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VOLUME 40 NUMBER 9

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SEPTEMBER 2013

Competitive Outlook

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SEE PAGE 6

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From the stump...

"The impossible will take a bit longer"

by Mike Crouse, Publisher

This month we traveled up to Port Angeles to something "impossible to imagine" a few years ago in operation at the Hermann Bros. log yard, where their water treatment plant is treating water run-off, and meeting Washington State DEQ operating standards. Two years ago Bill Hermann shared this good news with us at that year's Olympia Logging Conference during a meet and greet, but asked us to hold off until the full scale facility was up, operating and performing up to what they felt was possible. Last winter the main plant was completed, and while still making minor adjustments, their log yard meets DEQ standards.

The difference in this success comes from the willingness of the three private enterprises involved: Hermann Bros., OSW Equipment and Repair, Inc., and Clear Water Services working together, tapping then blending their individual expertise to understand what was necessary to achieve the final results, clean water. The interests were clear, the goals were clear, and finally achieved at a reasonable cost where business, and the environment benefits.

The credit, as Bill Hermann noted, is to the teamwork, flexibility, and commitment to finding a solution cooperatively. See the story titled "Problem Solving... Log Yard Run-Off," which starts on page 16 of this month's Loggers World.

Future myopia

In most of the country students are returning to classrooms in September for the coming school year. We have ongoing discussions on the future, short comings, and successes of our country's education system, and depending on who's involved the solutions vary. To the education "professionals" and their union representatives, what's needed is higher salaries for teachers and smaller classes. The colleges want students with the background and preparation to learn, and in-

dustry wants a work force capable of reading, following directions, the ability to learn and the work ethic of their parents and grandparents. All are laudable goals, yet the foundation and goals of our public schools are seriously missing a few key elements in their thinking.

First and foremost, our schools job is to prepare students to work and compete in world market and be an active participant in that job and business market.

The schools were not the ones who dropped the ball on teaching work ethic, that falls to the well-meaning but wrong-headed public policy drive (state and federal legislators) in the 1970s to remove youngsters from the work force in the mistaken belief they could "preserve" one's childhood, by discouraging businesses, through rules, fines and permits, from hiring anyone before they were 16, and even seriously limiting their involvement then. Thus rather than the ambitious kids being able to pursue an after-school job, they're not allowed to "learn" work habits until they enter the work force at 18.

Second, is the absurd notion that we are all equal, self-esteem trumps all other values, and we can elevate self-esteem by reducing competition and treating everyone equally. Again, this sounds appealing, but it does not reflect reality locally, regionally, nationally and internationally.

The world IS competitive, business is competitive, the work place is competitive, excellence is rewarded, and mediocrity is not.

What pushes an individual to do their best, and ingrains that thinking into their psyche is the recognition from their peers, from their leadership, that they are "better" than the others, duh.

When coaching seven to nine year old kids baseball locally after a decade away from it, towards the end of the season of the parents asked me "...what are you going to do about trophies for the kids at the end of the season?" When I asked why, I was told "...well everybody does it." I was truly dumbfounded, and said "...but all they did was show up. It was nothing special. If you want to recognize them do it with a piece of paper and a handshake. Showing up is expected, not an

achievement." What nonsense... if you want to send a message, send it about excellence not just appearing.

The schools need to recognize that aside from the top 30% of high school students who seek higher education, and the bottom 5% of trouble makers there is a large majority of students who need to be prepared to enter and supply the work-force doing a whole host of businesses and jobs who are ill prepared to face the competitive world they'll inherit. The programs and curriculum need to reflect the needs of today's world where competing is the norm, the ability to read, comprehend, learn, and communicate with others, work with others and perform are the difference between success and failure.

Surely this chafes the education crowd, in that they enjoy working with the college bound crowd (because they share some of their teacher's background), but the glue and sinew that keeps our culture moving depends on the next generation who enter the work force prepared for work, to maintain and build the infrastructure, wire homes, repair and install pipes and plumbing, and keep participate in life. While self-esteem is important, it does not trump the ability to do your best in the real world.

Grand Prix driving

In the logging business, we all drive a lot of miles, and many of those driven by this author are on highways. While it may be coincidence, of late we've seen countless instances a number of drivers who bob and weave, at break-neck pace, lane to lane, riding bumpers and very aggressively speeding along with no regard to traffic, speed limits, or rules of the road.

Perhaps this sudden surge is related to video games where driving manically is the norm, or the desire to imitate Hollywood race car flicks, but regardless it is damned annoying.

The last encounter with one such driver took an interesting turn when my reaction was to pick up my cell phone and dialing 911. At first the pilot of the offending vehicle was not deterred. That changed when they noticed I was looking in my rear view mirror for their license plate number, and that I had my cell phone in hand. Suddenly their focus changed to the first exit from the freeway.

Today holding one's cell phone in hand in the People's Republic of Washington would get you a \$100+ fine, and of course I'd not dream of doing that.

LT

In This Issue...



COVER PHOTO: JED FRYER, OWNER of J.F. Logging LTD, of Prince George, British Columbia, sees new equipment and dedicated drivers as the keys to be competitive in the game of log hauling.

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Dave & Kathy Strain**

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IT'S STILL A LEGEND . . . URBAN OR NOT

SEPTEMBER 2013
LOG TRUCKER

by Sherrie Bond

In the world of "internet" travel, it's easy to get bogged down in fantasies, rumors and out and out lies. The same can be said of government press releases, sworn statements and campaign promises! In fact when I reflect on information provided by a "White House source" or an "anonymous administrative spokesperson", I'm reminded of the "urban legends" that tend to circulate generationally and are sworn to be the absolute truth.

It's well known that I don't cut the current administration any slack when it comes to transparency or legitimacy, truth or reliability so I was compelled to verify a circulating rumor regarding Obamacare funding, Excise Tax on Medical Devices and Cabela's sporting goods chain. Odd bedfellows to say the least, but I think the rumor took wing and gathered momentum in January 2013 because it referenced the dreaded "Obamacare" (the Patient Protection and Affordable Care Act) linked with yet another excise tax being dumped in the laps of long-suffering U.S. taxpayers! The fact that there was a link with Cabela's store, validated in print on the store's January 1, 2013 sales receipts, lent the aura of truth and legitimacy to the story.

The Affordable Care Act was

passed in March of 2010 under a cloak of mystery with, then Speaker of the House, Nancy Pelosi proclaim the necessity of the vote as "...having to pass it so we can find out what's in it ..."! Surely the most ludicrous statement in the history of congressional bloopers and one that leads me to the conclusion that Ms. Pelosi has had her face "tightened" too many times and misread her notes! There was admission by congress at the passage that the bill hadn't been read (or read thoroughly) because of its utter volume at 2,000 pages. Now there are 18,000 pages in the tweaked and finessed Affordable Care Act with updates and revisions added each day. What a SNAFU!

Okay - back to the medical excise tax; the bill includes a provision requiring manufacturers or importers of medical equipment to pay an additional excise tax of 2.3% of the gross dollar value as described in the National Formulary or the U.S. Pharmacopeia. It is not a required tax levied on consumers, however. Of course the IRS has its definition of devices as well so it is able to act as a seiner in netting more revenue via taxation.

Let me meld this with Cabela's now: It is a common procedure for businesses in general and Cabela's, in particular to upgrade their business software each year (this includes the cash register software also). The updated software includes changes in

tax laws effective in the coming year (which included the medical excise tax of 2.3% for 2013). The software is apparently "all inclusive" and businesses, such as Cabela's, found their cash registers spitting out the 2.3% charge on the total purchase, including and printing it on the sales receipt. Cabela's does not charge medical excise tax and the error was discovered and corrected following the January 1, 2013 sales day.

As the story spread throughout the internet and across the U.S. it snowballed and the "medical excise tax" mythology grew to include archery and sport fishing equipment, tires, coal and gas-guzzling vehicles! There was a misunderstanding of the IRS tax publication number 510 that apparently reinforced the error as it verified excise tax was added to the fishing equipment, coal, tires etc. It was not however a "medical excise tax" on those items. The Sport Fish Act passed in the 1950s included an excise tax on the fishing equipment and The Wildlife Restoration Program enacted in 1975 carried an excise tax on archery equipment to aid the program in its restoration efforts. Cabela's granted refunds to any customers inadvertently charged the erroneous medical excise tax on their purchases of January 1, 2013.

Even though the incident has been dissected and the error discovered, I wouldn't have been a bit surprised to

find the individual in the woodpile, tweaking the health care act to feed the voracious appetite of a wildly spending government.

With additional Obamacare directives and requirements lurking around the corner in 2014, I would like to know how the prerequisites and demands are impacting your businesses (large or small) and what you are doing to cope with the mandates. Many small businesses, for example are cutting back working hours of their employees to avoid the expense of Obamacare. Others are closing their doors ... I would greatly appreciate input from any of you wanting to open the floodgates on this wacko, ever changing legislation. You may remain anonymous if you'd like and your information can be mailed to Sherrie Bond, P.O. Box 111, Napavine, WA 98565. Your input will be confidential, but I would like permission to use your examples in a future column.

Meanwhile, did you hear the one about the guy and his date, parked in Lover's Lane when they heard a radio announcement that an escaped killer who has a hook for a hand?

LT

(Sherrie Bond serves as Director of the Northwest Log Truckers' Cooperative. She can be reached via email at BONDTRUCK@aol.com)



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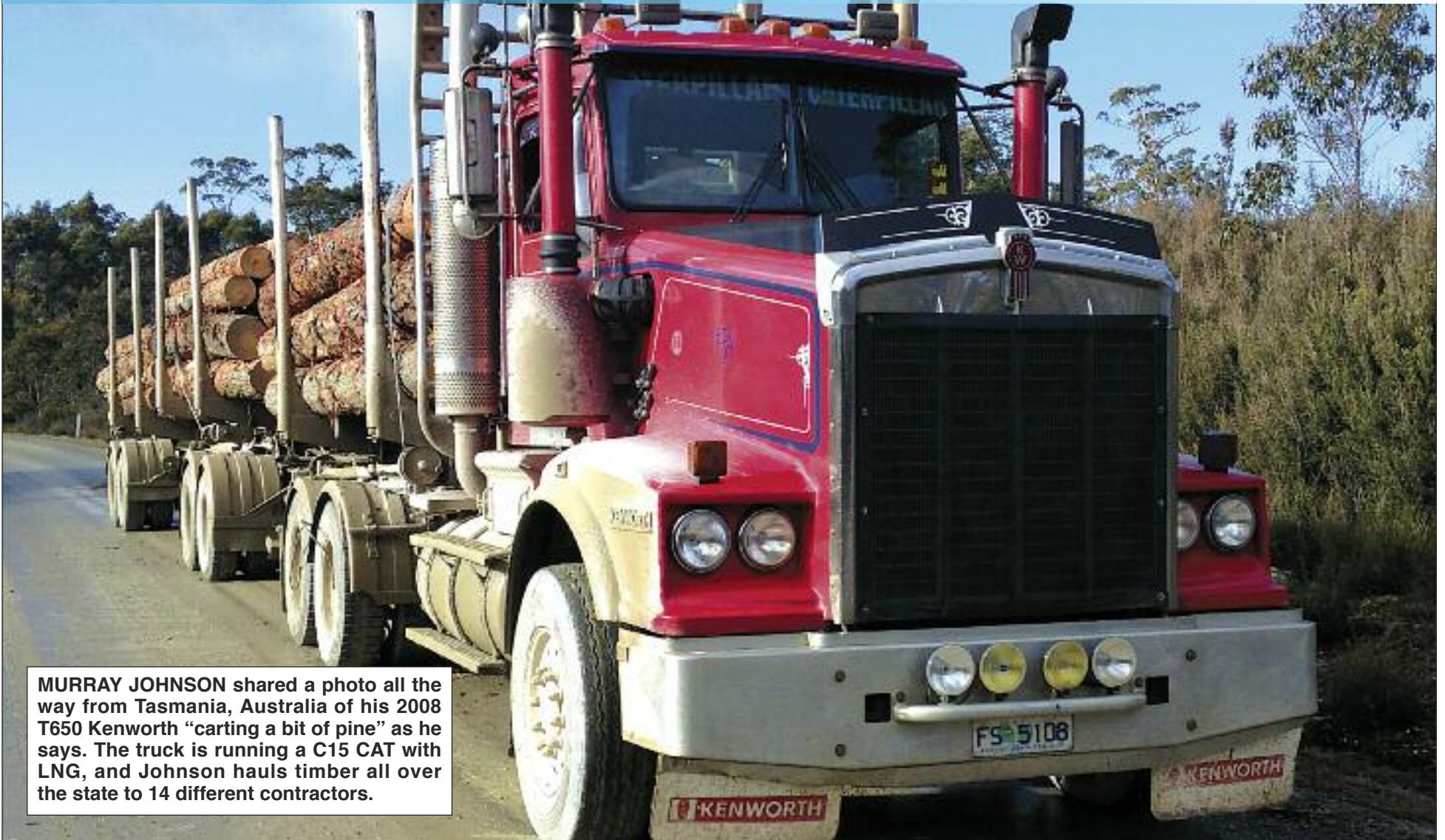


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Photos from Our Readers



MURRAY JOHNSON shared a photo all the way from Tasmania, Australia of his 2008 T650 Kenworth "carting a bit of pine" as he says. The truck is running a C15 CAT with LNG, and Johnson hauls timber all over the state to 14 different contractors.

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COMPETITIVE

OUTLOOK

J.F. LOGGING, LTD. PRINCE GEORGE, BRITISH COLUMBIA

by Darin Burt

Jed Fryer was just 21 years old when he bought his first log loader and logging truck. Now 39, he still is one of the younger guys in the woods of northern British Columbia. It's that youthful ambition that has led him to success in the challenging business of log hauling.

"I've definitely got a different out-

look on trucking and how things should be done in order to stay competitive in this game," says Fryer, owner with wife Tiffany of J.F. Logging, Ltd.

The company was started in 1998 when Jed was working as a loader-man, and decided to buy his first truck. Tiffany (his girlfriend at the time) decided she was going to get her CDL and haul logs, so they added a second truck. She hauled for about six months, while Jed continued to load, and eventually they realized it would be better for them

(Continued on Page 8)
See "J.F. Logging"



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J.F. Logging

(Continued from Page 6)

both to be behind the wheel. They hauled together for about eight years, and in 2007 they added a couple more trucks, and then a few more the following year. By 2009, they had built a sizeable fleet of 16 log trucks, along with two log loaders.

"Logging is up and down, and when it rains it pours. There was a major downturn in 2008 where there wasn't a lot going on and a lot of guys were going broke and selling their trucks. While all this was going on, we happened to be working for a company that had a lot of work, and we were able to buy trucks pretty cheaply because there were a lot on the market," Fryer says. "A lot of times, guys were in need of a job but couldn't afford to have their own truck, so some of the trucks I'd buy came with a driver. I was buying a truck a month because things were going so well and before we knew it, we had a dozen trucks."

The fleet now numbers 14 Kenworth T800s and two Peterbilt 367 high hoods, set up as conventional long log haulers, and hayracks and B-trains with two dual axle trailers for moving short logs. All are gleaming black and spec'd similarly with 18-speed transmissions, 46,000 lb rear ends and 600hp Cummins motors. The higher output works well for highway hauls, and Fryer has found that they also deliver improved fuel economy. It's also necessary to pull the heavy loads that can weigh nearly 140,000 pounds. The off-road hayracks, fitted with wide bunks, really pack it on at around 187,000 pounds.

One thing that might seem unusual to truckers here in the states is the third axle on the ground isn't a drop axle, but rather a tri-drive component that adds powered traction.

Fryer's trucks are in amazing condition for good reason - they are either 2013 or 2014 models. "Three years is what I strive for (when trading up), but the last time we were so busy and we put so many hours on them, that it just made sense," Fryer says. "We work them

(Continued on Page 9)
See "J.F. Logging"

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J.F. Logging

(Continued from Page 8)

15 hours a day, 250 days a year. It's works better because they're under warranty and all we have to worry about are the payments."

Back when the business had its growth spurt, guys were looking for pre-emissions trucks, Fryer was in the perfect place to sell off his fleet and made a profit. Of course, that meant he'd need to replace trucks, and he did so with new models, not worrying about emissions gadgets and technology mucking things up.

"If you want new trucks, you just have to live with it," Fryer states. "We make sure that everything is under warranty, but honestly we haven't really had many issues. You learn to see things - like a leaky EGR cooler, before they become an issue and get them fixed. If the check engine light comes on, it typically turns out to be a sensor or something simple like that."

Fryer likes to dress up his trucks with lots of chrome and lights; not only LED marker lights, but also auxiliary driving lights. "We drive a lot at night during the winter; some guys will leave at midnight and up here it doesn't get light until nine or ten in the morning. Driving lights are pretty important to be able to see, and we've also got moose and deer to watch out for."

Those moose and deer are a large part of the reason that Fryer believes in protecting his trucks with heavy-duty Kenworth stainless steel boxed-end bumpers.

The extra flash and chrome pays double dividends in attracting and keeping good drivers and also in bringing top resale dollar. "You can sometimes get \$15,000 more for them at the end, if you don't mind spending an extra \$5000 to \$10,000 in extra chrome and lights in the beginning," Fryer says.

(Continued on Page 11)
See "J.F. Logging"



THERE'S NO MISSING THE TRUCKS belonging to J.F. Logging with their abundance of lights. "We go with LED lights because they're brighter, don't burn out and require less maintenance," owner Jed Fryer says. "The driving lights we use Sirius HID drive lights."

9

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RR 20145	\$1100
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J.F. LOGGING'S 2850C MADILL at work loading one of their trucks near Terrace, B.C.

J.F. LOGGING MAKES GOOD USE of their new 880 Tigercat to keep trucks moving near McKenzie, B.C. The Tigercat 880 is a multi-purpose, no compromise carrier designed for loading, shovel logging and processing. The 880 is purpose-built to eliminate the design compromises found in excavator conversions.



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J.F. Logging

(Continued from Page 9)

Fryer's trucks continue to haul primarily for KDL Group, out of Fort St. James, B.C., a large logging contractor that also has some 30 trucks of their own. Some of the wood comes back to Prince George, but it's not uncommon to have 12-hour trips.

As the fleet has grown, Jed and Tiffany have moved into managing the business from the office. Jed keeps a truck available so that he can fill in and help when needed. Once a trucker, always a trucker,

you know.

On each of the KDL Group logging sides you will find half a dozen or so JF Logging trucks. JF Logging has their own loaders - a 2012 model 2850C Madill and a 2013 880 Tiger-cat, keeping things moving efficiently. Each machine is sending out 25 to 30 loads a day.

"It's a big advantage having our own loaders because the loader can look after our trucks all that much better. If you don't have your own loader, another company is dispatching you. We keep things more organized than most anywhere you'd ever go without your own loader," Fryer says. "It's never the situa-

tion where the last couple trucks can't go back because the loaderman has to leave early; our operators know it's their responsibility to make sure that everyone gets their loads."

Drivers are paid on percentage of what their truck makes. Fryer pays 28 percent, but don't cry for his guys. The average driver is bringing home between \$100,000 and \$120,000 a year. Combine that with excellent equipment and health, life and disability insurance, and you've got employees that are dedicated to their job. In turn, Fryer expects his drivers, most of whom are in their twenties and early thirties to give

their all to the job.

"I kind of target the younger guys who want to work hard, are ambitious and have a lot of pride in what they want to do," Fryer says. "I expect them to get up every morning, be out there on time and do their job professionally and in a safe manner."

"If I've hired somebody without much logging experience, they've got a ton of driving experience and I can see that they are willing to learn. For the most part, though, the guys already know what they're doing

(Continued on Page 13)
See "J.F. Logging"

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RT-7608LL	2,750	FRO-16210B,C	3,150	RTO-16713	3,200	RTLO-16618	3,000
RTX-14908LL	3,250	RTO-16710C	2,950	RTO-16913	3,500	RTLO-16718	3,750
RTX-14609B	2,150	RTO-12513	2,100	RTO-18913	3,650	RTLO-18918	4,150
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SQ100 Rear	.950				

<h3 style="text-align: center; margin: 0;">- MACK -</h3> <table border="0"> <tr><td>E6-300, Good Runner</td><td style="text-align: right;">\$4,250</td></tr> <tr><td>E7-400, Mack Brake</td><td style="text-align: right;">8,500</td></tr> <tr><td>E7-454, Elect</td><td style="text-align: right;">7,750</td></tr> <tr><td>E7-460, 2001 Model</td><td style="text-align: right;">8,750</td></tr> </table>	E6-300, Good Runner	\$4,250	E7-400, Mack Brake	8,500	E7-454, Elect	7,750	E7-460, 2001 Model	8,750	<h3 style="text-align: center; margin: 0;">- CUMMINS -</h3> <table border="0"> <tr><td>ISX EGR 535-2005</td><td style="text-align: right;">\$12,000</td></tr> <tr><td>ISM 420, w/ Jake</td><td style="text-align: right;">8,750</td></tr> <tr><td>Big Cam III 400, Reconditioned/ Exch</td><td style="text-align: right;">7,750</td></tr> <tr><td>Big Cam II 400, Rebuilt/ Exch</td><td style="text-align: right;">8,500</td></tr> <tr><td>N-14 Select+ 460-525 Exch</td><td style="text-align: right;">7,750</td></tr> <tr><td>N-14 Select 460, w/ Jake</td><td style="text-align: right;">7,500</td></tr> <tr><td>M-11 Select 370, w/ Jake</td><td style="text-align: right;">5,750</td></tr> <tr><td>Big Cam III 350, w/ Jake</td><td style="text-align: right;">4,750</td></tr> <tr><td>8.3 210 HP</td><td style="text-align: right;">4,750</td></tr> <tr><td>5.9 6-Cyl., Super Shape</td><td style="text-align: right;">3,750</td></tr> <tr><td>NTC 335, w/ Jake</td><td style="text-align: right;">2,850</td></tr> </table>	ISX EGR 535-2005	\$12,000	ISM 420, w/ Jake	8,750	Big Cam III 400, Reconditioned/ Exch	7,750	Big Cam II 400, Rebuilt/ Exch	8,500	N-14 Select+ 460-525 Exch	7,750	N-14 Select 460, w/ Jake	7,500	M-11 Select 370, w/ Jake	5,750	Big Cam III 350, w/ Jake	4,750	8.3 210 HP	4,750	5.9 6-Cyl., Super Shape	3,750	NTC 335, w/ Jake	2,850	<h3 style="text-align: center; margin: 0;">- CAT -</h3> <table border="0"> <tr><td>3208N 210 HP</td><td style="text-align: right;">\$3,500</td></tr> <tr><td>3406B 400, w/ Jake</td><td style="text-align: right;">6,000</td></tr> <tr><td>3406B 425, Rebuilt</td><td style="text-align: right;">12,500</td></tr> <tr><td>3406B 425, Used</td><td style="text-align: right;">5,750</td></tr> <tr><td>3406E 435, w/ Jake, Used</td><td style="text-align: right;">6,750</td></tr> <tr><td>3406E 475, w/ Jake, Used</td><td style="text-align: right;">8,500</td></tr> <tr><td>C-15 475, w/ Jake, Used Starting @</td><td style="text-align: right;">7,500</td></tr> <tr><td>C-15 475, 2006 Model</td><td style="text-align: right;">9,500</td></tr> <tr><td>C-13 Accert 430, 2006</td><td style="text-align: right;">10,000</td></tr> </table>	3208N 210 HP	\$3,500	3406B 400, w/ Jake	6,000	3406B 425, Rebuilt	12,500	3406B 425, Used	5,750	3406E 435, w/ Jake, Used	6,750	3406E 475, w/ Jake, Used	8,500	C-15 475, w/ Jake, Used Starting @	7,500	C-15 475, 2006 Model	9,500	C-13 Accert 430, 2006	10,000
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<h3 style="text-align: center; margin: 0;">- DETROIT -</h3> <table border="0"> <tr><td>6-71T Inline</td><td style="text-align: right;">\$4,250</td></tr> <tr><td>6V-92TA Silver, Used</td><td style="text-align: right;">4,500</td></tr> <tr><td>6V-92TA Silver, Rebuilt</td><td style="text-align: right;">10,000</td></tr> <tr><td>Series 60 12.7 DDEC II</td><td style="text-align: right;">5,200</td></tr> <tr><td>Series 60 12.7 DDEC III</td><td style="text-align: right;">6,500</td></tr> <tr><td>Series 60 12.7 DDEC IV</td><td style="text-align: right;">7,750</td></tr> <tr><td>Series 60 12.7 D-III, Rebuilt</td><td style="text-align: right;">13,000</td></tr> <tr><td>Series 60 12.7 EGR</td><td style="text-align: right;">7,000-10,500</td></tr> </table>	6-71T Inline	\$4,250	6V-92TA Silver, Used	4,500	6V-92TA Silver, Rebuilt	10,000	Series 60 12.7 DDEC II	5,200	Series 60 12.7 DDEC III	6,500	Series 60 12.7 DDEC IV	7,750	Series 60 12.7 D-III, Rebuilt	13,000	Series 60 12.7 EGR	7,000-10,500	<h3 style="text-align: center; margin: 0;">- VOLVO -</h3> <table border="0"> <tr><td>VD-12 465, 2006</td><td style="text-align: right;">\$7,500</td></tr> <tr><td>VD-12 425, 1997</td><td style="text-align: right;">5,000</td></tr> </table>	VD-12 465, 2006	\$7,500	VD-12 425, 1997	5,000																													
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1994 F800,
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(Uninspected)	
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THE TYPICAL REAR CAB GUARD used in the states is made of tubing. Canadian logging trucks commonly use a solid guard with a window in the middle. J.F. Logging's trucks are protected by stainless steel panels. The solid guard also protects the cab from rocks kicked up from the logging roads as trucks can be going 60 to 70 miles an hour on the woods roads.

J.F. Logging

(Continued from Page 11)

and just need a little molding into the way I like to do things."

So far, the way Fryer likes to do things is working out well.

"As long as you're doing what you love, and it's not a chore to get up

every morning to go to work, then you should consider yourself successful. I definitely do," he says, "and I try to provide a work atmosphere and a job where the rest of my employees can say the same thing."

LT



J.F. LOGGING LTD OWNERS Jed and Tiffany Fryer with their daughter Nevaeh.

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RYAN RONNING: Good employees will always be drawn to companies that have a well established reputation for taking care of their workers. A happy employee is a productive employee who will take care of his/her equipment and do the job right. So I say a good employer looking to attract people need do no more then offer a good rate for honest labor and treat the employee like a member of a team as opposed to just a number.

ADAM LARSON: Companies should keep their end of bargain, such as keeping the trucks maintained, or if they tell you that you can take a truck home. Don't make drivers wait for their checks, but mostly, if the boss says something is going to be one way then don't beat around the bush: do what you say you will.

DARREN HALL: Nice equipment and good pay are good but the biggest key in keeping a guy is treating them well. Always thank your crew at the end of the day, ask them if things are going well or what you can do to help make things better and little things such as hats, personalized jackets and company barbecues make them feel appreciated far more than a dollar or two an hour. Loggers and truckers are pride driven and if you make them feel proud then they will perform at their best.

EDUARDO MENDOZA: Money has always been an issue, and now even more important are the benefit and retirement package. It is a driver's responsibility to work with the shop to keep their rig running safely and profitably to help support one's wages and benefits. Good teamwork within the Company brings success to all.

CASEY WINTERS: Nice equipment and good pay goes along way.

DARREN HALL: Nice equipment and good pay are good, but the biggest key in keeping a guy is treating them well. Always thank your crew at the end of the day, ask them if things are going well or what you can do to help make things better. Little things such as hats, personalized jackets and company barbecues make guys feel appreciated far more than a dollar or two an hour. Loggers and truckers are pride driven, and if you make them feel proud then they will perform at their best.

SCOTT KEYSER: Owners should never forget their roots. Never forget to praise good work and teach when mistakes are made.

SCOTT FOSTER: The one way to retain good drivers is giving them rewards and acknowledgements for things like no tickets, delivering early, etc. A driver that is treated right and knows that the boss im-

For many trucking company, it remains a mystery – how do you attract and keep good drivers? That's the question we posed to readers. Their answers weren't too startling . . . decent pay, good equipment, honesty and respect topped the list.

“How Do You Attract and Retain Good Drivers?”

pressed with good honest work and good quality will stay with a company a lot longer.

RAY AHNER: If an employer will go out of the way for their employees, then the employees will go out of their way for their employers!

DAVID HORSLEY: This is an easy one... treat your drivers the way you would want to be treated. Most owners were at one time company drivers and they forget too easily how it felt to be treated badly. Don't go by what is the "industry standard" for pay; if a guy works hard, isn't hard on the equipment, keeps it looking good, and represents the company well then show your driver you care and bump him up a percent or two. It might not seem like a lot but it means a lot to the driver to know you appreciate all he does for you. Benefits are a plus also.

JASON TAPANI: Make sure the check is there on time and it will cash; pay them overtime and be honest with them. Make sure you hire good quality help with experience. A bad driver and a New York lawyer can make for a bad day for you and can ruin you financially.

JASON BIGGS: To me, it's all about balance: how you're treated, training, input into the equipment you are operating and a choice when

it comes up for replacement. The dollars need to be at or above the going rate, and time off when you need it.

LENDON MCCONNELL: Good equipment is a must in today's times doesn't have to be new just good and solid reliability! I don't know what pay is on the west coast but where I'm from its been 25-27.5% of gross for the last 20 years or longer this in today's times isn't enough to keep many hands faithful! I also know in the last 20 years fuel, tires, etc have quadrupled in price also I also know that Contractors and timber pay more but are very guilty of skimming off the top on haul pay! I know the money is being paid at the top its just gotta start flowing down like it's meant to!

TODD ELLIS: I grew up in the Les Schwab organization. Back then, Les always said, #1 take care of your people, they in turn will take care of your customers, and your customers will take care of profits. If you do things in that order every time, you can't lose! So I guess the answer is to simply show how important a good employee is to you!

DANNY REICHEL: Good trucks and better pay. . . its not rocket science.

L7

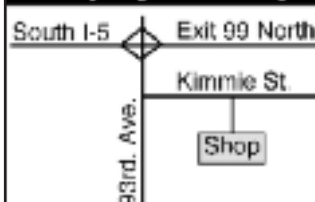
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THE DRIVER'S SEAT:

CHRIS CHAVEZ • CHEHALIS, WASHINGTON

by Darin Burt

Chris Chavez is one of those truck drivers who came into the job somewhat blindly, having never been behind the wheel before, and now there's no place he'd rather be.

Chavez drives for Harvey Mullins Trucking of Napavine, Washington. He was previously an auto painter, and followed that with a job in the tire department at Wal-Mart in Chehalis. At the same time, a friend who owned a logging truck, and was thinking about adding another, offered to teach him how to drive and give him a job hauling logs. Now, the thing is, Chavez had never driven a truck before in his life, nor had he really thought about it as a ca-

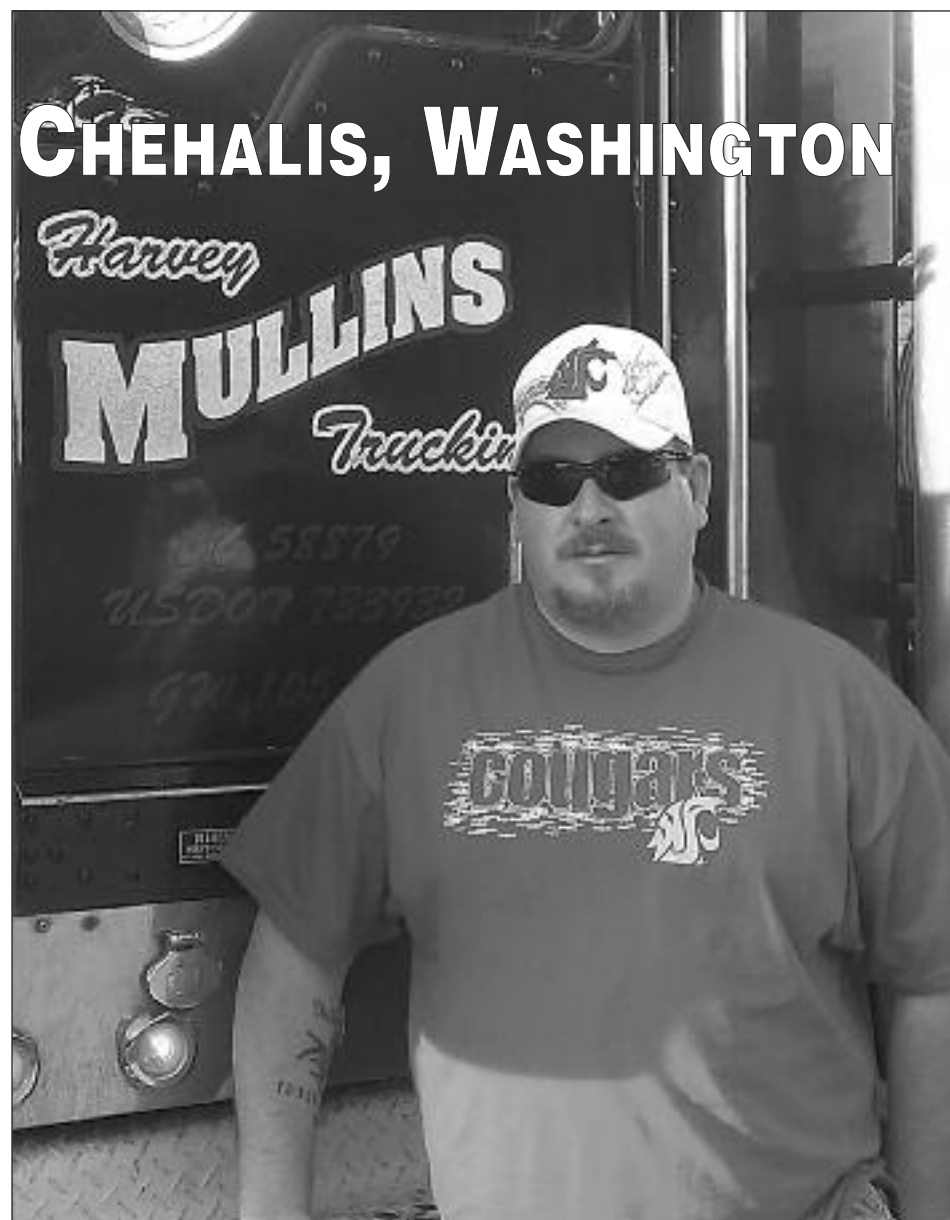
reer.

"A lot of my friends have been truck drivers and my dad was a truck driver and my brother is a trucker. I didn't really want to be a truck driver, but I didn't mind being a log truck driver - it's a totally different thing."

After about six months of training, Chavez, 43, got his CDL and was ready to work. But that's when his friend's wife decided they were going to move to Montana and weren't going to be buying that second truck. Chavez had already quit at Wal-Mart, and with CDL in hand, went looking for a haul; his first

(Continued on Page 16)

See "Chris Chavez"



15

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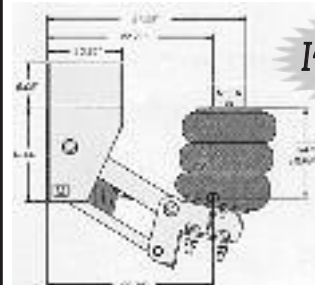
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CHRIS CHAVEZ DRIVES a 1996 Kenworth W900L for Harvey Mullins. The conventional logging truck is equipped with a 13-speed transmission, double lockers and a N14 Cummins motor.

Chris Chavez

(Continued from Page 15)

place of employment was with Ernie Cook, and then he moved onto Donny Steel Trucking. Another friend from school offered to teach him about driving flatbed, and he went to work for the company hauling lumber. He quickly found that the job didn't earn him enough money, so he bought a 2001 Volvo from a friend who's primary job was hauling wine bottles from Seattle to the San Francisco Bay area. The plan

was to pay the truck off within a year, but after about eight months life on the road got to be too hard on Chavez never getting to see his family. Luckily, he friend was nice enough to take the truck back, no strings attached. Chavez was only out of work for about a week when he heard that Harvey Mullins was looking for a log truck driver.

"I didn't know him, but I knew a couple of guys that drive for him. I gave him a call, and he said if everything checked out that he'd put me in a truck," says Chavez, who started with Mullins in the spring of

2013. "So far, it's been a really good job. Harvey pretty much hauls for Weyerhaeuser off the Vail tree farm, so we're always really busy."

Chavez drives a 1996 Kenworth W900L for Mullins. The conventional logging truck is equipped with a 13-speed transmission, double lockers and a N14 Cummins motor.

"If I was ever going to run the highway again, I'd buy a Volvo. There was so much room in it that it was like a house. I love Kenworth and would buy one in a minute, but

I paid \$30,000 for my Volvo and the same year Kenworth would be like \$60,000," Chavez says. "As far as running in the woods, I'd take a Kenworth over anything else any day. I like the way they handle. I've always driven a T800, and this is the first long nose I've driven up in the woods. Everybody was telling me that I was going to have a hard

(Continued on Page 17)
See "Chris Chavez"



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CHRIS CHAVEZ IS ONE lucky driver. "August of 2005, I was heading to Humptulips from Centralia and was going through Porter when a pickup coming towards me was crossing the bridge and was in both lanes," Chavez recounts. "I moved over and my drives hit the soft shoulder and sucked me into the ditch. When it was all said and done I had rolled five and a half times. I got a major concussion, broke my back in six places and pulled every muscle from my knees to my neck. I stayed in the cab for the whole ride and crawled out where the windshield used to be, up to the shoulder of the highway and waited for an ambulance."

Chris Chavez

(Continued from Page 16)

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corners, but I've never had a problem yet."

Since Chavez has experience as an owner-operator (almost anyway), does he have thoughts about going back in that direction? Not with all the headaches involved, he says.

"I'd rather just drive for somebody else and let them deal with the fuel, the maintenance and the tires," he says.

"If you take care of the equipment



BEFORE HAULING LOGS FULL-TIME, one of Chavez's jobs was transporting wine bottles from Seattle to the Bay Area. He did so with a 2001 Volvo. "If I was ever to going to run the highway again, I'd buy a Volvo," he says. "There was so much room in it that it was like a house."

and do your job, your employer is going to keep you around."

"Log trucking isn't as easy as everyone thinks it is. I've never seen the job as being dangerous though. The only time I've ever had anything happen is when I slipped on the ice on the chain deck and fell off the truck and hurt my back."

For those thinking about hiring on with a trucking fleet, Chavez's advice is to do your research on the companies in your area. One of the best ways to get the lowdown is sim-

ply by talking with other drivers; they'll be the first to tell you good or bad.

"I've never really had a hard time getting a job, but I've quit a few times because I thought the grass was greener on the other side," Chavez admits. "What I found is that the grass isn't always the same color when you get on the other side of the fence."

"When I'm doing the job, I like doing it. I'm not driving up and down the freeway with all the people cutting you off; I'm up in the woods and pretty much everybody with whom I haul with is like family."

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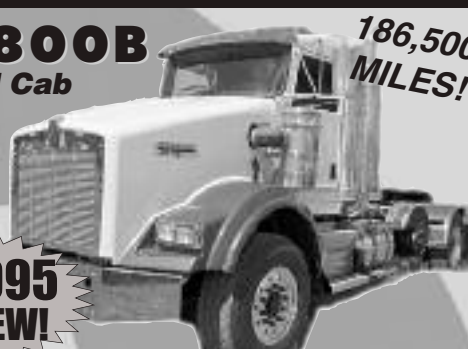
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NEWS AND INFORMATION

Bendix brake shoe label emphasizes need for like replacement

Technicians relining Bendix brakes will soon see something new within the wheel-end: Bendix high performance brake shoes will now carry an eye-catching warning label to help educate the commercial vehicle industry about crucial performance issues related to relining.

The effort is part of a comprehensive awareness program by Bendix Spicer Foundation Brake (BSFB).

"This Bendix brake is designed to meet the Federal Mandate for Reduced Stopping Distances and, where necessary, is equipped with special reinforced shoes," the label reads. "These brake assemblies must be replaced with like shoe and lining assemblies to maintain braking capability. Failure to do so could negatively impact the safe operation of this vehicle."

Phase one of the Reduced Stopping Distance (RSD) mandate took effect in August 2011 for new three-axle tractors with Gross Vehicle Weight Ratings (GVWRs) up to 59,600 pounds. Phase two of the mandate, aimed at tractors with two axles, as well as severe service tractors with GVWRs above 59,600 lbs., takes effect Aug. 1, 2013.

"Even two years after the RSD mandate went into effect, we still

regularly field questions from fleets and drivers about replacement brake lining performance and RSD compliance," said Gary Ganaway, BSFB director of marketing and global customer solutions. "There's a lot of misinformation to sift through concerning the certification of aftermarket brake linings and today's high performance brakes, so the industry's confusion is understandable. It's important for everyone to understand the impact that friction selection has on safety, and that not all replacement friction marketed as acceptable under RSD will actually perform to the standard."

According to Ganaway, the long-time industry standard test for certifying brake linings, Federal Motor Vehicle Safety Standard (FMVSS) 121, is no longer adequate in the RSD environment. Most linings that pass the dynamometer requirements do not meet today's higher vehicle performance requirements.

To illustrate this, Bendix compared the 60 mph stopping distance of an RSD-compliant vehicle equipped with high performance brakes and linings against several pre-RSD Original Equipment Manufacturer (OEM) and aftermarket brake linings that passed FMVSS dynamometer certification. The RSD-compliant vehicle used Bendix High Performance ES (Extended Service)

Brakes and consistently delivered a stopping distance of 215 feet - well under the 250-foot limit established by the federal mandate.

None of the comparison friction used in the relining of the RSD brakes - materials readily available in the aftermarket - met the mandate's stopping distance requirement. And the worst-performing friction material - a popular aftermarket lining - had a stopping distance of 311 feet. The 96-foot difference between that and the high performance friction represents a 45 percent decrease in performance - approximately five passenger car lengths.

"Nothing could more starkly depict the highway safety that is at stake, and the importance of using the right friction when it comes to relining high performance, RSD-compliant brake systems," Ganaway said. "Although advancements made in brake engineering and friction material in recent years have significantly improved both safety and performance, those steps forward can be dangerously undermined through relining today's brakes with improper

friction material."

Kenworth Northwest opens full-service dealership in Lakewood

Kenworth Northwest's Lakewood facility features 13 service bays, a truck wash bay, a well-stocked 5,400-square-foot parts warehouse and a driver's lounge.

The dealership is located south of Tacoma on three acres at 12507 Pacific Highway S.W., adjacent to Interstate 5 less than a quarter mile southwest of the Bridgeport Way exit and a quarter mile northeast of the Gravelly Lake Drive exit on I-5.

At Kenworth Northwest, truck fleets and operators can purchase from Kenworth's comprehensive product lineup of aerodynamic, vocational and medium-duty trucks. In addition to quality Kenworth proprietary and TRP all-makes parts, service and Paccar Engine support, the dealership offers Paccar Finan-

(Continued on Page 19)
See "LT News"

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(Continued from Page 18)

cial support through flexible retail loans, and full-service leasing from Kenworth Northwest PacLease for the transportation industry.

Besides the Lakewood dealership, Kenworth Northwest operates seven other locations in Anchorage and Fairbanks, Alaska; and Aberdeen, Bellingham, Marysville, SeaTac and Yakima.

Hendrickson announces Suspension Training Program

Hendrickson has scheduled its 13th session of Hendrickson Vehicle Suspension Institute technical suspension training for heavy-duty transportation service technicians and parts personnel. There will be two separate sessions held, one Oct. 22-23 and the second Oct. 24-25, at Northwest Technical Institute Facility in Springdale, Ark. Each session is scheduled for one and one-half days including lecture and hands-on training covering Trailer 101, Hendrickson Tire Inflation Systems (TireMaax Pro & CP), and Tri-Functional Bushing Replacement. The training is conducted by Hendrickson's regional field service managers. The HVSI program provides technicians as well as parts and service personnel with a basic orientation and hands-on experience for the recommended installation, service, maintenance, and repair procedures for Hendrickson truck, trailer, and lift axle suspension systems. For additional information about HVSI and how to sign up for upcoming and future sessions, please contact Jose Cabral at (630) 910-2836 (jcabral@hendrickson-intl.com) or contact your local Hendrickson representative.

Recall issued for Kenworth T4 & W9

Paccar is recalling a little more than 800 Kenworth model year 2010-2012 T4 and W9 series vehicles manufactured Nov. 13, 2009, through Aug. 26, 2011.

A National Highway Traffic Safe-

ty Administration bulletin says the alternator wiring may come in contact with the exhaust manifold, which could lead to a vehicle fire.

Paccar will notify owners and dealers will re-route the alternator wiring, free of charge. The recall is expected to begin in late August.

Owners may contact Paccar at 1-425-468-7400 or the National Highway Traffic Safety Administration Vehicle Safety Hotline at 1-888-327-4236. Kenworth's recall number is 13KWJ.

DOT seeks to slash paperwork requirement

The Department of Transportation is proposing to reduce paperwork filing requirements for driver vehicle inspection reports or "DVIRs" to help lower compliance costs for the trucking industry - to the tune of \$1.7 billion annually, according to the agency.

"President Obama challenged his Administration to find ways to cut waste and red tape, a challenge I pledged to meet during my confirmation hearing," noted Secretary of Transportation Anthony Foxx in a statement. "With this proposal, we are delivering on that pledge, saving business billions of dollars while maintaining our commitment to safety. It's the kind of win-win solution that I hope our Department will continue to find over the coming months."

Foxx said current federal regulations require commercial truck drivers to conduct pre- and post-trip equipment inspections and file DVIRs after each inspection, regardless of whether or not an issue requiring repairs is identified - making DVIRs are the 19th-highest paperwork burden, based on the number of hours needed to comply, imposed across all federal agencies. Yet only 5% of reports filed include defects, Foxx noted.

Under DOT's new proposal, however, DVIRs would be required only if defects or deficiencies were discovered by or reported to the driver during the day's operations.

"We can better focus on the 5% of problematic truck inspection reports

by eliminating the 95% that report the status quo," added Federal Motor Carrier Safety Administrator Anne Ferro in a statement. "Moving to a defect-only reporting system would reduce a significant paperwork burden facing truck drivers and save the industry billions without compromising safety."

The American Trucking Assns. (ATA) is one industry trade group that is responding positively to DOT's DVIR paperwork reduction proposal.

"We appreciate the Obama Administration's proposal to provide relief on a longstanding paperwork-related burden in the trucking industry, and we look forward to working with Secretary Foxx to implement it in the near future," said Bill Graves, ATA's president & CEO.

"Though this step will provide modest relief to professional drivers and motor carriers," he continued, "ATA is optimistic this signals Secretary Foxx's willingness to provide reasonable and appropriate relief to the industry and he will quickly act to provide relief on more substantive issues."

Double up on safety tech pays benefits

Research conducted by the Virginia Tech Transportation Institute (VTTI) indicates that fleets can greatly reduce the risk associated with driver drowsiness and fatigue through the use of multiple technologies within the cab.

According to Dr. Gregory M. Fitch, senior research associate in the Center for Truck and Bus Safety at VTTI, 78% of crashes involve a driver not looking forward when the vehicle in front first applies its brakes.

"There are a lot of single measure technology out there according to Darrell S. Bowman, group leader for Advanced Systems & Applications at VTTI, and if you use multiple measures it's more effective."

Bowman suggests ways to monitor and manage risks associated with driver drowsiness and fatigue and, including maintaining more predictable work hours, getting adequate sleep before driving, taking rest breaks and naps and utilizing an online fatigue management program for drivers. Susan Soccolich, a VTTI statistician, states that drowsiness, HOS research and the safety impact of HOS regulations are among the reasons for the recent change in rules. Soccolich suggests drivers and companies utilize new technology such as Electronic On-Board Recorders (EOBRs) to help the driver stay awake, alert, and compliant with the latest regulations.

Add-on device boosts cell coverage

Quake Global (quakeglobal.com) has unveiled a new add-on module designed to integrate with existing asset tracking and management systems to enable ubiquitous wireless coverage via satellite or terrestrial wireless networks. Dubbed the QEXPANDER, it meets automotive and heavy equipment power conditioning standards and also operates with very low power draw for battery-powered applications, according to the company.

Based on Quake's Q4000 platform, QEXPANDER is a rugged, industrial-grade programmable intelligent modem. It can be customized to operate on ORBCOMM or Iridium satellites and 3G or 2G terrestrial networks. Other options include multiple analog and serial input/output ports, antenna detection, J1939 CANBus memory, built-in accelerometer and many more choices.

The module can easily connect to a service provider's existing solution

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1991 FREIGHTLINER, Ser. 60, 10-Speed, air ride with a 1977 BRENNER 5200 GAL. STAINLESS STEEL TANK TRAILER. BOTH FOR **.. \$29,500 Will Separate**

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via a RS-232 serial port, noted Quake, and its Application Programming Interface (API) is designed to help make customization easy.

"The versatile, cost-effective QEXPANDER gives M2M service providers the widest possible range of options to satisfy the increasing needs of their customers," said Michael Geffroy, vice president, sales and marketing, Quake Global. "It is an ideal solution for the rapidly growing vehicle telematics market as well as the heavy equipment market segments. Most existing asset tracking systems are designed around cellular communication data links. With QEXPANDER, solution providers can add seamless satellite or GSM connectivity to their customers with a very rapid turnaround time to market."

New regulations impact fleet safety

ACE USA, the U.S.-based retail operations of the ACE Group, has announced the release of a white paper discussing critical issues within the trucking industry as companies seek to comply with a tough new federal program aimed at reducing crashes and improving safety records. The paper provides details to increase companies' understanding of the overall impact of the regu-

lations. Further, the paper suggests steps that companies can take to integrate the new regulations into their operations to fulfill the requirements set forth.

"The industry's concern about fleet safety and the Federal Motor Carrier Safety Administration's (FMCSA) program is reflected in the results of a survey of more than 4,000 trucking industry executives who identified the program as among the ten most critical issues they face," said David Brown, Vice President and Transportation Practice Leader for ACE Risk Management. "Federal safety programs were originally launched in the 1990s. These recent changes, however, mean fleet safety has taken on a new level of urgency as executives work to understand the new regulations and how it will impact their business."

"Fleet Safety: Understanding New Regulations," was authored by Jack Scarborough, Senior Health, Safety and Environmental Consultant at ESIS, Inc., the risk management services division of the ACE Group. As a leader in his field, Mr. Scarborough has been instrumental in the development of the FMCSA Safety and Fitness Electronic Records (SAFER) system. Mr. Scarborough leverages his 20 years' experience in large fleet management to address emerging industry concerns in the context of fleet safety and the FMCSA safety monitoring and measuring program.

In his paper, Mr. Scarborough noted that while many of the original requirements have remained unchanged, the process set forth by the FMCSA SAFER system has been re-engineered to provide a better view into how well large commercial motor vehicle carriers and drivers are complying with safety rules. Mr. Scarborough remarked, "These evolving regulatory measures put additional pressure on commercial motor vehicle carriers to reduce safety violations."

The paper shares links to materials provided by the FMCSA and explains that to most effectively implement the new standards, companies should work with experienced fleet consultants who focus on the FMCSA program requirements to support them in their efforts to identify risks and implement solutions. Said Mr. Scarborough, "This is a great opportunity. Companies can reduce their operating risk and, at the same time, strengthen their safety records."

As part of a thorough risk management program, companies should partner with an insurance carrier and risk control consultants specializing in the transportation industry. ACE Risk Management and ESIS Health, Safety and Environmental meet the qualifications and provide a range of benefits, including:

Primary casualty underwriting expertise with transportation industry specialization.

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Daseke buys Oregon trucking company

Daseke Inc., a group of flatbed and specialized carriers, announced it has acquired the Redmond, Ore.-based Central Oregon Truck Company.

The transaction took place Aug. 1 and follows Gaffney, S.C.-based J. Grady Randolph Inc. joining Daseke, making the holding company one of the 20 largest flatbed and specialty carriers in North America. Other Daseke companies include Smokey Point Distributing and E.W. Wylie.

Rick Williams, one of the founders and CEO of Central Oregon Truck Company, said that the decision to join Daseke brings added momentum to a company already on the move.

Originally formed by a group of friends who were former drivers, including Williams, Central Oregon Truck Company has been a mainstay flatbed carrier throughout the 11 western states and has grown to handle loads with customers throughout the lower 48 states and in Canada.

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