

Terminal Transport September 2024

HOME TIME AND VACATION

At Terminal Transport, we understand the importance of home time. However, we've noticed an increasing trend where drivers are requesting extended home time, such as one week off after being on the road for two weeks. While we support the need for rest and family time, this practice is impacting our operational capacity and making it challenging for everyone to manage effectively.

1. **Operational Efficiency:** When drivers take extended home time, especially when it overlaps with other drivers' home time, it can lead to gaps in coverage. This affects our ability to meet delivery schedules and maintain consistent service levels for our customers.
2. **Capacity Constraints:** With more drivers taking extended home time, there are fewer trucks available to handle freight. This can lead to delays, missed opportunities, and *added pressure on remaining drivers* to cover extra loads.

Setting Clear Expectations: To address these challenges and improve our overall efficiency, we are implementing a revised home time policy. We will be aligning home time with a more standardized approach:

- **1 Week on, 1 Day off:** Drivers can expect to take 1 day off for every week on the road. This helps ensure that we can maintain operational stability and meet our commitments to customers while still providing valuable rest time for our team.
- **Managing Requests:** We ask that all drivers plan their home time accordingly and avoid requesting extended time off that disrupts the overall schedule. This will help us maintain capacity and streamline our operations. Please send in requests as soon as you are aware of it and plan to schedule appointments to fit within this schedule.
- **Priority Requests:** Earned vacation time will take priority over standard home time. Drivers who have been on the road longer will take priority over those that more recently came out. Drivers who submit requests first will have priority over those who submit later.




Jeff Hallquist



Jeff Hallquist is our local driver. He's been with us for one year this month. He grew up in Afton, MN and now he lives in New Richmond, WI. He started driving truck in 2002 and has been driving since then. His advice to other drivers is to go with the flow. Many things have changed with rules and regulations. When he's not driving he likes to go to car and truck shows, barbeque and hang out with friends. He enjoys the simple life. We're glad you're part of the team, Jeff!

CSA SCORES

As of 8/30/2024

Category	Percentile
Unsafe Driving	22% 
Crash Indicator	< 2 crashes
Hours of Service	32% 
Maintenance	52% 
HAZMAT	< 5 HM Inspections
Driver Fitness	0%

Incidents last month

Driver hit railing at Receiver - \$11K

Driver put truck in the ditch not paying attention - \$5K Tow + TBD

Did you know? The trucking industry hauls more than 70% of all freight in the U.S., making it the backbone of the American economy. If trucks stopped running, grocery stores would run out of food in just 3 days!

We appreciate your cooperation and understanding as we work to balance the needs of our drivers with the demands of our operations. We will continue to try to be flexible and get drivers home when they need to be there, but by setting clear expectations and working together, we can ensure that Terminal Transport continues to deliver exceptional service while supporting our team’s well-being.

SERVICE CENTER

We are still looking to use the facility in Plover more extensively for service and light maintenance. You may be directed there from time to time this next year for full service and minor repairs. If you are nearing a service level, advise dispatch so you can be routed through Plover in a timely fashion to get items completed. We will have another road truck there available so you can continue with your delivery while the truck is in for service. We also have eco stingers at the shop that we will be installing on trailers. If you are empty in the area, you may be directed there to switch trailers so that the eco-stinger can be installed. Our costs there are substantially less than on the road or at the dealers. We have just repaired the lot as required by the city. We have new trailers there that are getting the eco-stingers installed, stenciled, and ready for service. If you see any of these new trailers with damage, it is important that you report this immediately to dispatch.

401K

The 401K program that we started several years ago, seems to have been successful. Many of our driver associates are now participating in the program through Edward Jones. However, many still are not. It is never too late to start, and I would strongly urge you all to participate. Retirement can be upon you soon and failing to plan is planning to fail. This is your plan that you start. There is no vesting to qualify. If you have any questions, please contact Michelle who can get you in contact with Eric Samshal at the Edward Jones office. The deposit can be made as a payroll deduction. Over the course of the last several years the company has been matching a certain amount of what you have deposited. If you do not participate in the 401k plan, you have missed out on these contributions. I encourage you all to participate.

YEAR’S NEARING END

We are going now into the final 4 months of the year. We are still looking for driver associates as we still have a few unseated trucks. If you know of anyone looking or are approached, please give Mary’s name and number out. Our

ROADSIDE INSPECTIONS

LAST MONTH:

clean roadsides

Greg Stilson - level III - \$30

Chris Deptula – level III – \$30

Johnny Pitts – level III - \$30

Demetri Banks – level III - \$30

2 Failed Roadsides

Jason Jacobson – Drive Axles

Overweight

Kenney Eastwood– Axle 5

Overweight (Axle 4 Airbag not inflated – had to disconnect and reconnect to clear lines)

Long Idle Cost August

Of Gallons Burned: **3561.2** ↑

of Hours Idling: **4218** ↑

Average Fuel Cost: **\$3.700** ↓

\$ Wasted: \$13175 ↓

Fuel Efficiency Tip

Use Cruise Control: Engaging cruise control whenever conditions permit helps maintain a steady speed and saves fuel. In fact, studies show that drivers can improve fuel efficiency by up to 7% when using cruise control on highways, as it reduces unnecessary acceleration and braking.

Impact of Incorrect Tire Pressure: Under-inflation causes excessive heat, leading to premature wear or even tire failure.

Over-inflation reduces traction and increases the likelihood of a blowout, especially when hitting potholes or debris.

Tread Depth: Proper tread depth is critical for maintaining traction, especially in wet or snowy conditions like those we will be experiencing in the not-so-distant future. The minimum legal tread depth is 4/32" on steering axles and 2/32"

customers have been working hard to keep their business moving forward so we have plenty of opportunities. We are still feeling price pressure on lanes. What we are looking for from our associates is to operate the equipment in an efficient manner, making sure you are pre-tripping the equipment and advise dispatch of any issues prior to them happening on the road. Make sure your trailers are prepared for the next driver when you drop the trailer and that they are in the proper condition for our customers to reload! Make sure you are fueling within our network.

WINTER IS COMING

Unfortunately, fall will be starting in a few short weeks. It is also time to start thinking about your winter clothing and remove your summer clothing from the truck. Are you getting warm clothes into the vehicle, such as boots, gloves, hats, extra blanket, etc? Also make sure your heaters are working properly; wipers are replaced, and windshield washers are working. We also may be replacing the batteries in some trucks if they are over 3 years old. Please also check tires, especially drive tires for adequate tread depth. Make sure to make room for carrying fuel additive, a bottle of meltdown, and a box of DEF to be kept inside the sleeper. Another item to carry is sand, salt, or even better barn lime for added traction in parking or drop lots.

SAFETY CHECK: TIRE PRESSURES + TREAD

Tires are the foundation of safety and efficiency. They bear the weight of heavy loads and face varying road conditions daily. Maintaining optimal tire pressure and checking tread depth regularly can prevent dangerous blowouts and improve fuel economy, ensuring a safer, more efficient journey. Key Points to Consider:

Tire Pressure: Under-inflated or over-inflated tires can lead to a range of issues, from poor fuel efficiency to the risk of a blowout. Tires lose pressure over time, especially with temperature fluctuations. It's important to check tire pressure before each trip using a reliable gauge. We have gauges available in the office that you can add to your toolbox. The manufacturer's recommended pressure (found on your vehicle's placard) should be followed to ensure the right balance between safety and fuel economy.

**RECENT HIRES
BIRTHDAYS**

Kenneth Eastwood - 30th
Don Newman - 20th



ANNIVERSARIES

Jeff Hallquist - 1 year
Russ Johnson - 12 years

**Thank you for being a
part of our team!**

Safety Bonus Program

10,500+ miles	\$200
11,500+ miles	\$200
MPG over threshold for year	\$50
Under 25% Idle	\$100
0 violations	\$50
0 issues, citations, incidents	\$50
\$650 every month! *\$250 Quarterly Bonus Eligibility *\$1000 Annual Bonus Eligibility	

on other tires but checking well before reaching these limits is advisable so that we can get you into a shop. Worn-down treads decrease grip, leading to longer stopping distances and a higher chance of hydroplaning.

How to Check Tread Depth: Use a tread depth gauge (also available in the office) or the penny test (insert a penny into the tread with Lincoln's head upside down—if you can see the top of Lincoln's head, it's time for a replacement). Uneven tread wear can also indicate issues with alignment or suspension, which should be addressed promptly.

Visual Inspection: A simple walk-around visual inspection can catch problems early. Look for signs of damage, like cuts, punctures, or bulging, which could indicate the tire is compromised. Checking for uneven wear across the tire surface can also help detect underlying issues like misalignment or improper inflation.

Why It Matters: Properly inflated tires with sufficient tread depth not only increase safety by improving handling and reducing the risk of accidents but also save on fuel costs. Regular checks can help prevent downtime from blowouts and extend the lifespan of your tires, saving on replacement costs and keeping your truck running smoothly.

SPLIT SLEEPER BERTH RULE

The split sleeper berth rule offers flexibility when you're facing delays at a shipper or receiver. Under current Hours of Service (HOS) regulations, you can split your required 10-hour break into two periods: one must be at least 7 hours in the sleeper berth, and the other at least 2 or 3 hours off-duty, either in the sleeper or off duty.

Here's how it helps extend your driving day: if you take a 2- or 3-hour off-duty break during a delay, it pauses your 14-hour clock, allowing you to extend your available driving time. This means you can wait out long loading or unloading times without losing precious driving hours. The time you wait as added onto the 14 hours.

After taking the 2- or 3-hour break, you can continue driving and later take a full 10 hours in the sleeper to complete the required 10-hour break. This second break fully resets your hours, so you're well-rested and compliant, even though you extended your day with the earlier break.

In short, using the split sleeper option allows you to extend your workday when needed while still completing a full 10-hour reset overnight, giving you

more flexibility without sacrificing rest. If you have questions about utilizing the split when you're delayed at shipper or receiver, reach out to Nick.