



# Newsletter...

Volume 7, Issue 1

January / February, 2008

## Hours of Service Remain the Same (for now)

The Federal DOT has issued a proposed rule called an Interim Final Rule that was effective December 27, 2007.

This was done to allow us to continue operating under the same rules we are currently operating under and are familiar with.

The entire rulemaking process will now be re-examined. This was really what the people who filed the lawsuit were upset about. They claimed that they (and others) were not allowed sufficient time to review and comment on the information and research used to arrive at the "new" rules before they were enacted into Federal Law.

I am cautiously optimistic that the regulations we have finally learned and adjusted to will remain in place. I think we all agree that the 34-hour reset supports safety and rest. I think it stands a good chance of staying in place. I have always been amazed that with the old "recap" rule how your fatigue today was judged by something that happened 7 days ago!!!

Remember that the quality and legality of our logs each day is our scorecard with the DOT.

Plan your trip and run legal logs at all times.

## Safety Corner

By Ed Heath

*Director of Safety and Driver Relations*

## Working Safely Around Your Truck

In the last Safety Column we discussed the aspect of Winter Driving. There is another aspect of Winter Safety that I ask you to stop and refresh yourself on.

Working safely around your truck during cold, wet, snowy condition adds extra risk to an already risky occupation.

Some tips to stay healthy and injury free while working around your truck during winter weather:

- **USE THE THREE POINT STANCE** at all times. This means having 3 limbs (arms and legs) supporting or holding on to the truck while you enter and exit the cab, deck plate or trailer. Use extreme caution when getting in and out of a trailer. If it **MUST** be done away from a dock, have the left door closed to use as a handhold and brace.
- **Wear proper shoes.** Leather soled shoes and boots may look good and keep your feet warm but they are very dangerous on snow and ice. Use shoes with good, rubber traction-type soles, preferably work shoes with good support.
- **Do not modify the steps.** That piece of carpet or astro turf to try and keep your cab clean can be deadly. It will trap rain, ice and snow and could cause your foot to slip and you to fall.

This is not new or surprising information. It is standard procedures and practices for professional drivers. Face the truck coming out, just like you do getting in. Don't carry items into the cab and keep your hands free. Watch your step on packed snow or ice.

We only wish you to remain unhurt and healthy.

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## Operations Update

By Tom Scholl Operations Manager

As we move into the New Year, I want to say THANKS to all for getting us through another hectic holiday season.

Looking forward into the New Year, we are expecting to keep busy with minimal seasonal slow-down.

### Freight Outlook

Although the economy seems to be sluggish and may be slow to produce any recovery for most of this year, our freight looks steady and we expect to stay busy.

That being said, I want to stress upon everyone how important it is to provide excellent customer service by delivering on time.

There are many carriers slashing rates just to get freight and the last thing we want to do is give a reason for our customers to look for another carrier.

The key factor is **COMMUNICATION**. Regardless of how trivial the situation may seem, anything that keeps you from being on time is something we need to know about.

The earlier we know about a problem gives us more time to adjust our plans and maintain service to our customers.

Winter will be with us for some time yet, so please remember to give yourself extra time when possible. Leaving at the last minute usually backfires sometime down the road.

I will be stressing with the Fleet Managers this year to confirm departure times with you so everyone knows WHEN you will be leaving on your run.

### Utilization

Our focus in operations is to achieve the best utilization possible out of each truck. There are many factors that go into this equation and one way you can help is to be available and ready to run at the time YOU and YOUR Fleet Manager agreed to on your home time request.

As always, please feel free to stop by and chat with me!!

Drive carefully and safely!

Tom

## From the Family

By Darrin Karley

Vice President

This is the time of the year where it is customary to reflect on the events of last year and make plans for the coming year. I think this is healthy to do so for both your personal and professional life.

I share the sentiment of most in the transportation industry that I am happy to see 2007 come to an end. It has been the most difficult of my career. I am guessing that many of you feel the same way.

As I speak with many of my peers in our industry, the feeling is widespread. While the challenges have been many, enduring it has been educational and enlightening.

Costs beyond our control have forced everyone in this industry to take a hard look at those we can control.

With no immediate relief in the near future, we will enter 2008 with a sharp focus on fuel mileage and growing the fleet. Your assistance in both areas will be a key to our success in '08.

Our benchmark for fleet-wide fuel mileage will be 6.5 miles to the gallon. This will be monitored via engine downloads every month in the shop. That information will be passed on to Ed and the fleet managers.

We are, again, taking a close look at APU's. I will keep you posted as this progresses. They will probably be essential to achieving our MPG goals.

We sold 18 trucks in November. It would be nice to have those units to grow into; however we could not cost-justify carrying that overhead in this difficult market unless they were producing revenue.

Our company trucks are currently full. As we add drivers now, they will have to be replacements, or temporarily placed in a rental truck.

We will continue to grow our owner operator fleet, as well.

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## Proper QualComm Use and Manners

It would be hard to operate a trucking company without some sort of digital communication directly with you in the truck.

Some days the QualComm is a blessing. Others days it seems like it is going off every 10 seconds, but it is a vital piece of equipment for all of us.

It has been brought to my attention that some messages have been sent that contain offensive comments and language.

Let's review some guidelines for proper and professional QualComm messaging:

- If you wouldn't say it in person, it shouldn't be placed in a message, either QualComm or e-mail.
- Please refrain from suggestive or sexual humor in QualComm or e-mails.
- Our expectation is that everyone in the organization conduct themselves in professional manner at all times.
- Remember that everyone in Management and Operations **CAN READ YOUR MESSAGE**. This means do not send something over the QualComm that you would not want printed on a billboard on the highway.
- Document every aspect of every load. There may be times when a telephone call is necessary, but the operations staff will have more time to solve the problems that come up if they are not on the phone.
- We realize the units are locked out to prohibit use while in motion, but please refrain from calling when a message comes in. We work **VERY** hard to not send trivial messages **AND** try to send the occasional fleet message during the usual check call times.
- Messages **CANNOT** be changed once they are in the system.

The QualComm is a tool to help us provide service to our customers. Please consider your message carefully before sending, especially a "free form" message.

## *From the Family, Darrin Karley [From Page 2]*

We have some new accounts coming on board in the first quarter. We are also anticipating a large jump in volume from one of our larger accounts in the 2<sup>nd</sup> quarter. Provided we have the truck capacity, these should enable us to meet our revenue projections.

This is a business that mirrors the economy. The difference this time is that we have not seen fuel costs at this level. This will eventually fix itself. That is the beauty of the free market system.

The problem is that the fix takes time. Fuel prices will either moderate, or transportation budgets will have to increase to offset the additional operating expense.

Shippers have been able to temporarily avoid paying those increased costs due to a soft economy. However, eventually trucking companies will have to be paid enough to make a profit.

Because even though we care deeply and cherish the relationships with those we work around, making a profit is the reason for every company's existence.

I want to take this opportunity to thank all of you for your efforts this past year. I am always honored that you have chosen All Freight as your employer or lessor.

I raise my glass to all of you and wish you a healthy, happy, and prosperous new year.

God Bless.  
Darrin

## **Optional Pay Package Details**

We have had several questions raised regarding our "new" pay package option. Allow me to explain.

**New** drivers can choose either our standard pay package of 31 cents to start, with 4 weeks of paid vacation and regional pay OR a base of 35 cents with **ONE WEEK** of vacation and **NO REGIONAL** pay.

Everyone else remains the same with **NO CHANGES**. If you have more questions, please ask either Lisa or Ed.

## General Info and Updates

- Idling in California, even for DOT required sleeper rest is prohibited as of 1-1-2008. Trailer emissions regulations become effective 1-1-2009.
- Trip numbers need to be on all paperwork, including logs, to make processing your paperwork more efficient.
- Please turn in a write-up EVERY time you enter the gate and **INCLUDE YOUR MILEAGE**. This is what triggers when maintenance is done on your company unit.
- Check your tires every time you stop. This will avoid delays and expensive road service calls.
- Scale your loads every time.
- Wear your seatbelts. It is the law AND All Freight Company Policy.
- Highway Watch training is available. Help keep our nation safe and secure. Contact Ed for information.
- Keep your truck clean, especially if you have a pet. Retaining this privilege is in your hands.

## Compliance Update

Our current Driver OOS percentage is 5.5%. This is down from 6.5% as reported in our last newsletter.

We have been Driver OOS violation free since the last newsletter. I extend our sincere thanks for this effort.

Our Equipment OOS percentage is 12.5% as compared to the National Average 23.14%. This is down from 13.2% last month, so we are on a good trend in this area.

No Violation inspections are the key to future success in this area and we appreciate your attention and efforts to NOT be placed Out of Service.

Please plan **EVERY** trip and run legal logs. Our Future is in your hands.

**NO VIOLATION INSPECTIONS =  
PREPASS PRIVILEGES**

## Driving for Fuel Economy

Several articles have been published in our newsletter describing how we all must work to conserve fuel.

Let's review some tips to help you improve your fuel economy:

- Only idle when **ABSOLUTELY** necessary. This is the most wasteful use of fuel. We want you to rest well, but try to limit your idle time whenever possible.
- Use just enough power and throttle to move the load and keep it moving. Unfortunately we cannot spec trucks that will move a full load at the speed limit up every hill. It is a part of our business to have to "pull a few hills".
- Please do not use gravity to compensate for slowing down on the hills. Consider the speed rating of your tires and the danger of a blowout on a steer tire.
- Shift "progressively". This simply means not running the engine up to the governor on each shift. Shift "short" in the lower gears and gradually raise the rpm's as you go up through the gears.
- Treat your fuel economy like YOU were paying for the fuel out of your own pocket.

We will be tracking both overall fuel economy and idle time by driver. We will be working with drivers who are drastically below the company average with the objective to offer assistance to help you improve your fuel mpg's.

We will also be looking at the "tune" of the trucks when training efforts do not produce a positive improvement in fuel economy.

## Log Information Correction

It appears some confusion has been created with our request to put either a BOL number or shipper and commodity on your logs in the shipper blank.

This satisfies the DOT and their more strict interpretation of the regulations, but causes extra work for us to process your trip paper work.

**Please place BOTH your BOL Number or Shipper and Commodity AND your trip Number on the logs.**