



Terminal Transport

April 2020

COVID-19 ISSUES:

What a difference a month can make! As Covid-19 has moved into the Midwest we are asking all our drivers to increase washing your hands, do not touch you face! Exercise caution and practice social distancing. The nation depends on our industry to move the goods, bathroom tissue, food, paper towels, etc. We need you to stay healthy!

- Aetna is waiving all insured member costs associated with COVID-19 testing as well as the associated costs of a clinic, drive through or telemedicine visit.
- If an insured member is diagnosed with COVID-19, the health plan will reimburse costs of treatment the same as for other illnesses.
- Due to COVID-19 if the employer reduces their employees' work hours, lay off or furloughs employees, Aetna will allow the employer to continue to provide health insurance for the affected employees, as long as premiums are paid. Aetna will continue this policy through 7/31/2020.
- Employees who are terminated will have coverage to the end of the month in which the termination occurred. Employees become eligible for COBRA on the 1st of the following month.
- Aetna will provide a flexible return to work provision for those terminated and laid off employees who return to work. This provision will be offered through 7/31/2020.
- Aetna requires at least one active employee to be insured in the group plan, in order to maintain group plan status.
- Aetna's premiums continue to be due by the 1st day of each month. Aetna offers employers a 30-day grace period for past due premium payments.

Employees and members with questions regarding COVID-19 and treatment should reach out to their doctors and clinics. Aetna offers a 24/7 nurse line at 1-800-556-1555. In addition, Aetna's telemedicine resource can be accessed If you live in Minnesota, create an account online at <https://onlinevisit.allinahealth.org> or call 1-888-984-3638. If you live outside Minnesota, create your account at <https://member.teladoc.com/my-aetna> or download the App or call 855-835-2362.

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Reminders!

- ❖ Turn in completed trips ASAP
- ❖ Penske Drivers call Brent before calling road service ALWAYS!
- ❖ Never break a customer's seal until told to. *Every load must have a seal.*
- ❖ Every load needs to be secure; *use your straps to secure your freight.*
- ❖ Sign all Bills of Lading and make sure they say Terminal Transport.
- ❖ GOAL – Get Out And Look before backing up! ALWAYS!
- ❖ Please advise service date on trailer after empty call.
- ❖ Your load is not empty until the trailer is swept out!

CSA

Unsafe Driving	2.82
Crash Indicator	0.39
Hours of Service	0.26
Maintenance	1.89
Controlled Substance	0
Hazmat	2.25
Driver fitness	0.05

Incidents of damage in the past month:

Backed into Dock Door
\$1000

1 preventable accident

**Remember Safety is No Accident!
accident!**

**NEW EQUIPMENT:**

Just this week we reached an agreement with Penske Truck Leasing to replace 8 -2015 with 8- New 2020 Freightliner Cascadia's. Beginning in April we will begin to turn in the 2015 Freightliners we leased several years ago. These truck numbers begin with 117... These trucks currently have the most miles and have caused us an excessive bit of downtime. Penske has recognized the issue and has offered us an early out of these vehicles which we will be exercising.

We will begin to switch out the 117 series trucks beginning in April with the trucks that have the highest miles and the PeopleNet Android units. These Android units can be removed from the current truck and installed in the new trucks. We hope to have the 1st units ready the 3rd week in April and we hope to realistically switch about 2-3 per month depending on any extenuating circumstances. We need to order several new satellite units and front facing cameras for these trucks, so that may delay the seating. These 2020/s will have Cummins and Detroit Power, with all automatic transmissions. Some of the transmissions will be 10 speeds and some with 13 speeds. We will look to see which of the trucks will generate the highest fuel economy but we look for these trucks to at least be in the 7.5 range.

HAZ MAT ENDORSEMENTS:

I want to again congratulate the drivers that have their Hazardous endorsement. This is a big help to our operations folks and the customers that we serve. It can be a real struggle to get the right driver in the right place at the right time and the more we have with their endorsement, the easier that becomes.

Drivers with Haz Mat endorsements are entitled to an additional \$40 in compensation every month. Endorsements are good for 3 years, so over the lifetime of your endorsement you can earn close to an additional \$1500.

This time of year a lot of chemicals move that require endorsement and having an endorsement helps us keep you moving!



Driver Updates

Professionalism

We have had a lot of small accidents again as we started our new year. It is important to constantly remind ourselves about our daily performance to eliminate these lapses in judgement.

“Professional/ Professionally” – The dictionary defines “Professional or the adverb Professionally” as “someone engaged in or worthy of high standards, a person who does something with great skill”. On all our truck doors, we have the words stenciled “Professionally Driven”. You look at that or should see it every time you open the door to the truck. I have it there to remind you that you are a professional and that the standard that I expect you to hold is of high standard. This does not mean that you do one or two things with great skill but in fact you do everything while operating that vehicle with a skill and degree that is above the average. We do not strive for mediocrity but to be the best at what we do. We provide you with the best equipment on the road and the latest in technical equipment to help and assist you in doing your job on the road. Take that extra minute to look or walk around a new consignee to make sure you are not going to hit anything when entering the receiving area or backing into the dock. Park away from traffic if possible, to avoid being hit. What I expect from you is for you to do your best as a professional.

Insurance Costs

HEALTH CARE RENEWAL:

We began last month to review the healthcare coverage that is offered to our associates. Apparently, the coverage we have had, has been favorable because it was used quite a bit, about 129% worth. Obviously when Insurance Companies expenses exceed premiums, the next years costs are going up. Which they are. We have worked to try to minimize the increase by reviewing each plan and trying to determine which plans are the most palatable. We have narrowed these plans down to several and you should see information being mailed home to you with your settlements. Please watch for these, it is important for us and you to get the forms back to us as expeditiously as possible so that the coverage is not interrupted. Your cooperation is greatly appreciated. If after reviewing the documents, you have any questions, please contact Michelle at extension 6051 to assist you. If she can not help you, we will contact the agent with your question.

Spring Cleaning:

As we move into spring it would be a great time to shed the winter clothes, heavy boots, etc. that you have in the truck that you will no longer need. It is time to break out the roller blades and jogging shoes! No in all seriousness we would love you to get more active but it might be wise just to start cleaning out the material that as accumulated in the trucks this winter.

Roadside Inspection

Congratulations to the following drivers for clean inspections. They received extra \$\$\$!

March:

Greg Crawford

Do a thorough pre/post trip including checking your dates of service and annual inspections. Follow the rules of the road, scale your loads, and follow the rules for hours of service.

Long Idle Cost

So much unnecessary fuel is burned every day from long idling times. To put this in perspective, we will show how many gallons are wasted each month, and how that translates into actual \$\$\$!

March:

*# of Gallons Burned:
1418*

*Average Fuel Cost:
\$3.00*

*\$\$ Wasted:
\$4,254*

Watch your idle times! Since it counts toward your monthly bonus, cutting your idling means more money in your pocket!

Terminal Transport

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A Truckload Carrier & Logistics Company.

Find us on the Web:

www.trmnl.com



Note: TLC – Driver Referrals
Refer your friends and acquaintances, to TLC. Every qualified new driver hire your refer earns you \$200. Terminal Transport referral earns \$500. Put \$\$\$ in your pocket today. Refer a good driver.



Trump Says "Thank God For Truckers"

“To every trucker listening over the radio or behind the wheel, I know I speak for the 330 million-plus Americans that we say: Thank God for truckers,” said President Donald Trump April 16th, during an event held on the White House Lawn to honor truckers.

Surrounded by two trucks and Transportation Secretary Elaine Chao, Trump thanked the nation’s drivers for their critical role in the response to the COVID-19 pandemic, and invited several drivers from ATA’s America’s Road Team to share their personal stories, including Minnesota’s own Tina Peterson.



The Peterson’s are active participants in the MTA, including competing on the Minnesota State Truck Driving Championship. She was featured in the June 2019 issue of Trucking Minnesota. “In the war against the virus, America’s truckers are really the foot soldiers that are carrying us to victory,” praised Trump. “Truckers are playing a critical role in vanquishing the virus, and they will be just as important as we work to get our economic engine roaring.”

New/ Recent Hires

**Scott Kortan
Rick Lindstrom
Dave Krmptich**

Please welcome them aboard!

Remember there is a \$500 Driver Referral Bonus.



Birthdays

**Jack Stonehocker 4/6
Robert Lentsch 4/18
Chris Deptula 4/22**

Anniversaries

**Russ Johnson – 8 years
Ben Mike – 3 years
Brad Wittwer – 12 years**

Thank You for Being a Part of Our Team!

Safety Bonus Program – Complete details were mailed with January paycheck

10,500 miles threshold	10,500 miles or more	\$200	
Moving MPG	Determined threshold	\$50	
Long idle	Under 20%	\$50	
HOS compliance	0 violations	\$50	
No citations, accidents,	0 incidents	\$50	



April 15, 2020

To our Trucking Companies and Drivers,

On behalf of PCA, our 15,500 employees and, most importantly, our customers, we want to acknowledge and personally thank all the trucking companies and truck drivers out running hard during these unprecedented times. Your efforts are keeping crucial supply chains fluid when consumers need you the most.

Like packaging and paper, trucking is an essential business to the well-being of our nation's physical and economic health. Truck drivers have risen to the challenge of delivering important commodities throughout the nation such as corrugated containers for foods, beverages, medical supplies, pharmaceuticals, industrials and e-commerce.

At PCA, we continue to operate with the health and well-being of our employees and vendors first and foremost. We are ensuring appropriate hygiene and cleaning at all facilities and are following the standards of the Centers for Disease Control. Employees must wash hands frequently and maintain social distancing as required. Our employees are being called upon to continue to support the needs of the business in the most prudent manner possible and have demonstrated their commitment to others' health and safety by running the business with the good of the country in mind.

Our customers continue to have high expectations during this time and, with your help, we are delivering on those commitments.

On behalf of PCA, may we extend a most heartfelt thank you for your admirable service.

Mark Kowlzan
Chairman and CEO

Bruce Ridley
Sr. Vice President, EH&S and Operations Services

Ross Corthell
Vice President, Transportation