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From the stump...

California Scheming

by Mike Crouse, Publisher

Every trip to California we're reminded there are at least two California's: the mostly sensible north and the rest of the state.

Fortunately, unlike our brethren in Northern California, while the weather is certainly warmer there, we can head back home to relative sanity, while they're stuck in a state (legislature) controlled by the inhalers and loons residing in the south (with a list of notables including Nancy Pelosi, Senator's Boxer, Feinstein, and of course Gov. (Moon-Beam) Brown, to name a few). It is a very different world, and they're welcome to it, just don't spread it around.

One slice of extraordinarily good news surfaced that same week, related the Moonlight Fire Case, of alleged responsibilities for the start of a wildfire that destroyed 65,000 acres of California forest lands in 2007.

Two years after that fire the Federal Government filed a lawsuit against the logging contractor alleged to have been responsible for starting the fire, and several landowners the largest of which was Sierra Pacific Industries (SPI) seeking \$791 million in damages plus interest. SPI and the other parties settled that suit agreeing to pay \$55 million and, in addition SPI agreed to transfer 22,500 acres of wildland for public use. Sierra Pacific's primary defense was to show that the investigation was unreliable and that none of the defendants had anything to do with starting the fire.

However Judge Leslie C. Nichols' decision, released on February 4th on a second lawsuit, ordered the State of California to pay what's been reported from \$24 to \$32 million to SPI for attorneys' fees and costs incurred in defending against the Moonlight Fire lawsuit.

Even more enlightening was what led to the court's decision. In imposing "terminating sanctions," the court found that Cal Fire (California Department of Forestry and Fire Protection "...en-

gaged in the pervasive and systematic abuse of California's discovery rules in a misguided effort to prevail against these Defendants," and continued adding, "Had they (Cal Fire) testified truthfully from the start, as required, Defendants would have likely spent nothing, or very little, as the case most likely could not have advanced."

During depositions, Cal Fire's own expert on wild land fire investigations concluded that it was "...more probable than not" that the Moonlight investigators engaged in acts of deception while testifying about a primary aspect of their investigation. The Court held, "[I]t is this Court's responsibility to review whether Cal Fire abused the legal process through false testimony of its lead investigator on the Moonlight Fire, Joshua White. This Court finds that Cal Fire, through White, repeatedly did so."

Court decisions are not the most exciting documents to grind through, however this decision was riveting in its revelations both on what Cal Fire did and did not do.

The really good news in all of this is shining light on some of the slimy behavior of the many bureaucrats and attorney's involved throughout this process, which as demonstrated by the court's action to be well beyond the acceptable. Typically the best cure for slimy behavior such as we see here is shining the light of the public on those who like to slither around in the darkness and behind closed doors.

Considering this was the same information, from the same agencies used by the federal government in pressuring the defendants, including SPI to settle for an exorbitant sum of money and land one has to wonder if that issue will be revisited, to date no one is saying.

Considering the breadth and scope of will of deceit and at least implied collusion amongst the federal and state government agencies involved should be dealt with in the same manner most decent professions would deal with their rogues: dismissal at least and being tossed into the street at the very least. The court documents make it extremely clear their course of action was purposeful and with full knowledge.

The documents are publicly available though it

takes a little digging.

We'd hope the sanctions will put a damper on the rogue bureaucrats and Cal Fire in particular, eliminate the entire lot and publicly recognize their zealous disregard of the law, and similarly dampen enthusiasm for rogue lawsuits from legal community in general. One could hope for disbarment, but as we've seen time and again, sanctions for attorneys are largely laughable, designed to disguise rather than remedy misbehavior.

At the end of the day this is very good news for private citizens, private industry and Sierra Pacific Industries in particular.

Bringing rain, but not freezing rain

Travel is part and parcel in the business of covering stories, attending conferences and finally producing Loggers World, which is especially true the first few months of every year. When the weather is reasonable, we can manage our time to the available time of loggers, we cover both local logging contractors in addition to conferences making that time spent more effective and bringing a length trip (of 9-10 hours) into more management segments.

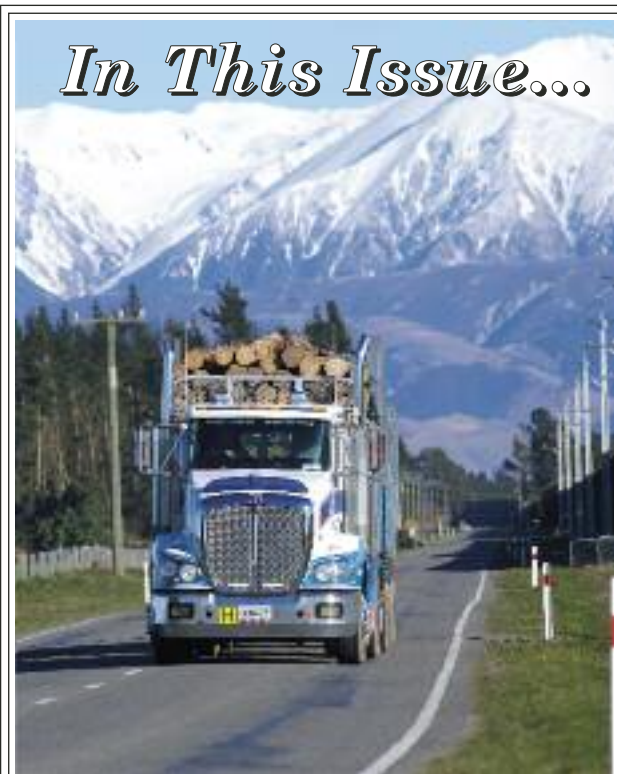
This can be a dicey venture in the winter months, but undaunted ahead we trudged down to the Redding/Anderson, California area for the Sierra-Cascade Logging Conference a few days early to catch a story east of the Redding in the vicinity of Macarthur, California.

The trip south had us leaving on the edge of an arctic front from Canada in hopes of beating that front's potential to inundate the Siskiyou and/or Mt. Shasta region with rain, snow and ice, which we did.

Next was final connection with E&G Logging's Neil Gould for a day in the field with his company, which had great promise for not only being dry but include sunshine (not the norm for our Pacific Northwest)! The day was grand especially considering we were at 4,500 ft. or so, and the weather was predicted to turn very wet the following day. And although our day was clear, Neal commented as we left the site that there could be eight or nine inches on this site the following morning. Our good fortune noted we proceeded towards the hotel just outside Anderson, having dodged the weather.

The Sierra-Cascade Logging Conference

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See "From the Stump"



COVER PHOTO: SML (Steve Murphy LTD) utilizes a mixed fleet of North American and Japanese trucks in their New Zealand log and bulk wood chip hauling operations.

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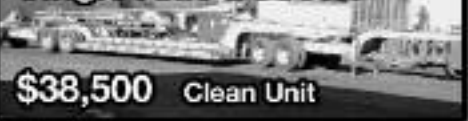
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READER RIDES

MARCH 2014

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JOEY LOWRY HAULING A LOAD of white fir that came off the Big Sand Rd behind Harvard, Idaho.

More Photos From Our Readers On Page 13

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By Darin Burt
Photos courtesy of:
www.truckarchive.co.nz

New Zealand may be some 7,000 miles away, but it seems that hauling logs and chips in the "Land of the long white cloud" is not so much different than here in the Pacific Northwest.

"The industry as a whole is something that's in your blood," says Chris Murphy, partner with his father Steve, of the Kaiapoi, NZ forest products transport company of SML (Steve Murphy LTD).

Steve started SML in 1979 with a single truck, and the company has

(Continued on Page 8)
See "SML"



SML FLAGSHIP, KENWORTH T904 powered by Cat C15 550hp rated at 242,508 lbs GCM (Gross Combination Weight is the maximum weight of a loaded articulated vehicle or combination vehicle with trailers).

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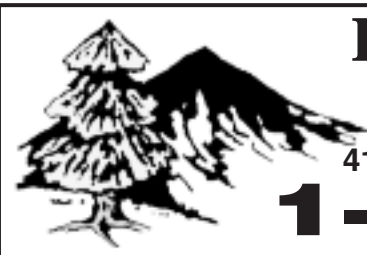
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(Continued from Page 5)

MARCH 2014
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since grown to a fleet of 36 trucks; 31 log trucks and 5 hauling chips. The story of how Chris came into the business by following in his father's footsteps is very reminiscent of the way things happen here in the States. He started out 24 years ago, driving one of the five logging trucks that SML was running at the time, and is now the company's general manager of operations, overseeing a 52-person staff.

Within the Canterbury region, SML is one of the dominant log trucking companies. Nationally, they rank somewhere in the middle compared to fleets in excess of 150 trucks on the Northern Island where the harvest is 175 percent more.

Residents of the Canterbury region are nicknamed "flatlanders" because of the generally level topography outside of the forest areas. Much of the log hauling is done on that ground as well, as the area is dealing with the aftermath of a major "wind throw" and there is over a million tons on the ground.

According to Chris, forestry used to be our country's main export, but dairy is really starting to ramp up now, which has changed the nature of logging. "There's quite a high motivation to deforest a lot of the flatland areas, and instead of replanting it, they're establishing it into dairy farms," he says.

"That has put a bit more work in front of us than we've anticipated, but locally we're hauling about 750,000 tons of logs yearly. Additionally we cart about 110 tons of bulk material from the local saw mills that goes to MDF plants and is turned into custom wood."

SML works within a 100-mile hub from their base on the South Island near the major city of Christchurch, but they also haul two or three loads a day to Nelson some 190 miles away.

The SML fleet is comprised predominantly of Kenworth, Western Star, Mack, and Freightliners with a few Japanese-imported Fuso/Mitsubishi and Volvo trucks in the mix. With those are both cab-overs and conventional "bonneted" trucks.

"Within our local industry, you can pretty well choose between the two styles. There's no real benefit either way really; it's just a fit for the company. The bonneted Kenworths are a good purchase as well as a good fit for our business model," Chris says. "The cab-over obviously has better visibility for the driver, while the bonneted trucks ride a bit better for comfort. We've always been very proud of the aesthetic look of our trucks, and the bonneted trucks are nice to have in the fleet because they look cool."

Trucks in the SML fleet are powered primarily by the Cummins ISX motor in the 580 horsepower range, and outfitted with Eaton-Fuller 18-speed transmissions, Rockwell-Meri-

tor axles, and air-glide suspensions.

"We don't have to custom-build a truck per say because the manufacturers bring enough in to cater to our specific industry which is more heavily spec'd than for line haul," Chris points out.

Tear weight of a standard cab and chassis averages about 242,508 lbs with the trailer an additional 12,125 lbs.

NZ highways allow 97,003 lbs, with commercial vehicle authorities allowing a 3,300 tolerance.

SML is moving towards nine-axle configurations to be able to haul greater weights. 110,231 lbs max is the goal on most main roads, and

with a permit can be increased 127,868 lbs. "Multi-bay" trailers are configured for multiple log lengths ranging from 9' 10" to 26'10".

Haul raters are figured on a tonne to kilometer basis, which varies between different customers. Drivers throughout NZ are paid a flat hourly rate, with SML drivers making \$20-\$25 an hour.

During the summer months, drivers can be seen sporting shorts and T-shirts along with their work boots and hardhat. "Some of the boys go right through the year like that 'cause they've got blood thick skin hide," Chris says with a laugh.

All kidding aside, the health and

safety is a paramount concern within the NZ trucking and forestry industry. The last couple of years have seen a dozen work-related fatalities.

SML puts newly hired drivers through a weeklong training program. Along with specific company and customer rules, all involved must adhere to Approved Code of Practice (ACOP) set by the Ministry of Business, Innovation & Employment, as well as government highway regulations.

Truckers are restricted to a 70-

(Continued on Page 11)
See "SML"

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Exchange Prices - Rearends

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RR 20145	\$1100
DS404	\$1500
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DSH40	\$2100
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PRIVATE WOODLOT OPERATIONS; Kenworth T408 and Koromeko 4-axle multi-trailer heading in to be loaded.

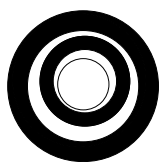
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SML

(Continued from Page 8)

hour workweek and allowed to drive 11 hours out a 14-hour day. Drivers are required to hold a Class-5 (heavy combination vehicles) commercial license with additional endorsements for "wheels, tracks and rollers" that allows them to operate equipment such as a tracked excavator or wheeled log loader.

"We have a goal that within two years of starting with our company training program, our drivers will have obtained a national certificate in commercial road transport, which

involves classroom work and in-cab assessment by an independent auditor, and is more of a formal certification for being a professional driver," Chris says.

Aside from a short closure during Christmas, SML hauls logs year-round. Even with the consistent work schedule log trucking companies are dealing with a shrunken labor pool due to drivers lured away to higher paying trucking jobs in the clean up and revitalization efforts due to recent major earthquakes in the region.

Just like most other log hauling operations, SML prefers drivers with some woods experience.

"If we can get someone from a rural background that's a bonus, but generally, we can hire a guy that's come off of line haul with a few kilometers under their belt who knows the sweet path of the vehicle and how it operates with different loads.," Chris says "A lot of our drivers come from referrals, and we try to encourage young blood to come on board. We've got an aging workforce in New Zealand, and the average age of a log trucker driver is around 47.

In the SML shop is a fleet maintenance manager who oversees maintenance and repairs, a fleet manager who makes sure the trucks

look their best, two full-time technicians, and a full-time engineer who handles the welding and bodywork. Major repairs are sent out to the suppliers, and when equipment is initially being set up, they are built by Pachal Industries on the North Island.

SML buys only brand new trucks; the average age of their current fleet are 2009 models. Trucks see on average 75,000 miles a year, and are upgraded on 621,371 mile cycles.

"Our repairs and maintenance

(Continued on Page 12)
See "SML"

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RTX-14609B ... 2,150	RTO-12513 ... 2,100	RTO-18913 ... 3,650	RTLO-18918 ... 4,150
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RT40-145 Rockwell Peterbilt Air Trac	5,250
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(Continued from Page 11)

MARCH 2014
LOG TRUCKER
are less with new equipment,” Chris says. “We basically put the truck on the road and don’t really see it unless there’s something wrong that’s really sinister.”

“There are a lot of smaller players floating around Canterbury at the moment, and for them to get up and running they can’t just go out and buy a brand new truck and trailer that can cost about \$458,700 (US) plus a 15% goods & serves tax,” he remarks, adding that the price for diesel fuel at the pumps is about \$4.90 per gallon; tires cost in the neighborhood of \$550 (US) each.

“You’ve got to get a good payday on a truck for sure,” Chris adds. “It’s pretty constrained at the end of the day as to who you’re working for, but we try to be smart within our own business to be viable and profitable.”

If you’re the adventurous sort and are looking for a new job in a place with unspoiled country, a relaxed-pace of life and friendly people, New Zealand might just be the ticket. The work culture is friendly and professional, and at SML, as with most outfits, owners, managers and staff are on first name terms and have a passion for what they do.

“We have a family-approach and a focus on customer service. We own all of our vehicles and get a pretty



C15 CAT-POWERED FREIGHTLINER ARGOSY being loaded by an excavator loader on a crisp Canterbury spring morning.

big buzz out of our machinery and gear,” Chris says. “We have one boy who has been with us 23 years; on average it’s about ten years, and we get a kick out of keeping people engaged for that long. We make sure that we’re there to listen to them about what’s going on; it’s a work/life balance and we try to get that right for them.”

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WILL SIMMS, OF BANKS ROCK, in the company's 1991 Peterbilt 265, powered by N15 Cummins, delivering to the mill in Garibaldi, Oregon.

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DEVAN DEVLIN, IN A 2008 WESTERN STAR GLIDER, hauling a load for Rice Logging on the Little Fall Creek mainline out of Jasper/Lowell, Oregon.

FOURTH-GENERATION LOGGER/TRUCKER JASON HILL, of JP Hill Trucking, out of Malvern, Arkansas, lighting the way in a 1999 Western Star Heritage.



TODD MARTIN "playing" in the snow in his 2013 Peterbilt up the Palouse River Rd near Colfax, Washington.

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STEVE PARTON, back in 2011, driving an '88 Peterbilt for Billy Gilliardi from Elbe, Washinton, and hauling for Toledo's WA Logging (Bill and Todd Foister).

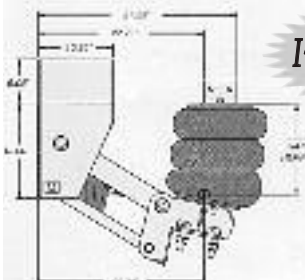
MICHAEL V. NIGG LOG HAULING, Tonasket, Washington, picking up a load from Simpson Logging with his 1991 Western Star short logger.



DRIVER LOUIS GREEN, in PER #19, off the Salt Creek mainline near Dallas, Oregon.

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by Darin Burt

Who's responsible for employee turnover? Whether a crewmember left the position voluntarily or things didn't work out and you were forced to let them go, the straightforward answer to why you're putting out the help wanted sign is because YOU as a business owner failed them in your lack of vision.

"The biggest problem with most small businesses is that because people are so busy doing what they do, they've never taken the time to create a clear vision of where they're going. Because of that, they end up hiring people for the job rather than team members who want to be part of a journey," says Jim Munro, "Business Talent Magnifier" with ActionCOACH, the world's #1 business coaching firm.

"It's hard to bring attractive employees to an organization that doesn't know where it's going," Munro adds.

"At the same time, if you bring somebody in who has no idea where they want to be a year or two down the road, what do you think the odds are that they'll leave before they get there?"

Hiring the right person from the start, experts agree, is the single best way to reduce employee turnover. Skills are important, sure, but rather than simply judging the best applicant based on a checklist, a more effective approach is to also focus on whether or not they are a good fit within your business model.

A job applicant might be able to shift gears or turn a wrench like nobody's business, but do they

HELP WANTED

Establishing a New Vision for Employee Retention

mesh with your company culture? Do they have a solid work ethic; are they accepting of your way of doing things; and are they somebody who you will enjoy working alongside.

"It's much easier to train somebody who is the right fit for your culture, is motivated and wants to be there," Munro says.

From day one, new employees should have an adequate training program. This should include an orientation to the position and the business, as well as all necessary information to perform up to your standard, including equipment specifics, maintenance duties and safety rules, among others. Employees who feel knowledgeable and comfortable in their surroundings are more likely to feel empowered with their position.

If you want employees to stick around, one of your most important management responsibilities is making them feel valued and letting them know that they are an

important part of the success of your business. According to a survey by the American Psychological Association (APA), half of all employees who do not feel appreciated at work report that they intend to look for a new job in the next year.

Ignoring your employees is one of the biggest mistakes you can make - remember you're all in this together. Involve your staff in decisions that affect their jobs and the overall direction of the company whenever possible. Create engagement and a vested interest rather than simply hanging announcements on the shop wall.

"Everyone wants to feel valued," Munro states. "For some, it may be the tangible rewards, while others may feel that recognition through their ability to help others."

"Each person is different, and most of the time, it's the simple, little things that have all the bearing on job satisfaction and retention."

Employers in all industries are saying it's very, very difficult to get quality people and the individuals themselves are saying it's very, very hard to get a job. Both may be true, but the solution to finding and keeping productive, satisfied and loyal employees starts in changing the processes from the business owner standpoint.

"Turnover is tied to ownership that has not created a clear vision that is enticing to people who want to grow and have things of their own that they want to achieve," Munro states. "If employees don't feel that you can help them reach those goals, they may take the job for the paycheck, but they won't feel any kind of commitment."

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ALL men are created Equal...

MARCH 2014

LOG TRUCKER

LT

by Sherrie Bond

All men are created equal ... some are just "more equal" than others! I have slogged through enough reports and hypothesis on FMCSA's idea of commercial driver safety versus BMI or obstructive sleep apnea, I could put you all to sleep in a heartbeat! The proven and unproven theories and studies cancel each other out, but the focus and objective of the studies run a steady line, finger-pointing and placing commercial vehicle drivers smack in the crosshairs.

The beating of drums began back in the 60s and 70s when everything green had to be preserved, hugged, protected and conserved, be it one-eyed flounders, primeval forests or the five-titted-toads. In order to purify Nature and meet their psychedelic standards, mankind had to be eliminated from the equation at all costs, regardless of economics, stable communities or family survival. Disruption of natural habitat was where fur was rubbed the wrong way if you ask the tree fairies! Soon clusters of "Nature's Redeemers" sprung up in every nook and cranny and in every manner of protest. Save this. Stop that. You all recall the upheaval.

That defiance, while cranked

down a bit, has become more sophisticated and now conceals its preservationist theories with phrases like "global warming", "cap and trade", "earth liberation" and such. An outcropping of do-gooding, seduced an uninformed media into believing outrageous air pollution was produced solely by mammoth trucks, belching black smoke and surely spitting fire from the stacks, only nowadays instead of hippy sit-ins, the flower children of the 60s and 70s movement are governing the U.S. To paraphrase Pogo, "We have met the enemy and he are US!" Indeed he are! Getting rid of the "big rigs" became a goal as news articles began the danger chant, the air-fouling rhetoric. Manufacturers, not wanting to be thrown to the wolves, began to tinker and fiddle with the working parts and soon rigs were coughing their lungs out, plodding up hills and gasping for breath like fifty-year smokers attempting a marathon dash to the finish. Manufacturers gained enough ground through improvements and technology to settle the jangled nerves and placate congress.

Black-eyed and noses busted, the anarchists decided a media blast threatening mass carnage of the population brought about by the unfit, slovenly, sleep-deprived, rule-

breaking commercial vehicle drivers would put their ball over the goal line. And here we are today with our ability to guide the behemoth chromed-up beauties held in question, livelihood threatened and our physical health defenseless to the interpretation of "number cyphers" reading mass produced charts while lacking the ability to discern statistical data versus common sense. Take BMI for example; if 17" is the magic number determining your neck size, the complexities of sleep apnea due to obesity and you are Pudgy Peggy who works the sideshow at Barnyard and Bully Circus that's one thing. However, if your magic number is 17" and you are Mr. Atlas, buff, pumped and a bouquet of rippling muscles, that's a horse of a different color. BUT, to Suzy the Clinic Chart Reader, 17" is 17" and she fails you with a big red "F", takes your seventy-five bucks and tells you to lay off the quarter pounders without a thought or a care of how she just screwed you out of a job.

I stick by my previous commentary ~ if the driving population is threatened by a hazardous dangerous, commercial trucker with a 17" neck, then it is equally endangered by every 17" necked motorist including and not limited to those

who carry guns, speed to accident scenes, transport ailing people to hospitals, deliver donuts, drive cows to water, touch up their lipstick while looking in a rearview mirror or work for Barnyard and Bully. There is an alliance focused on the elimination of commercial vehicles and their counterpart professional drivers irrespective of the impact that will have on the economy, job loss or transport of goods and services.

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NEWS AND INFORMATION

Kenworth, Peterbilt recall more than 21,000 chassis

Paccar is recalling 11,056 model year 2013-2014 Kenworth T680 chassis manufactured Jan. 1, 2012 through Oct. 14, 2013, and Peterbilt 567 and 579 chassis manufactured Jan. 20, 2012 through Oct. 11, 2013, and equipped with Inteva-brand door latch assemblies.

In the affected vehicles, the doors may lock permanently while closed or may be opened from the outside even after they have been locked. If the door latch assembly becomes permanently locked while closed occupants could be prevented from exiting the vehicle in the event of a crash or fire, increasing the risk of injury.

Paccar will notify owners, and dealers will replace the left and right door latch assemblies with new assemblies, free of charge. The recall is expected to begin by the end of February.

Kenworth's number for this recall is 14KWB. Peterbilt's number for this recall is 114-A.

Paccar is also recalling 10,414 model year 2014 Kenworth T660, T680, T700, T800, T880, W900, T440, T470, T370, T270, T170, C500, and C550 chassis manufactured between Aug. 7, 2013 and Oct. 31, 2013, and Peterbilt 320, 325, 330, 337, 348, 365, 367, 382, 384, 386, 388, 389, and 587 chassis manufactured between Aug. 7, 2013 and Nov. 3, 2013, and equipped with IM-MI-brand L9 seat belt buckles.

When the button is pressed to release the seat belt, the latch plate can become partially engaged with the buckle, making the seat belt difficult to unlatch, resulting in these vehicles failing to conform to the requirements of Federal Motor Vehicle Safety Standard No. 209, "Seat Belt Assemblies." If the latch plate remains partially engaged after the button is pressed, egress from the vehicle could be hindered which would increase the risk of injury in the event of an emergency.

Paccar will notify owners, and dealers will inspect and replace the seat belt buckles, as necessary, free of charge. The recall is expected to begin by the end of February 2014.

Online parts ordering becoming more popular

Online parts ordering is a growing trend, based on results from a recent MacKay & Company survey on fleet parts purchasing. Today, online parts represent 32% of parts orders and phone calls only 18%.

In five years, those fleets say they

expect to be ordering 43% of their parts online and using the phone for only 13% of orders.

Those same fleets, which have 54,000 power units and 76,000 trailers and chassis, order parts from OE supplier managed sites (65%), distribution managed sites (27%), and 8% order from the site with the best price.

The surveyed fleets say they also go online to obtain technical information (87%), research parts pricing (85%), use parts cross-reference (76%) and to check parts availability (76%).

Advanced powertrains to drive remanufactured replacement component market

The entry of advanced class 6-8 powertrain systems that comply with new emission regulations will drive revenue for the North American remanufactured replacement components market over the next five to seven years.

New analysis from Frost & Sullivan says while this will intensify competition from suppliers of new replacement parts it will affect unit shipments for some products, the environmentally friendly image of remanufactured engines, transmissions, clutches and turbochargers will support ongoing demand among major truck fleet operators.

The business consulting firm's report, Strategic Analysis of the North American Class 6-8 Remanufactured Powertrain Components Af-

termarket, finds that the market earned revenue of \$3.19 billion in 2013 and estimates this to reach \$3.52 billion in 2019.

"Increased sophistication in the functionality of heavy-duty engines and variable geometry turbochargers will raise the unit prices of remanufactured components," said Frost and Sullivan automotive and transportation research analyst Anuj Monga. "The enhanced reliability and availability of remanufactured components means that these products will continue to thrive in the face of stiff competition from new, non-original replacement parts."

However, the group notes, the addition of newer and refined components to the powertrain system could still pose a challenge, as the lack of cores will lead to the use of newer parts in component assemblies, thereby escalating final costs. The scarcity of skilled labor is another restraint that will be prominent in the case of independent remanufacturers, who are otherwise not involved in the design and development process.

"Unlike many independent remanufacturers that find it tough to gain momentum due to core availability issues, original equipment manufacturers can leverage their installed base and stand a better chance in the remanufacturing market," said Frost & Sullivan in a release.

It believes partnerships with OEMs will be vital for remanufacturers of enhanced powertrain components to not only access key proprietary information, but also capitalize on the installed base of different OEMs.

"Truck manufacturers are also interested in widening their participation in the remanufacturing industry, hence providing added opportunities for remanufacturers to partner with OEMs, keep pace with technological change, and offer differentiated products," observed Monga. "The remanufactured powertrain components market will particularly see higher activity from truck manufacturers looking to vertically integrate into component remanufacturing."

AvatarFleet & HireRight team up to help HR

HireRight, a provider of global employment screening, drug and health testing, and employment eligibility solutions, and AvatarFleet announced a strategic relationship to integrate HireRight's background check solutions with AvatarFleet ApplicantCare™, an applicant tracking system for the transportation industry.

Recruitment and retention of safe and qualified drivers is an ongoing challenge for motor carriers.

(Continued on Page 11)
See "LT News"

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(Continued from Page 8)

The new integrated solution from AvatarFleet and HireRight can enable transportation companies to speed up and streamline the hiring process to ensure that the best drivers are hired. This can help increase retention, reduce turnover and improve compliance and safety, according to the company.

HireRight employment screening and drug testing solutions are integrated with AvatarFleet Applicant-Care, which provides pre-employment driver-specific behavioral assessments and structured, behaviorally anchored interview kits designed to hire better drivers faster. The integration allows users to manage the entire hiring process from a single interface, including ordering, tracking, and managing employment screening.

FMCSA proposes Drug and Alco-

hol Testing Clearinghouse for drivers

The Federal Motor Carrier Safety Administration has announced a proposed rule to establish a drug and alcohol clearinghouse for all national commercial driver's license holders.

The clearinghouse would help improve roadway safety by making it easier to determine whether a truck or bus driver is prohibited from operating a commercial motor vehicle for failing to comply with federal drug and alcohol regulations, including mandatory testing, according to the agency.

Current federal regulations require employers to conduct mandatory pre-employment screening of a CDL driver's qualifications based upon his or her driving record. However, there has not been a single federal repository recording positive drug and alcohol tests by CDL holders that employers would be able to search to ensure that the driver is able to perform safety-sensitive du-

ties.

The proposed rule announced would create such a repository and require employers to conduct pre-employment searches for all new CDL drivers and annual searches on current drivers.

"We are leveraging technology to create a one-stop verification point to help companies hire drug and alcohol-free drivers," said FMCSA Administrator Anne Ferro. "This proposal moves us further down the road toward improving safety for truck and bus companies, commercial drivers and the motoring public everywhere."

Under the proposed rule, FMCSA-regulated truck and bus companies, Medical Review Officers, Substance Abuse Professionals, and private, third party U.S. DOT drug and alcohol testing laboratories would be required to record information about a driver who:

- Fails a drug and/or alcohol test,
- Refuses to submit to a drug and/or alcohol test, and
- Successfully completes a substance abuse program and is legally qualified to return to duty.

Private, third-party U.S. DOT drug and alcohol testing laboratories also would be required to report summary information annually. This information would be used to help identify companies that do not have a testing program.

To ensure the privacy of drivers involved, each CDL holder would need to provide his or her consent, before an employer could access the clearinghouse.

Drivers who refuse to provide this

information could still be employed by the truck or bus company, however, they could not occupy safety-sensitive positions, such as operating a commercial motor vehicle.

Federal safety regulations require that truck and bus companies that employ CDL drivers conduct random drug and alcohol testing programs. Carriers must randomly test 10% of their CDL drivers for alcohol and 50% of their CDL drivers for drugs each year.

In addition to random testing, truck and bus companies are further required to perform drug and alcohol testing on new hires, drivers involved in significant crashes, and whenever a supervisor suspects a driver of using drugs or alcohol while at work.

The proposed rule was directed by Congress in the most recent transportation bill, the Moving Ahead for Progress in the 21st Century Act.

The American Trucking Associations praised the FMCSA for finally issuing the congressionally mandated proposal.

"ATA has been a strong advocate for the creation of this process to help protect motorists since 1999," said ATA President and CEO Bill Graves. "It is unfortunate that it took so long for the Federal Motor Carrier Safety Administration to act on this common sense safety solution, but we are pleased the agency has finally taken the first step toward creation of this clearinghouse."

(Continued on Page 11)
See "LT News"



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(Continued from Page 8)

California pursues emissions reduction to 80% below 1990 levels

California will pursue its ambitious carbon reduction programmes beyond 2020, and is confident that results so far indicate that the initiatives can complement economic growth.

The state's Air Resources Board (ARB) has released an update of its plan to achieve its goal of cutting emissions to 80 per cent below 1990 levels by 2050.

The report said the state was on track to meet its goal of cutting its output of greenhouse gas (GHG) emissions to 1990 levels by 2020 even as the economy recovers from a deep recession.

All sectors, from agriculture to waste management, will be required to play a bigger role for the state to meet targets beyond 2020, according to the report.

The ARB stopped short of setting a 2030 emissions reduction target in the new plan, a target that could have implications for the price of carbon in the state's carbon market.

The report also highlighted that California's target should be consistent with commitments in other regions and noted that the European Union has adopted an emissions reduction target of 40 per cent below 1990 levels by 2030.

A number of policies have been employed in California with the aim of combating climate change, including a cap-and-trade programme that sets a gradually tightening limit on the amount of emissions from covered businesses and allows for the trading of emissions credits on an open market.

The state will continue past 2020 with its low-carbon fuel standard (LCFS), which requires a reduction in the carbon intensity of transportation fuels. The fuels are measured throughout their lifecycle in an analysis that includes production and transportation as well as ultimate use.

- *Climate Action Programme*

From the Stump

(Continued from Page 2)

(SCLC), most years, is comfortable if not warm, though on occasion we see some moisture. This was one of the moist years, moist from the opening bell from start to finish.

Most years if when the SCLC's weather is damp, we are the butt of the joke for having "brought" the wet weather down to soak the conference... our fault!

This year, following an extended drought, those in the logging and forestry businesses were only too happy to see the rain, and we actually received what little credit was available.

CSA what?

Many truck drivers in the U.S. are still confused over the Federal Motor Carrier Safety Administration's Compliance Safety and Accountability (CSA) program, according to a white paper by the American Transportation Research Institute.

CSA was rolled out just over three years ago after it was a pilot program in several American states.

On average, drivers responded to the CSA knowledge test with 42.4 percent accuracy, suggesting that after three years of implementation drivers do not have a clear understanding of CSA, according to ATRI.

On the bright side, carrier-provid-

ed CSA training has increased steadily since 2011, while driver job security concerns due to CSA have decreased by almost 10 percent over the three-year period, ATRI states.

ATRI also partnered with the Commercial Vehicle Safety Alliance to get a guideline of enforcement personnel knowledge of CSA. They found that among enforcement personnel, respondents performed with 66.5 percent accuracy on the CSA knowledge test.

Mack adds air discs

Work truck customers looking for superior stopping performance in harsh conditions and duty cycles can now order EX+ Air Disc Brakes for their Granite, TerraPro, and Titan vocational models.

Mack says the brakes are built to its standards and tuned specifically for the needs of vocational customers to help boost uptime and lower overall lifecycle costs.

More than 2.2 million miles of real-world service in North America has shown that the air disc brakes deliver superior stopping performance and require less maintenance than conventional S-cam designs. Mack's air disc brakes use a flat rotor concept to prevent heat distortion in heavy-duty service, rather than 'hat-shaped' rotors, which are said to be more prone to distortion and shorter life. The brake pads are engineered by Mack to deliver top performance in all situations and minimize brake fade during extreme braking cycles and frequent use.

The real excitement came on the trip back north, and not over the mountain ranges (as we rather expected) but in the Willamette Valley of Oregon, where on Saturday late afternoon or early evening the one weather event we find very unnerving, freezing rain, was forecast. On the rare occasion this happens the Interstate Five becomes bumper car mania. Thus as we're driving north, and watching the storm's progress on a smart phone, we felt blessed to make it to Eugene and settling in rather than crashing, yeah!

God does have a sense of humor! And the rest of the return, while foggy we finished the journey unscathed.

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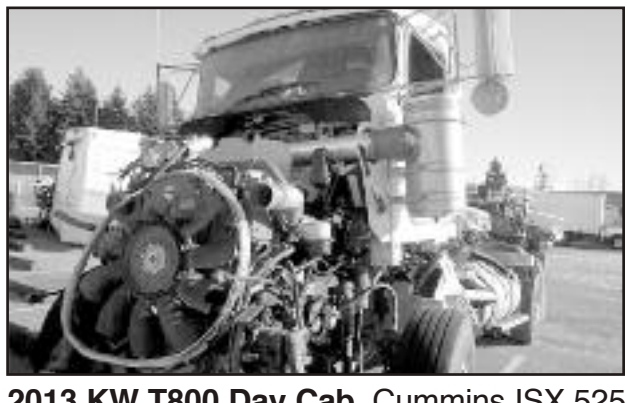
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