

We Are The Z-Team!

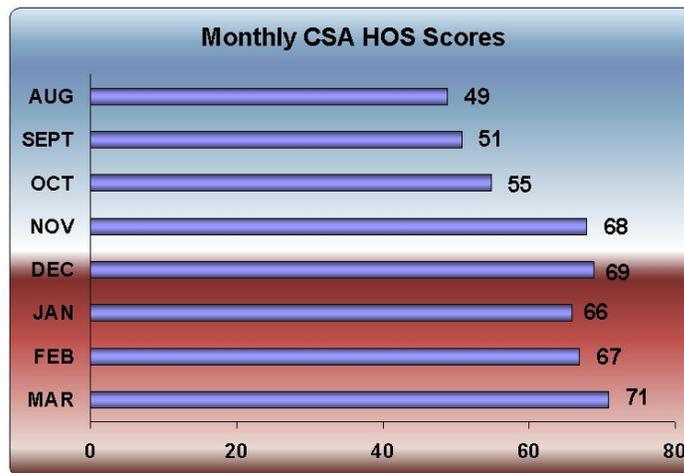
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LOGS IN CRISIS: CSA SCORES WORST EVER

"Logging errors are at an all-time high, and it's mostly due to negligence." That was **Geoff Hosband's** warning when he found that CSA log scores had moved to 71 as of the end of March. As you can see from the graph, this is a trend that must be reversed. When asked about this recent score, **Mark Zimmerman** said, "I'm sure we're going to get a visit from the DOT." As you probably know, the threshold for DOT intervention is 65.



This trend of higher scores means that as soon as inspectors see your ZTL truck on the road, they know it has a greater chance that you will have a logging error, so they pull you over. The more inspections with logging errors, the higher the score goes. The current score means that 71% of companies with a comparable fleet size have better logging practices than ZTL. "It is amazing that our logging continues to worsen. Our other CSA scores (Crash Indicator 2, Unsafe driving 9, Maintenance 27, and Drugs and Alcohol 0) reflect the quality of our organization. But HOS violations are a big issue." Geoff continued, "We'll be taking steps to review logs more closely and more often. This is a cycle that must be broken and reversed, NOW. **Logs must be legal at all times.**"

When this news broke on April 7th, logging forms reminding drivers what needs to be completed were distributed to all drivers' lockers. **Expect logging to be covered in detail in the mandatory Spring Safety Meetings to be held in May (Saturday May 7th and Saturday May 14th, both at 9 AM).** In the meantime, every driver needs to be alert every time they change their duty status to keep their logs current. It's so easy to reverse this trend, but it means every person must focus on the goal.

It's Easy...

... to keep your logs legal. Fill in all the blanks including date, time, co-driver name, shipper, commodity, truck and trailer number. Check your math. At the end of the day, sign your log, complete the mileage, and all remaining fields. **Update your duty status every time it changes.** And don't be humble, ask for advice: Geoff is happy to review logging procedures with anyone who stops to ask!

CDL HOLDERS MUST NOW PROVE LEGAL RESIDENCY

Federal law now requires CDL holders to verify their legal residency and location of that residence in the United States. You will get a notice telling you about the requirements when it's time to renew your CDL. All U.S. citizens are legal residents, so they can show an original valid U.S. birth certificate, a valid passport, or a naturalization certificate. For non-residents, a valid "green card" or work VISA is required. Then you need to prove where you currently live with a utility bill, mortgage or lease document, W-2 form, tax record, etc. (this is only a partial list of acceptable documents). You will have to present one of each of these two types of documents in person at a PA Driver License center. Full details are at www.dmv.pa.gov or you can call PennDOT's Customer Care Center at 800-932-4600. Most official birth certificates from PA can be obtained on-line at <https://www.vitalchek.com/vital-records/pennsylvania/pennsylvania-vital-records> (or Google it). The fee is \$20 (more than that and you are not on the official PA website). Or you can order by mail. See anyone in the ZTL front office for an official PA birth certificate application.

H105.102 REV 05/2015 1378

Application for Certified Copy of Birth Record

BIRTH

Pennsylvania Department of Health ♦ Division of Vital Records

BIRTH



NEWS ABOUT OUR OWN!



Dan Hesketh ...



In our last issue on the top right of page 3, if you looked behind the head of Max Gray you would have seen the number 1372 hidden in the background. That's the number of **Dan Hesketh's** truck. He found it and claimed his prize in our *Find Your Truck Number Hidden in This Newsletter* contest. Another number is

tucked away in an not-so-easy-to-spot location in this issue somewhere. Find it — and if it's your truck number, Gina has a prize of ZTL swag waiting for you!

Adam Swartz ...



On March 29, **Adam Swartz**, Van Division driver, was sent to make a delivery at a job site in Saratoga Springs, NY. However, in his judgment his rig was too large to get into position to unload and then safely exit when done. The consignee refused to unload the trailer

unless Adam parked the trailer in a very tight spot. With help from Dispatch, the matter was eventually resolved and in the end the supervisor at the site had high praise for Adam. The supervisor said, "He was a real professional: patient when things weren't going well and professional when it came time to do the work." The shipper also wrote a note of appreciation saying, "Thanks for sending a guy like that for a delivery like this." Way to go Adam!

[Editor's note: Adam and his father, **Clyde Swartz**, will be featured in our May installment of *Fathers and Sons Who Work for ZTL*.]

Mike Shope ...

Mike Shope, a regional driver in the Van Division, reported that his wife, Josephine, is recovering after she went through extensive surgery in Pittsburgh in the middle of March. Mike's been driving off-and-on as well as caring for his wife who is recuperating at home. Not wanting to be left out of the fun, Mike himself had emergency gall bladder surgery on Friday April 22! We wish both of them a speedy recovery!



Mike Kreydatus ...

Mike Kreydatus, Shop Tech, and his wife Alaina are expecting their first child. Anyone who knows Mike might say he will probably be singing a new tune toward the end of this year!



Joe English ...

As many of you know, Joe English, Flatbed Dispatcher, has been working from home since late September. He had been suffering from as many as sixteen dizzy spells per day. In our last report on Joe, he said he was expecting to be back at his desk by January. Well, January came and went, and Joe only made occasional appearances. Then suddenly last week, Joe was back at his desk! He said, "I got the doctor to clear me. Now I'm back full-time." We missed you, Joe, and we're glad to have you back.



THINKING OF QUITTING? READ THIS FIRST!

We all have some bad days. No one day should be so bad that we quit our jobs impulsively. But you might be surprised how often that happens. One driver recently texted, "I just can't take it any longer. I quit."



Professionals don't do things impulsively like this — and they don't text or email "I quit!" messages. And even if someone doesn't care about "burning their bridges" and destroying any chance for a positive future employment reference, shouldn't they think of their family and those depending on them?

What would be the worst reason to quit impulsively? Because of a simple misunderstanding or miscommunication. So many times a request for a clarification, or an explanation of the circumstances, can put things right again. If you find yourself feeling stressed to the max, before acting impulsively, call Dispatch. Talk to someone. Find out what's really going on. If needed, bring concerns you have to **Mark Zimmerman's** attention. You can also talk to **Dave Wetzler, Geoff Hosband, or Derek Ritzman**. We all have stressful days. Good communication can go a long way to resolve a tense situation.

Still, sometimes, there are legitimate reasons to leave your job. When this is the case, act professionally by giving a full two weeks (or longer) notice. You'll preserve a good employment reference for the future as well as remain eligible for rehire at ZTL if things don't work out exactly as you may have dreamed. In addition to the number of people who quit impulsively, you might also be surprised at the large number of people who return to ZTL. That happens after they find that the grass isn't greener somewhere else and that many promises made are not always kept.

\$3 T-SHIRT CLOSE OUT!

Gina Himes is having a ZTL T-Shirt sale like none she's ever had before! Over 50 nice cotton T's in a variety of sizes and colors. Featured are whites and



reds with Zimmerman logos. She also has grays with Fun Fest logos. Sizes range from Small (for children) all the way up to 5XL. But regular XL sizes are already SOLD OUT. Gina is desperate to sell everything! Word is you can negotiate a 2 for \$5 discount! Hurry! When these classic styles are gone, they'll be gone f-o-r-e-v-e-r.

FUNFEST TAKES A YEAR OFF

After 10 very successful years, we are taking a break. According to Mark Zimmerman, COO of ZTL, "We've been considering a 'reboot' of the Kids Fun Fest for many months now. We've been discussing new ideas and directions to take our annual fund raiser, but we're just not ready yet."



Fun Fest has raised over \$160,000 for the Janet Weis Children's Hospital. It's a record of which we can all be proud. And the single most successful portion of Fun Fest, **Ellie's Bake Sale**, will continue this year. More details will be in our next edition, but if you cannot wait, talk to **Derek Ritzman** at x249 for more information.

WHO ARE THE PRINCES? HEIRS TO THE THRONE OF KING MAX!

You will remember in our last edition, we had a profile of Max Gray. We dubbed Max "The King of ZTL Drivers" with more than 3.2 million accident-free driving miles. This made us think about those who might be "heirs to the throne," the "Princes" of safe driving, so to speak. We asked Cathy Wible to crunch the numbers and report on currently active drivers who might be closing in on Max's



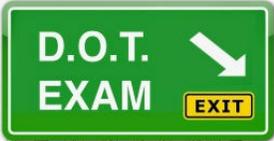
astounding record. She found seven active drivers who are in contention for the crown.

As of March 31st:

- Herb Haagen — 2,045,043 miles
- Ricky Snyder — 2,060,696 miles
- Bill Carra — 2,314,755 miles
- Carl Heffner — 2,339,980 miles
- Gary Beatty — 2,381,850 miles
- Rob Rush, Jr. — 2,452,059 miles
- Bob Rush, Sr. — 2,529,713 miles

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UPDATED PHYSICIANS LIST



Dr Paul's Family Urgent Care in State College, has been removed from the list of approved physicians.

Here's the current list effective April 25, 2016

Dr. Gehman, Lemed Center, Room 250, Lewistown, By Appointment 717-248-5900 — ZTL direct bill

Primary Health Network, 21 Brown St, Lewistown By Appointment 717-447-0340 — ZTL direct bill.

JC Blair Health System, 7651 Raystown Shopping Ctr Dr. Huntingdon - By Appt 814-643-8482 — ZTL direct bill.

You can also use any **DOT certified doctor** of your choice. ZTL will reimburse you up to \$69 toward this option. Questions? Call **Geoff Hosband** at x227



In case you are asked, ZTL's PA PUC number is **A - 111814**

Dates to Remember

Spring Safety Meeting: Sat May 7th or Sat May 14th, both @ 9 AM

Attendance is Mandatory

Memorial Day Holiday: Monday May 30th

Together we can make it better!

MAY BIRTHDAYS ...

- Cinda Lauver — May 2
- Steve Denotsko — May 5
- Harrison Smith — May 5
- Jerry Tussey — May 14
- Scott Landis — May 15
- Kim Snook — May 15
- Kirby Nickel — May 16
- Rich Bailey — May 19
- Mark Kling, Jr — May 19
- Brad Parson — May 21
- Roy Huffman — May 25
- Travis Twigg — May 27
- Andrew Ruble — May 29
- Derek Ritzman — May 30

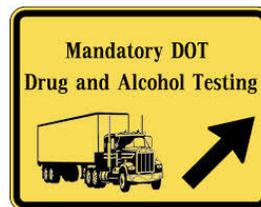
... AND ANNIVERSARIES

- Herb Haagen — 17 years
- Justin Henry — 8 years
- Marcel Ernst — 5 years
- Andrew Ruble — 3 years
- James Dicello — 3 years
- Richard Cressler — 1 year
- Michael Pentz — 1 year
- John Dickson — 1 year
- Robert Ritter — 1 year
- Steve Denotsko — 1 year

FEELING THE URGE? RESIST!

If you are a driver, the first thing you want to do when you stop driving is use the restroom. **But when you get here to the Terminal, you need to see Geoff or Samantha first!** And you know why: you need to check-in to see if you have been randomly selected for a drug and/or alcohol screen. If you ignore this advice and use the restroom, *you will not be excused from the test!* Instead you will be made to wait—up to three hours. And if you don't feel the urge by the end of that time, then

you will be taken to the hospital where a sample will be taken from you. These are the DOT rules. There are signs on some doors and on many restroom doors to remind you of this. Ignore them at your own risk!



QUOTE FOR THE MONTH

“Don't find fault, find a remedy” —Henry Ford

ZIMMERMAN TRUCK LINES, INC.