



## Quarterly Driver Meeting 6/27/15

Once again we had a wonderful turnout for the Quarterly Meeting with a nice size group from inside the walls joining in. Thanks to all of you for taking the time to participate!

Jim kicked off the meeting with one of the hottest topics in our organization right now – you guessed it – the next pay increase for Independent Contractors. The topic is being actively discussed but no amount or effective date has been nailed down yet. The market is very soft right now, rates are dropping, commodity prices have fallen, steel mills are closing and loads to the oil patch have slowed considerably putting more trucks chasing less freight out there right now and none of this bodes well for an increase right now. That said, accessorial pay amounts are being looked at hard especially as more and more electronic logs are being installed.

A main point of discussion this time is should the increase be across the board or only to some? Think about it, should we pay the drivers who are missing appointments the same amount as those drivers who strive to always be on time?

The lively discussion brought about the topic of how all drivers' actions reflect on the rest of the team. If one driver goes in late, it sends a very negative message to the customer just as if the Customer Service Rep was sharp-toned or acted uninterested in their needs on the phone.

Next on the agenda was an introduction to the industry image campaign:



The mission of Trucking Moves America Forward is to establish a long-term industry-wide movement to create a positive image for the industry, to ensure that policymakers and the public understand the importance of the trucking industry to the nation's economy, and to build the political and grassroots support necessary to strengthen and grow the industry in the future.

Steelman is a corporate supporter for Trucking Moves America Forward and will continue to participate in efforts to gain appreciation for driver and the rest of industry.

One of the first steps is for each and every one of us, especially drivers, is to have and show respect for ourselves and others. Remember if you do not respect yourself then others won't respect you either.

Also, dress clean and professional so that you create a positive personal image as well as a positive industry image.

Be professional – be on time, communicate, maintain your equipment, etc.

While on the topic of personal respect and respect for others, an issue was brought up that is disturbing enough but is consistently getting worse and that is urine bottles being left on the yard. Yes, you read that correctly...it has become a regular occurrence to find filled urine bottles setting behind the trailers. There is no need to do this, there are trash cans available – please use them.

The kitchen and kennels were mentioned again; please clean up after yourself so another doesn't have too...remember, they are going in there to relax just like you did.



App available soon!

We are in final testing of an app called "Weigh My Truck". With the app, your scale weight will be sent to you and can be sent to the office as well. If your customer on that load requires a hard copy of the weight ticket, a hard copy can be picked up within 30 minutes, or you can request a PDF of the ticket be sent to e-mail so it can be printed.

This version of the scale ticket is still a supporting document and will have a time stamp on it. If you do not wish to download the app, cash is still an option.

Check with Tim or Stephanie in IT if you are interested in using this app.

**Haz-Mat:** We are currently in need of some additional drivers to run hazmat van loads on occasion. If you have your endorsement and would be interested, please get with your dispatcher. They will forward the information on and we will see about getting you in the rotation.

On a similar topic, Misti is recruiting Drive Away Drivers who will need their hazmat endorsement. These drivers will be pulling tank trailers with residue in them which is why the endorsement is required.

Driver Referral Bonus still applies for these referrals so please, let's pass the word around.

Brett talked about the on-board cameras. We currently have 41 cameras installed and from all those, we had less than 10 videos that had to be viewed this past month so that alone should provide comfort to you that “big brother” is not watching.

The number one offense in the videos is, if you can believe it, improper stop at Stop Signs. The law requires that drivers stop for a minimum of three (3) seconds at any and all stop signs. In viewing recorded incidents, six drivers did not stop for the required three seconds, and two drivers did not stop at all. This is a bad habit to get into and we need to address actions just like this which is the main purpose for the cameras.

These units not only protect us in showing what really happened when we are not at fault but also act as a tool to help us discover bad habits, which then allows us to address and correct them.

Donna shared that we are currently at 35 accidents this year. This number is way too high and generally, the first question asked about an accident is “Do we have video?”

Load securement was touched on again. We are getting much better but keep in your mind that every load needs a seatbelt. Remember Brett and Jim saying to think of the seatbelt in your car or truck...the lap belt keeps you in the seat when you rollover but it will not prevent your upper body from hitting the steering wheel or the dash, that is why seatbelts today also have a shoulder harness. Now think of your load riding on the trailer and your truck is going 64 mph. If you have to do a panic-stop taking your speed from 64 to 30 mph, your load is still going 64 mph. Is it secured enough to resist moving forward? Does it have a “seatbelt” on?

All cargo must be contained, immobilized, or secured so that it does not:

- Blow off the vehicle;
- Spill or leak;
- Fall from or through the vehicle or otherwise become dislodged from the vehicle.
- Shift to such an extent that the vehicle’s stability or maneuverability is adversely affected.

Each cargo securement system must be able to withstand a minimum amount of force in each direction.

- Forward Force = 80% of cargo weight when braking while driving straight ahead.
- Rearward Force = 50% of cargo weight when accelerating, shifting gears while climbing a hill, or braking in reverse.
- Sideways Force = 50% of cargo weight when turning, changing lanes, or braking while turning.
- Upward Force = 20% of cargo weight when traveling over bumps in the road or cresting a hill.

This requirement is satisfied when the cargo is “Fully Contained.”

- ▶ **Note the “80%” regarding Forward Force. Why? Because that is where you are!  
One very effective way to restrict forward movement is to use a front preventer strap.**

If you are unsure what that means or how to do it, call Brett or Geoff and they will help you.

For those who have not heard, the Mammoth plant located here in Springfield is closing and moving these production efforts elsewhere. We are not in panic mode by any means, Mammoth only made up about 9% of our business but they did have a substantial amount of O/D freight so we would like to replace those loads rather quickly. In an effort to do so, David Hancock and Sundry Muse-Morton as well as Jim and Brett are actively looking at potential new customers in various parts of the country.

Some last minute mini-discussions included:

A reminder to report all trailer damage so it can be repaired, especially our dropped trailers. Drop trailers are used as a convenience for us and our customers but it is a significant expense so if we're going to do it, let's make it work for us.

We are looking for 100% driver participation in the Weekly Safety Question, part of our Wreck Less Campaign from Safety – really the worst that can happen is you don't win the money in the pot so give it a try. If you are having issues e-mailing your answer, call your dispatcher with it and they can send the e-mail on your behalf.

Time went a little long so we drew names for the gift cards after the meeting was over and a congratulations goes to William Strong and Ed Stephenson. They each won a \$25 Wal-Mart Gift Card and Mason Mug for their favorite summertime beverage! And, for those of you, who participated via cell or computer, please see Michelle about your gift which is a summer cap this time.

Thank you again to all the attendees, it is always great when the whole group gets involved in the meeting. A lot of good ideas and discussion always happens when we communicate and work together!

Our next quarterly meeting will most likely be held in September, a note will be sent out when the date is set.

If you have a question you would like to have answered or a topic addressed by the management team, please forward it [smusemorton@steelmantransport.com](mailto:smusemorton@steelmantransport.com) or [syoung@steelmantransport.com](mailto:syoung@steelmantransport.com) and please include your name and truck number.

*Thanks again and as always, please be safe! We want to welcome you home!*

