIMS, STK#KJ997237. -1265484



2019 KENWORTH T880 DAYCAB TRACTOR

CUMMINS ENG; X15, 565 HP, 18 SPD TRANS; 14.6K/46K AXLE(S), 4.10 RATIO, AG460 SUSP; 205" WHEELBASE, DAY CAB, GRAY VANTAGE INTERIOR, 11R24.5 TIRES, ALUMINUM RIMS, 4 WAY LOCKS, STK#KJ950720. -1271357



2018 KENWORTH T800 HIGHWAY TRACTOR

62" ACFT SLEEPER, CUMMINS ENG; X15, 565 HP, ULTRASHIFT TRANS; 13.2K/40K AXLE(S), 3.91 RATIO, AG400L SUSP; 224" WHEELBASE, BLUE IN COLOR, STK#JF995664. -1261863



2019 KENWORTH T800 HEAVY-HAUL TRACTOR

62" ACFT SLEEPER, CUMMINS ENG; X15, 565 HP, 18 SPD TRANS; 20K/69K AXLE(S), 4.30 RATIO, NEWAY ADZ369 SUSP; 260" WHEELBASE, WHITE IN COLOR, TRI DRIVE, BLACK SPLENDOR INTERIOR, 385/65R22.5 11R24.5 TIRES, ALUMINUM RIMS, STK#KR999092. -1270608



2019 KENWORTH T680 HIGHWAY TRACTOR

76" ACAD SLEEPER, CUMMINS ENG; X15, 450 HP, 13 SPD TRANS; 3.42 RATIO, 13.2K/40K SUSP; 232" WHEELBASE, WHITE IN COLOR, GRAY VANTAGE INTERIOR, 11R22.5 TIRES, ALUMINUM RIMS, STK#KJ946128. -1270861

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62" ACFT SLEEPER, PACCAR ENG; MX, 485 HP, 13 SPD TRANS; 13.2K/40K AXLE(S), 3.73 RATIO, AG400 SUSP; 244" WHEELBASE, WHITE IN COLOR, 11R22.5 TIRES, ALUMINUM RIMS, 4 WAY LOCKS, -1271327
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2014 KENWORTH T680 HIGHWAY TRACTOR

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By Edo Van Belkom

Dalton is hailed a cab

- Part 1 -

Mark was heading east through Ontario, coming to the end of a longhaul run that had taken him from Vancouver, to Calgary, to Regina, and then Winnipeg. Northern Ontario had passed him by in what seemed like no time at all and now he was on his way to Toronto.

Being so close to the end, Mark figured he'd be getting a call at any moment from his dispatcher, Bud. The man always had an uncanny ability to know when Mark was in need of a new load and always seemed to call on cue.

This time, it was no different.

Mark's cellphone buzzed on the console next to him and a moment later the phone engaged the hands-free system he'd recently had installed and all Mark had to do was touch a button on his steering wheel and he was on the phone.

"Hello?" he said.

"Mark, it's Bud."

Mark couldn't resist. "Bud who?"

"Your best Bud, that's who."

Mark was already suspicious. He was being a bit *too* friendly, and Mark figured something was up. "What do you want?" he asked.

"What do you mean, what do I want? Can't I just call a friend to say hello?"

Now Mark was *convinced* Bud was calling because he wanted something. "Of course you can call just to talk, but you're not very good at chit chat."

"Yes, I am," said Bud. "Just watch me." A lengthy pause, and then. "How's it going, Mark?"

"Great, Bud," Mark said. "How about you?"

"I'm good," Bud answered.

Then the phone connection between them was silent for a long and very awkward time. Mark could hear Bud breathing on the other end, like he was trying really, really hard to think of something to say.

Finally, Bud said, "Okay, okay, I suck at small talk, so I'm just going to come out and say it. I have a favor to ask you."

"I knew it!"

"Okay...so you know me well enough to know when I want something from you," Bud said. "So then you also know that I wouldn't call you like this if I didn't really need your help."

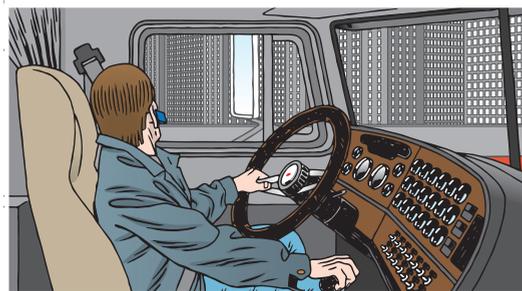
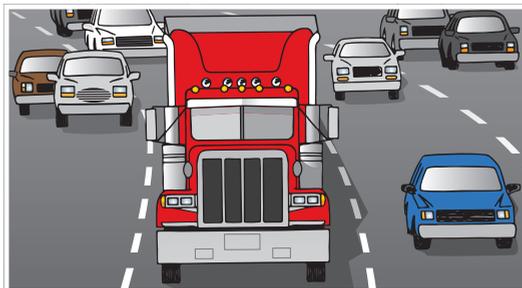


Illustration by Glenn McEvoy

Mark sighed. "What is it?"

"There's a friend of mine..."

"You have a friend?"

"As a matter of fact, I do. Anyway, he's been getting a lot of calls for city stuff that all - you know - needed to be done in a hurry."

"Yeah?" Mark could just imagine. If there was one thing about city driving it's that everyone wants their stuff delivered either yesterday or first thing in the morning.

"So, he's thinking of designating one of his short trailers for just this kind of work."

"You mean like a taxi truck?"

"That's the idea."

"So why me?"

"He wants to give this thing the best chance he can to succeed. So, he needs a good driver that can, how can I say this, smooth over the rough spots and make sure everything gets done."

Mark shook his head, even though Bud wasn't there to see it. "But I drive longhaul."

"I know, I know. But you're always talking about how you'd like to give city driving a try. You know, home every night and all that."

Mark was confused. "I've never said anything like that in my life."

"No?" Bud asked.

"No," Mark said. "And, by the way, I live out of my truck, so I'm already home every night."

"Okay, so maybe I'm confusing you with someone else. Don't I always say 'Mark who?' Anyway, the point is you're the guy for the job."

Bud might have been sure, but Mark wasn't as certain. "Mother Load is not good for city driving."

"He's got a truck for you. It's got the right gearing, fully automatic, practically drives itself."

"Okay, but what about my longhaul work? We both have regular customers that need to be taken care of."

"Funny thing about that," Bud said. "I've got no long hauls right now."

"Really?" Mark said, trying to make himself sound as sarcastic as possible.

"Yeah, really. But I do have a Vancouver run at the end of the week, which just happens to be when this taxi truck gig will be ending."

"You don't say?"

"I know, right?" Bud said. "It's crazy how well this thing works out."

Mark thought about it. He was always up for something new, and as they say, a change is as good as a switch...or something like that. Still, there was just one more thing he was worried about.

"Okay, but if I agree to do this there's one more thing...there's a lot of loading and unloading with this kind of work and I'm not getting any younger."

"Oh, yeah, I forgot to tell you. You get a helper, big guy, strong as an ox. Does everything he's told."

Mark was silent.

"Please."

"Alright, okay, I'll do it...for you, as a favor."

After all, thought Mark, it's just for a few days. How much could go wrong in such a short amount of time? **TW**

Mark Dalton returns next month in part two of Dalton is hailed a cab.

SPILL RESPONSE

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The Adventures of NEWLAND TRANSPORT

By Edo Van Belkom

Vic has welcomed his cousin at the airport after the man immigrated to Canada to start a new life as a Canadian. Because he had been a truck driver in Africa, and attended a driving school in Africa, Vic contacted Bud about getting him a job once he got his AZ licence in Ontario.

Vic took his cousin to the driver testing center for a test, but the whole test was over before he even got behind the wheel.

On the way home from the testing center, Vic asks his cousin what happened.

“How can he know if I’m a good driver or not if I didn’t even drive for him?”



Vic thinks he knows what happened, but he needs to put his theory to the test. On the way, Vic stops in the empty parking lot of a warehouse and parks the truck in an isolated corner of the lot.

“Why are we stopping?” his cousin asks.

“I want to see if you know anything about driving trucks.”

“If I know anything?” he asks, his tone suggesting he’s offended.

“I’ve been driving for ten years.”

“I know you have,” Vic says. “But I want you to do a circle check to see how much you know?”

Vic asks, “What about the tires?”

“They’re good.”

“How do you know?”

“Because I can see them! They are right there and they are good.”

“All right,” Vic says. “Let’s move on down the truck.”

Vic’s cousin kneels down points under the truck and says, “No leaks.”

Again Vic asks, “How do you know?”

This time the man just looks at Vic.

Obviously, he doesn’t have an answer.

“What did they teach you at this driving school?”

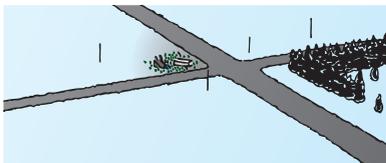
“How to get my licence.”



Illustration by Glenn McEvoy



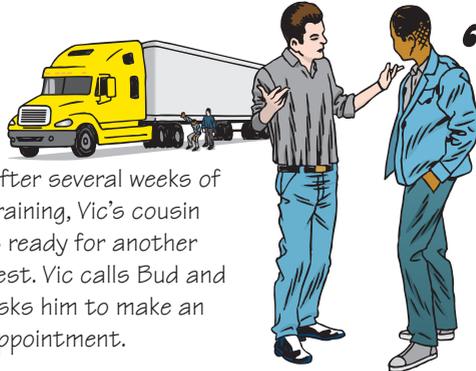
It was just as Vic had thought, only worse. There were some truck driving schools out there teaching new drivers just enough to pass their tests, but not nearly enough to turn them into safe drivers. He’d heard people talk about such schools and about how new students often had only three questions about getting their truck-driving licence -- How much would it cost? How long would it take? And, when is the test? Apparently his cousin had gone to one of these schools, and while he probably would make an excellent driver once he got behind the wheel, he hadn’t learned nearly enough about trucks and truck driving to get his licence, regardless of what he’d learned in “school.”



It was the kind of training that led to accidents like the one that had turned the Humboldt Broncos hockey team into a Canadian tragedy.

“I’ll teach you,” Vic says. “When I’m finished, you’ll be ready for the road.”

“You must keep a safe stopping distance between yourself and vehicle in front of you so you will be able...”



After several weeks of training, Vic’s cousin is ready for another test. Vic calls Bud and asks him to make an appointment.

“He did fantastic!” Bud says. “If you trained him, you should be getting paid to train drivers. I’ve never seen a guy more knowledgeable and prepared.”

Vic wonders if maybe he should branch out as a trainer for when times are slow.



Driving Uptime

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Western fleets take home hardware

TORONTO, ONTARIO

Several western Canadian carriers were honored during Trucking HR Canada's annual Top Fleet Employers Gala Dinner in Toronto Oct. 11.

The night brought together more than 300 trucking and transportation professionals to celebrate human resources best practices and shine a light on some of the best places to work in the industry.

Fifty-two fleets were celebrated as the 2018 Top Fleet Employers, but only a handful took home the coveted awards. Awards were given to celebrate the most impressive workplaces across the country, taking into consideration online applications and employee surveys which look at a variety of HR best practices.

The Top Private Fleet Award went to Trailer Wizards. ONE For Freight

was the recipient of the Top Small Fleet Award. The Top Medium Fleet award went to Saskatchewan's Q-Line Trucking, and rounding out the fleet awards was Winnipeg's Bison Transport, which took home the Top Large Fleet Award.

The Achievement of Excellence Awards are broken down into five categories to highlight leaders in specific HR areas. The recipient of the Workplace Culture Award was Canada Cartage. Ryder Canada Supply Chain Solutions took home the Award for Workplace Diversity. The recipient of HR Innovation Award was Kamloops, B.C.'s Arrow Transportation Systems. The Employee Engagement Award went to Sutco Transportation Specialists, and taking home the Award for Training and Skills Development was Caron Transportation Systems from Sherwood Park, Alta.

The night's most anticipated award – the HR Leader of the Year Award – was awarded to Challenger Motor Freight's Geoff Topping. Topping is an industry veteran, and currently the vice-president of human resources at Challenger. He started his career in the trucking industry as an owner-operator.

"I'm not usually speechless, but wow," said Topping upon accepting the award. "Thank you to Trucking HR Canada, and all my team at Challenger. And thank you to our

industry. We should be very proud of our industry. We always say it's a people industry and it really is. I'm sure there's lots of equipment and things, but when you take it all away it's really about people. The trucking industry has the best bunch of people you could possibly get. If you look around the room today, we're all friends and competitors and we all share best practices with each other. We should all be proud of this industry. I love this industry, it's been great to me, and thanks so much."

Trucking HR Canada's CEO Angela Splinter added: "We are honored to highlight organizations who work year-round to provide great workplaces for all their employees. And, with fleets under pressure to attract and recruit workers, being a Top Fleet Employer certainly helps these fleets stand-out from the crowd."

The event was made possible by Trucking HR Canada's partners, which include Reimer Associates, TransCore Link Logistics, Revolutions Staffing, The Guarantee, In Transit, Monster, Driver Engagement, Isaac Instruments and exclusive media sponsor Newcom Media.

Applications for the Top Fleet Employers Program opens Oct. 15 and any Canadian fleet is eligible to apply. **TW**

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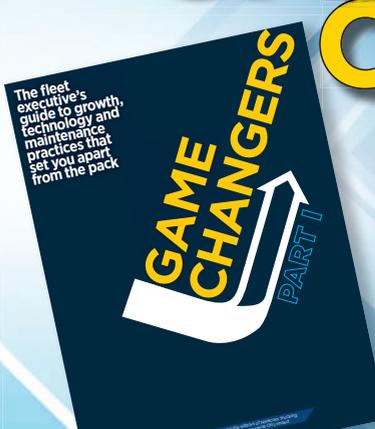


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PART I

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Running with his sons has been a dream come true



Tristan Fogal, Tamara Fogal, Scott Fogal, Riley Hutcherson, Bentley Hutcherson, and the family dog, Jake.

By **Derek Clouthier**

MOOSE JAW, SASKATCHEWAN

Scott Fogal could not be happier that his oldest son has jumped behind the wheel of one of his company trucks.

Fogal Transport is a small operation in Saskatchewan, hauling livestock throughout the province, as well as Alberta and into the U.S. But that doesn't mean this two-truck operation isn't an important part of the Fogal family, and one Scott hopes will be around for years to come.

Scott started the company in Moose Jaw in 2003 with one truck hauling crude oil and asphalt. In 2010, he expanded, adding another truck and hiring a driver to transport crude oil during the spring, summer, and fall, while the company moved bulk goods during the winter.

In 2014, Scott met his wife, Tamara Fogal, and decided to add another truck. With three trucks at his disposal, Fogal Transport could now use one for asphalt, another for crude, and the other for bulk goods.

"After about four years with drivers, and my son coming of age to drive, he decided to get his Class 1 and wanted to drive for me," said Scott, with a clear sense of pride

that his son made the choice to join the family business.

It was at that time, with dropping rates and overhead costs mounting, that Scott chose to sell two of his trucks to purchase a new model. Fogal Transport had become a family-only company, with Scott and his oldest son, Tristan, steering the ship.

But Tristan is not the only Fogal boy in the picture.

"Family for us is of huge importance, as we have three boys, aged 21, 12, and eight, that keep us busy year-round with various sports and school events," said Scott. "While our oldest boy drives for us, we still like to make sure we spend all the holidays together and annual camping trips in the summer, as we are often gone and miss special events during the year."

Bentley Hutchinson, 12, and Riley Hutchinson, eight, round out Scott's clan, and despite their young age, are influenced by the family business.

"Our boys are learning the importance of hard work and the sacrifices that sometimes need to be made to keep the bills paid and food on the table," said Scott, "especially with the ever-changing economy."

Scott said prior to shedding two trucks from his fleet, he employed a

pair of very good drivers, something he said is difficult to find.

"We found it hard to find quality drivers who would not just hop in and drive," he said, "but actually take care of the equipment."

Now that Tristan has joined the company, Scott is happy with how Fogal Transport has evolved since its inception.

"It is just a different understanding and expectation we have between each other that I don't think other companies have unless they are strictly family owned," Scott said, adding that he doesn't see the company changing much in the next decade. "I just hope to one day hand the company down to my son and his family when that time comes."

There are aspects of the industry that concern Scott, particularly when it comes to the rising costs of parts, labor, fuel, and overall operations, all while rates in the oil sector have declined.

"I spent 16 years in the oil industry and was doing well, and the last couple of years it has become more of a struggle to find stable year-round work that we ended up pulling our trucks out of the oil industry and moved them both over to livestock, which we know has its slow times, but overall is

more stable," Scott explained. "We feel with the cost of oil coming back up that the cost of everything else should equalize, not continue to rise. If costs are increasing, so should the rates."

Scott said high costs and lower rates have been a struggle for his company over the past couple of years, and the choice to get rid of two older trucks, which incurred higher maintenance costs, for a newer model has paid off.

"It has been a great last year to have been able to run with my son and it is important that I have been able to make the changes in the number of trucks to keep costs low," said Scott, who has also brought his younger boys on runs to show them what it's like on the road.

"My company may have been started by my passion for driving and the open road, but it has become a family affair and it has been great to be able to teach and have my oldest son driving with me, and a wife who supports me and my career choice," said Scott. "She takes care of all the background work at home with the younger boys and manages Fogal Transport while working a full-time job in the trucking industry herself, so she fully understands that it's not easy being away and understands some of the sacrifices that come with it all."

"I hope to keep this a family business for years to come." **TW**



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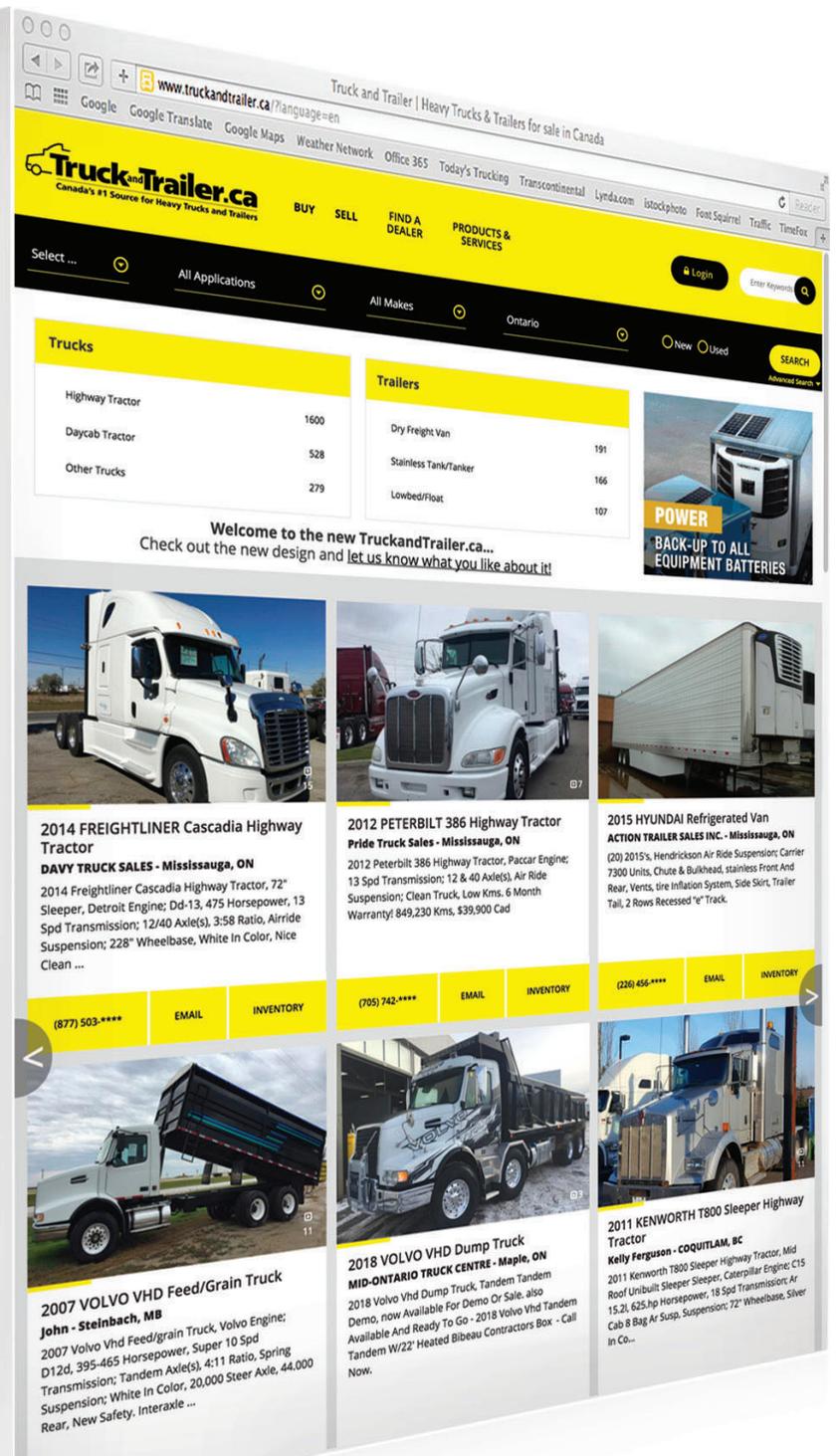
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