

We Are The Z-Team!

Volume 3, Issue 11
November 25, 2016

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TIRES ENDURE PRESSURE-FILLED LIVES

As Ol' Man Winter approaches, road conditions are changing daily. Leaves are falling, deer are running, daylight is shorter, and temperatures are dropping. All these things will have an impact on your driving.

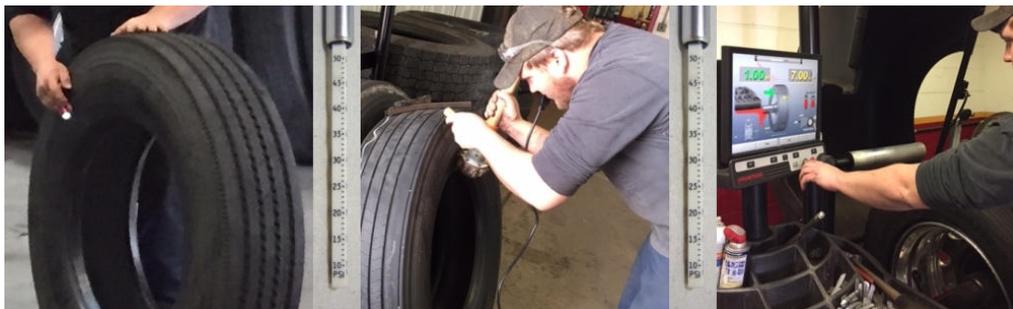
As the temperatures drop, your tire pressure will also drop. This will lower your fuel mileage and affects vehicle handling. Your truck could feel like it is all over the road. One driver described it this way, "It feels like I'm driving a basketball, it is bouncing all over the place." When pressure is low, tires flex more because there is more *give* on the sidewalls of the tires. This flexing causes uneven wear and makes the handling feel "loose" or "squirrely."

The Shop checks and adjusts tire pressure every time your vehicle comes into the shop. They adjust tire pressure to 100 PSI on the drive tires and the steer tires are filled to 110 PSI. Trailer tires are set to 100 PSI on all trailers. Any tire at or under 85 PSI is treated as a flat tire and is removed from the unit and replaced with a match up 1st or match up 2nd tire. If tire tread depth is at 6/32, known as the *pull point*, the tire is replaced with a new or recapped tire. A steer tire is always replaced with a new tire.

A core tire is one that is at its pull point. Cores are sent to be recapped. McCarthy Tire recaps our cores for future use. So someday those old steer tires could be your drive tires. Recap tires work well and help reduce operating costs.

Every tire that the shop puts on a truck or trailer is matched up to the one next to it. All tires are spin-balanced and checked for out-of-round. Tire pressure is set at that time, but is checked again before the truck or trailer leaves the shop. For tracking purposes all tires are branded and tracked for usage and cost analysis.

[Below: **Cody Boone**, inspects, brands, and balances a new tire. Photos: Bo Brown]



Reminder!

For those who were excused from the Fall Safety Meeting, there will be a quiz! Don't forget to watch the DVD of the Fall Safety Meeting and take the four question "open book" quiz. Watching the DVD is mandatory and if you skip it, you will lose the safety portion of your bonus. Deadline for watching and returning the DVD and quiz is Friday, December 9th. See Geoff for the DVD and all the details.

HEALTH INSURANCE CHANGES JANUARY 1, 2017

In order to control costs, a new health insurance provider will be in place starting January 1. Every year ZTL solicits bids and the previous provider came in with a (brace yourself ...) *62% increase*.



Capital Blue Cross, the low bidder, will be the new provider. Low and high deductible plans will be offered as before, plus a new PPO low deductible plan will be added. Rates are increasing in line with national averages (around 20%). A flexible savings account (FSA) will be available again this year to everyone. With one plan the company will cover part of the deductible with a Health Reimbursement Account. The present dental and vision plans will be kept in place with the current rates.

Detailed information along with new enrollment forms have been placed in driver mailboxes and distributed to office and shop employees. **These one page forms must be completed, signed, and returned to Cinda Lauver by November 28** to guarantee that your application will be processed in a timely manner. Cinda's goal is to get new ID cards to everyone by January 1. If you are going to enroll in the FSA, there is a separate application form.

It's also "Open Enrollment Season" until December 31. Employees can make changes to their coverage plan, as well as changes that will affect their dependents and spouse. Questions? Call Cinda at x250. **Last minute addition:** There is a very informative video which explains all benefits in detail at: <https://youtu.be/EAUJIBYxoe4>



VETERANS SALUTE



Once again this year, ZTL aired a public salute to our Veterans on local radio stations by running spots naming all those who have served and work among us every day.



Gary Beatty, Wayne Highbaugh, Steve Hornblower, Kerry Hummel, Jon Kindervater, Mark Rudebeck, Ray Snyder, Don Hassinger, Terry Neely, Bo Brown, Dean Renninger, Dennis Peterson,

Ken Bilby, Jr., David Flowers, Darren Weaver, Bob Zook, Wesley Stephens, Bryan Rudy, Joey Brown, Scott Immel, Gordon Fultz, John Johnson, Danny Hackenburg, Harrison Smith, and Steve Tarr

KIDS PARTY WITH SANTA

What: Kids Holiday Photo Party with Santa.
When: Saturday, December 3, 10:00 AM to 1:00 PM.
Where: "Santa's Warehouse" inside the ZTL Main Offices.
Featuring: Kids (grandkids, and young-at-heart kids) posing with Santa for photos. We'll have fun and music, balloons, crafts, cookies, goodie bags, hotdogs, and much more.
Sign-up: Everyone is welcome, but so we know how many to expect we ask that you contact Gina at x246 to let her know you plan to attend. Please do so by Monday November 28th.
Cost: Free to all ZTL employees and their families.
New this year: New background and more interesting photo opportunities. Come and join this annual tradition!



HOLIDAY PARTY DETAILS



What: ZTL Adults-only Holiday Party
When: Saturday December 10, 5:00 PM
Where: Millerstown Moose Lodge
Featuring: Our annual presentation of driver and shop safety awards.
RSVP: Invitations have already been sent, so RSVP or you can call Gina x246 and let her know you will attend. Every employee can bring one guest of their choice!
Cost: Free to all ZTL employees and a guest.
New this year: New venue, new menu, learn more when you reply!
 Come and enjoy this great annual holiday tradition with your friends and colleagues.

WELCOME NEW DRIVERS!

THROUGH NOVEMBER 2016
MORE IN FUTURE ISSUES!



Dan Brumbaugh



Don Casner



Bryan Rudy



Julio Morales



Thomas Digan



Nate Hockenberry



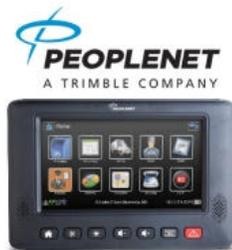
Wesley Stephens



Michael Gearhart

COURT UPHOLDS ELD MANDATE

On October 31 a Federal appeals court upheld the FMCSA's ELD mandate and ruled against the Owner Operator Independent Drivers Association. The OOIDA sued to stop electronic logging saying that the mandate was a violation of privacy under the Fourth Amendment. The court disagreed. This ruling means the effective date for ELD implementation is still December 18, 2017. ZTL will complete its eLog implementation nearly a year ahead of that deadline.



CSA HOS SCORE STALLED

The latest numbers as of October 28th with the DOT intervention thresholds in parentheses. Arrows show the trend change from last month:

Unsafe Driving (65)	ZTL Score: 12 ↓
HOS Compliance (65)	ZTL Score: 75 ↑
Vehicle Maintenance (80)	ZTL Score: 25 ↑

Unsafe driving dropped to an eight month low (good!) from 17 last month. HOS is still hovering above the threshold as it has been for more than a year. That's because we are missing good reports with eLogs (see story below on what can be done to fix this problem). Against the long term trend, the Maintenance score actually rose from 19 to 25.

HOW TO LOWER OUR CSA LOG SCORE



Whether you attended the winter meetings or watched the video, you should have heard about the surefire easy way to lower our CSA log scores — *and get paid to do so*. If an inspector or officer looks at your eLogs and releases you to proceed without giving you a report, then you should politely ask that person for a "Level three" inspection report. That report should indicate that your logs passed inspection. A good report will add another positive experience that will ultimately decrease our CSA HOS score *and improve your score as well*. It will also mean a small inspection bonus for you! For more information or if you have any questions, call or visit Geoff.

INSPECTION BONUS

Most drivers already know that when they pass any DOT inspection, they receive a bonus! Make sure you get yours!

- Level I — \$25
- Level II — \$15
- Level III — \$10



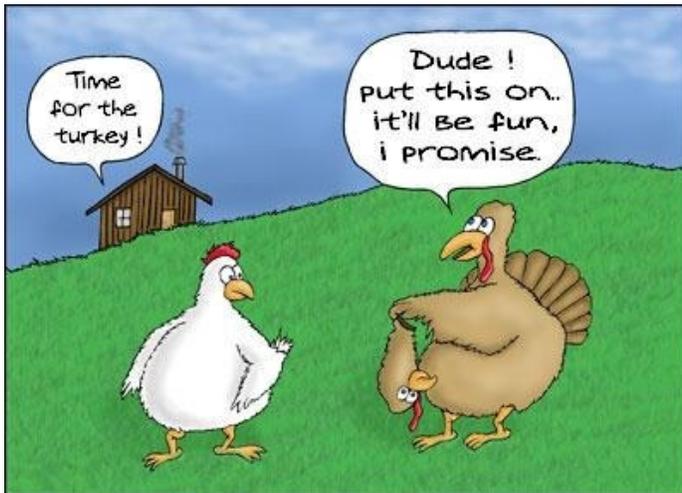
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DEER HUNTERS ALERT!

Once again we want to see and publish your hunting photos! Text or Email a photo of you and/or your trophy and we'll try to feature the best ones in December or January newsletters. E-mail your photos along with the details to newsletter@ztinc.com. Or you can text to (937) 839-8922 that's (937-TEXTZ-22). Geoff's early entry (right) taken on November 11th: an eight point buck taken with a bow at 45 feet!



Our apologies for the repeat, but this is our all-time favorite Turkey Day cartoon. We just had to run it again for new readers who've come on board in the past twelve months.
Happy Thanksgiving Everyone!



DATES TO REMEMBER

- First day of buck season: Monday Nov 28th
- Kids Santa Party: Saturday Dec 3rd
- ZTL Holiday Party: Saturday Dec 10th
(New venue - Moose Lodge in Millerstown!)
- Christmas Day: Sunday December 25th
- New Year's Day: Sunday January 1st

DECEMBER BIRTHDAYS ...

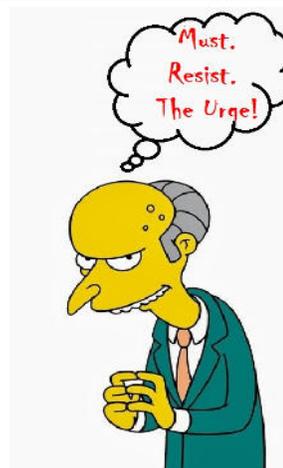
- Jeanne Cashman — Dec 1
- Wayne Highbaugh — Dec 1
- Bill Tabb — Dec 3
- James Price, Jr. — Dec 5
- Chadd Walters — Dec 14
- Gordon Fultz — Dec 16
- Rob Rush, Jr — Dec 17
- Samantha Syjud — Dec 18
- Gary Reck — Dec 19
- Carol Morrison — Dec 22
- Bo Brown — Dec 28
- David Wetzler — Dec 31

... AND ANNIVERSARIES

- Terry Chamberlin — 15 years
- Daryl Feltman — 5 years
- Becky Shaw — 2 years
- Jed Showers — 1 year

SIX WEEK BACKLOG FOR BIRTH CERTIFICATES

Everyone knows that there is one-time requirement to prove legal residency the next time you renew your CDL. If you don't have a passport, the next logical document for people born in the U.S. is to obtain an original birth certificate. What you may not know: people are experiencing a six week delay to obtain a birth certificate in Pennsylvania according to **Becky Shaw** in the Billing Department. If you wait until the last minute, you might find yourself unable to drive for a month — or two.



Drivers must see Samantha or Geoff before using the restroom!

QUOTE FOR THE MONTH

*"Everyone has a plan — until they get punched in the mouth."
—Mike Tyson, professional boxer*

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