

We Are The Z-Team!

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FATHERS AND SONS PART II: BOB AND ROB

In our last issue, we told you about one of our father/son duos, **Mark Kling, Sr** and **Mark Kling, Jr.** This month, our next father son duo is **Bob Rush** and **Rob Rush, Jr.** (Don't worry about all these similar names confusing you, we'll keep you straight!)

Bob and Rob both started at Zimmerman's in April 1996. After Bob retired from the Air Force with 22 years of service, he was looking for something new to do. Bob's brother, Larry Wilson, had worked on the van side for Zimmerman's at one time and even ran along side Ron Zimmerman when Larry first started out. Larry trained Bob and then Bob went to school and got his CDL.



While Bob was finishing up in the Air Force, Rob went to truck driving school in Elizabethtown, PA. After graduating, he worked at KLLM Transport for a few years.

Both father and son came together to work at Zimmerman Truck Lines. Bob started teaming with his son, Rob, doing long haul but that only lasted about nine months before they started to run separately. Today, Bob continues to run out west. He likes not having to deal with heavy traffic and the routine of visiting many of the same places. Bob's other son, Bill, worked here as well, but later accepted another job. Bob likes working with his children and talks to them everyday. He is celebrating his 20th anniversary at ZTL next month, but isn't sure about retiring yet.

Rob also teamed with his brother Bill for a short time but then ran solo again. He now works on the regional van side of ZTL because he likes the steady workweek and is home more often. He did mention that he is the only Rush who has not quit ZTL and then returned! Rob talks with his dad every day and is glad he gets to work at the same company. On occasion his dad will work regional and Rob likes to help when his dad wants to know how certain things work. It's nice to know if they need help they can rely on each other. Both are on the top row of the ZTL "Wall of Fame" with more than 2 million safe driving miles each!

As you can see it's more than just a job and to some it's family tradition. It's also a bond between a father and his son — and sometimes both sons in this case!

"Family is not an important thing. It's everything." — Michael J. Fox, actor

Hidden Truck Number Contest

We've had three winners in a row in the first three months of the hidden truck number contest. Last month it was Dave Ritter in truck 1505. Dave saw his number hidden in the face of the alarm clock on the back page. You might be next to claim some ZTL swag if you see your truck number hidden in this issue! When you do, see Gina in the front office to choose your prize.

DRIVING TIPS FOR GETTING BETTER FUEL MILEAGE

Use the full auto-shift mode of the transmission as much as possible; use the manual mode only when needed. Use a lower RPM range. Drive at a slightly lower speed. Maintain steady speeds.

Slow down well before a red light and time the light change to green again, when possible, to avoid having to come to a complete stop.

Reduce idle time. Don't start your truck until you are ready to pull out. Do your logs, send messages, etc., before you start your truck. If delayed in traffic due to an accident, turn off the truck until traffic starts moving.

Plan your trip to use the shortest, legal routes to reduce driving miles.

Pre-trip inspection: check for under-inflated tires, bad wheel bearings, dragging brakes that are out of adjustment, any fuel leaks, or oil pressure problems.

Use the APU whenever possible for heat and air conditioning.



LATEST CSA SCORES

CSA scores as of March 13th with the thresholds in parentheses. Arrows show the trend change from last month:

Unsafe Driving (65)	ZTL Score: 11	↑
HOS Compliance (65)	ZTL Score: 67	↑
Vehicle Maintenance (85)	ZTL Score: 32	↔

When asked about this month's changes, **Geoff Hosband**, Safety Director, said, "This past month we were cited for 34 log violations in 198 inspections. We've now been over the 65 point threshold for four consecutive months. The DOT knows that when they see a Zimmerman Truck, its driver is more likely to have HOS violations. It's like having a bulls-eye on your truck. It's all up to all of us together to get this corrected. You MUST keep your logs current! There are no excuses for logs not being complete!"

NEW SHOP GM NAMED

We just got word before press time that a new General Manager for the Shop has come on board. **Bo Brown** started earlier this week on Monday, March 21st.

Now living in Harrisburg, Bo has been working with trucks and in trucking for more than 35 years. Most of that time has been spent in management and training roles. His last assignment was as Service Manager at Hunter Keystone Peterbilt in Lancaster. He'll be working closely with **Dave Wetzler** and **Tom Naylor** in the coming weeks during the leadership transition in the Shop. We'll have more about Bo in our next edition. In the meantime, stop by the Shop and take a minute to introduce yourself and welcome him.

NEWS BRIEFS, ODDS AND ENDS, LEFTOVERS, ET CETERA

Verizon Wireless continues to offer a discount up to 19% to Zimmerman employees for the service portion of their monthly plan as well as 25% off all accessories. Visit any Verizon Wireless store with your pay stub (as



proof of employment) and give them the profile number 3445688. Questions regarding these discounts should be directed to our Verizon Wireless employee relations rep, Tracy Follmer at 717-756-1536.

Mandatory Spring Safety Driver Meeting
Schedule yourself to be here one of these dates at 9 AM:
Saturday May 7 or Saturday May 14!

This little tyke celebrated his 74th birthday on March 19. Congratulate yourself if you recognized him as Ron Zimmerman.



Did you check your oil today?



It's required with every pre-trip inspection!

THE ZTL DRIVER WHO IS KING: MAX GRAY

He stopped by to say "Hello" as he usually does every few months. But in early February we got a chance to ask retired driver Max Gray about his astounding career and driving record at ZTL. He recalled the exact date he started at Zimmerman's, "February 16, 1979." Max is currently 68 years old and has been retired for almost six years. He only retired due to his health.



Looking back he remembers his first truck was a cab-over International. He said the previous driver died in his sleep in the bunk from a heart attack! But that didn't bother Max. He was motorin' along like any average driver, who he said made between \$17,000 and \$20,000 per year back then.

Of course Zimmerman Truck Lines didn't exist in 1979, but its predecessor company, C D Zimmerman did. And Zimmerman's wasn't Max's first driving job. He worked for Empire Kosher Poultry, then G I Concrete, and finally Wilson Freight, before asking CD for a job.

Max's picture is the first one in the top row, far right on the "Wall of Fame" in the ZTL front office — and the only one with a 3 million mile medalion on it. "I had more than a few really close calls, but I was never in an accident of any kind—at fault or otherwise." When asked, he said, "The secret is patience and taking the long view. I drove the speed limit and was never in a hurry." When asked if he was a patient man, he replied, "Ya, but I always wanted to be Number One."

Your most memorable story? "I remember when I called Jan [Lauver, 30 year veteran Billing and Payroll Specialist, retired in 2014] at 3 AM asking her where my paycheck was. We didn't have locker-style mailboxes, but just an 'inbox' tray on a desk. She said it was in my mailbox, but it wasn't. She got out of bed and came to the office. She had made a mistake and put it in the tray next to mine."



Who was the best boss — Caddy (CD), Ron, or Mark? "Hands down, there will never be another man like Caddy Zimmerman. He would help in any way he could. When we started hauling steel, he took care of drivers. Caddy said, 'Good drivers aren't a dime-a-dozen,' and he took care of us."

Biggest change in 30 years of driving? "A lot of trucks didn't have power steering or air conditioning. There's a lot more traffic now, too."

Max also liked to get his rest. "I told Tom [Fitzpatrick from the Cleveland office] that since dispatchers get to go to bed at 11, then so do I." (Some things like this have really changed for both dispatchers and drivers.)

Best part of the job? "Seeing places and meeting different people." Advice for younger drivers? "I think Zimmerman's has always been a great company. ZTL drivers get a lot more home-time than other over-the-road drivers. You can look, but no place else will be better than what we have right here at home."

Born in Honey Grove, Max spent most of his life in Mifflintown and lives there now. He has done some farming in his retirement and likes to spend time with his granddaughter.

What was his secret to success? "Stick with it. Don't quit. I used to tell all my trainees to give it some time. Get used to it. Don't be in a hurry to make a mistake. I always wanted to be Number One. Just don't take chances."

Finally, why did you stay at Zimmerman's for so long? "They wouldn't let me go!"

Max really did retire on April 27, 2010 after driving 3,219,801 completely accident-free miles for Zimmerman Truck Lines.

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COMPANY PICNIC DATE SET

If you missed out on the fun at last year's company picnic, you have a lot to anticipate for this year's event! It's going to be held **Saturday August 13th**. Again this year the Picnic will be at Del Grosso's Amusement Park in Tipton. We'll have more details and reservation forms upcoming, but in the meantime, **save the date!**

NOTES FROM DISPATCH

Route Points (RTPs): What are they and why are they in our dispatch instructions? RTPs are included for routing to provide proper fuel solutions for the actual route you will drive. For example, a movement from northern New Jersey to northern Ohio would normally travel across I-80. But on that same load with a Friday pickup and a Monday delivery, Dispatch would include a route point through Mifflintown because the driver would come through for the weekend. The RTP allows the fuel computer to calculate a workable fuel solution. What do you have to do when an RTP is in your dispatch? **Nothing!** There are no arrival or departure messages to be sent associated with route points. In fact, doing so can cause errors in the dispatch system further down the line.

Mark Zimmerman asks, "Please be very diligent with your paperwork. We have had several recent incidents where the paperwork did not match the expected destination. If anything does not match your instructions from Dispatch, **DO NOT LEAVE** and call Dispatch immediately. Once you leave, ZTL is legally responsible for the contents of the trailer and can be held to deliver whatever is on the BOL, since it is a legal, binding document. In the event of any discrepancy, write down the names of anyone providing you with questionable information along with the date, time, and location of the conversation!"

Employee August
APPRECIATION WEEK 22-26

APRIL BIRTHDAYS ...

Kerry Hummel — April 2
Mike Shope — April 11
Mike Snyder — April 12
Brian Griffiths — April 13
Terry Chamberlin — April 19
Kody Moist — April 22
Toby O'Donald — April 23
Curt Beatty — April 24
Mark Rudebeck — April 24
Dave Ritter — April 25
Danny Hackenburg — April 26
Lynn Brown — April 26
Scott Pecht — April 28

... AND ANNIVERSARIES

Joe English — 22 years
Dave Wetzler — 22 years
Rob Rush, Jr. — 20 years
Bob Rush — 20 years
Curt Beatty — 19 years
Terry Neely — 6 years
Mac Stailey — 4 years
Ian Rosensteel — 1 year
Mark Kling — 1 year
Mark Kling, Jr. — 1 year

Access the ZTL
ONLINE STORE
through the link
at the top right of
our home page at
[www.ztlinc.com!](http://www.ztlinc.com)



**HONK IF YOU LOVE
JESUS, TEXT
WHILE DRIVING IF YOU
WANT TO MEET HIM**

SUN. SCHOOL 10:00 AM	SUN. WORSHIP 11:00 AM & 6:00 PM	WED. 7:00 PM
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QUOTE FOR THE MONTH

"A dream doesn't become reality through magic. It takes sweat, determination, and hard work."
— Colin Powell

ZIMMERMAN TRUCK LINES, INC.