

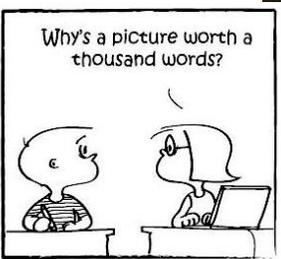
# We Are The Z-Team!

Volume 3, Issue 10  
October 28, 2016

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## JUST A FEW SECONDS OF INATTENTIVENESS



By now, everyone has seen the photos of truck #1501, which rolled over on US Route 322 (the Mount Nittany Expressway) eastbound near Boalsburg on September 24. We show them again here as a reminder to every one of us what can happen when safety is not your top priority. No load is worth the risk, if this is the result. Please be careful out there.



Miraculously, the driver escaped with only minor scrapes and bruises. *He was wearing his seatbelt.*

## ELOGS PROGRESS REPORT: THE END OF OCTOBER

**Dave Wetzler**, Operations Manager, reports that there has been tremendous progress in implementing eLogs. "Nearly 100% of all the Van Division drivers are using eLogs and 70% of the flatbed division drivers are using them as well. I'm still very confident we will make our goal to have the entire fleet on eLogs by the end of the year."

ELogs were launched in May, and for the past several months new policies have been discussed and debated on how ZTL needs to operate using this new system. Starting August 1, a new point system for handling eLog violations was put into effect. "Every driver should be aware of these new rules as they start—and continue—to use eLogs," Dave said. "So far the rules have been working very well and we've had only a few issues."

Many drivers have asked why eLogs were implemented at Zimmerman's almost a year before the mandatory Federal deadline. "We've been preparing for this for over four years, starting when we began our research to replace our aging satellite communication system," according to Dave. "Once we chose PeopleNet, we wanted to be ahead of the curve. Doing this in 2016 will allow us to better understand the challenges we'll be facing in 2017, instead of scrambling to put a program in place at the last minute—like so many others will be doing. Our experience will allow us to talk in an informed way with our shipping partners when it comes to best practices and setting rates next year."

In the Flatbed Division there was nearly a three month trial for e-logs with seven volunteer drivers. Dave continued, "By studying these drivers and understanding their challenges, we developed a better way to pay flatbed drivers."

**Derek Ritzman**, CFO, said, "Everyone in the industry is facing challenges because of eLogs. The Flatbed division is an important part of our operations. We looked very carefully at the changes the flatbed drivers were going to experience and tried to design a pay scale which would be fair and beneficial to the most number of people."

In mid-September there were two meetings, one with Van Division drivers and the second with Flatbed drivers, regarding eLogs, their implementation, and any other concerns drivers might have about them. In addition, drivers talked about—and management responded to—a wide range of issues at these two hour meetings. Both meetings were recorded. DVD copies of both meetings can be borrowed for personal viewing. See Dave to get a copy.



Do You Need to Watch the Safety Video?

For those who were excused from the mandatory Winter Safety Meeting (dispatched on a load, on vacation, or otherwise excused), the deadline for viewing the video of this meeting and taking the quiz is **Friday December 9**. You risk losing part of your quarterly safety bonus if you don't watch this informative video! See Geoff Hosband for a DVD copy and to get more details.

### LATEST CSA SCORES

CSA scores as of September 23 with the thresholds in parentheses. Arrows show the trend change from last month (when our Maintenance score was 22):

<b>Unsafe Driving (65)</b>	ZTL Score: 17	↓
<b>HOS Compliance (65)</b>	<b>ZTL Score: 73</b>	↔
<b>Vehicle Maintenance (85)</b>	ZTL Score: 19	↓

When asked about this month's scores, **Geoff Hosband**, Safety Director, said, "The upward trend in log scores may have stopped. I suspect this is mostly due to our use of electronic logs. I expect that as we complete the eLog roll-out, the HOS scores will drop below 65—better reflecting our safe operations."

### Zimmerman Truck Lines - eLog Violation Summary - Effective August 1, 2016

#### The Rules

- 11 hours driving
- 14 hours on-duty
- 30 minute required break
- 70 hour/8 day work rule

#### The Violations and Points

- Minor (1 Point) - Violation lasting less than 30 minutes
- Major (2 Points) - Violation lasting between 30 and 60
- Severe (3 points) - Violation Exceeding 60 minutes

#### The Penalties

- Accumulate 6 points in any rolling 12 month period: termination
- A "severe" violation will result in the loss of quarterly safety bonus
- A "severe" violation by a new hire within first 90 days: termination

#### The Exceptions

When a driver starts on eLogs, each will be granted a 14 day grace period for "minor" and "major" violations, but all "severe" violations are in effect from day one. Because eLog violations can occur due to record keeping or circumstances beyond the driver's control, the Safety Director will review each violation with the driver to determine that violation's validity.

Just for review, to the left is a summary explaining the ways eLog violations are being handled. The best way to avoid running out of hours is to plan ahead.

Sign up sheets are now posted! Drivers who want time off during deer season should indicate their first, second, and third choices for the days they want off. The deadline is November 11. "We'll do everything we can to accommodate," said **Mark Zimmerman**, "but time off will be approved by each dispatch department based on seniority and manpower needs." If you request time off, you will be expected to use your vacation



time to cover your absence from work.

We invite everyone to share their most memorable hunting photos for 2016 by texting them to our regular photo text number, 937-839-8922. The best ones will be featured in upcoming issues of **We Are the Z-Team!** newsletter. Not a deer hunter? Well, you can rent the movie, but be warned, it is **definitely not** about deer hunting.



Flatbed driver **Travis Twigg** suggested we spotlight Truckers Against Trafficking (TAT), a non-profit organization which focuses on rescuing abducted children who are forced into prostitution and drug dealing. According to TAT, "Truckers are in an incredibly unique position to recognize and report sex trafficking of children in this country because they see it at truck stops and travel plazas." There is an in-depth training video designed to teach everyone how to spot and deal with this crime along with a lot of other eye-opening information on their informative website, [TruckersAgainstTrafficking.org](http://TruckersAgainstTrafficking.org). Check it out.

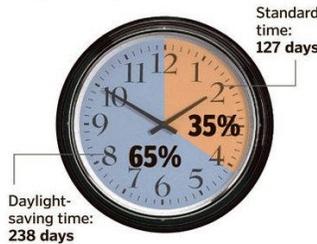


## TRUCKERS AGAINST TRAFFICKING

MAKE THE CALL. SAVE LIVES. 1-888-3737-888

[www.WeAreTheZ-Team.com](http://www.WeAreTheZ-Team.com)

**GET AN EXTRA HOUR OF SLEEP**



**GINA SAYS ...**



**ZTL Clothing For Sale in Front Office**

Hoodies - \$20 various colors  
 Long sleeve t-shirts - \$15 navy, white, grey, and black tie-dyed.  
 Short sleeve t-shirts - \$8.25 S-XL and \$10 2X and up  
 Employee appreciation shirts - \$15

**Christmas/Savings Club**

Just a quick note on our first successful year of savings! We had 25 employees enrolled in this voluntary program. From its start in October of 2015 until May 2016 (which was the first opportunity to withdraw) we had 7 people withdraw for a combined total of \$6,450. Then for the pay of Oct. 7<sup>th</sup>, 2016 22 employees withdrew for a combined total of over \$22,000! This is a great way to save for vacation or Christmas (or any reason). To sign up, give me, Gina, a call at Ext. 246.

**A Few Pennies Can Add Up**

What number do you use to call the company? If you call from your cell phone, which likely includes nationwide calling, please dial the regular company line, 717-436-2141, and avoid using the toll-free 800 numbers. The cost to you is the same. Potentially, if everyone does this, this simple change could save the company hundreds of dollars per month! Thanks!!

Dates to Remember

- Election Day, Tuesday Nov 8
- Thanksgiving Day, Thursday Nov 24
- First Day of Buck Season, Monday Nov 28
- Kids Santa Photo Party, Dec 3
- Company Christmas Party, Saturday Dec 10
- Christmas Day, Sunday Dec 25
- New Year's Day, Sunday Jan 1, 2017

*Together we can make it better!*

**NOVEMBER BIRTHDAYS ...**

- Joe Ondesko — Nov 1
- Russ Whitesel — Nov 2
- Gina Himes — Nov 4
- Cathy Wible — Nov 5
- Timothy Banks — Nov 5
- Bruce Garner, Jr. — Nov 10
- Steve Arnold — Nov 13
- Tom Pannebaker — Nov 13
- Scott Benfer — Nov 14
- Herb Haagen — Nov 17
- Terry Yeager — Nov 17
- Dan Black — Nov 18
- Mac Stailey — Nov 18
- Dennis Snook — Nov 26

**... AND ANNIVERSARIES**

- Scott Barner — 14 years
- Lane Rumberger — 11 years
- Todd Knepp — 7 years
- Ken Stiles — 6 years
- Bruce Garner, Jr. — 4 years
- Garry Brown — 4 years
- Terry Yeager — 1 year

**ZIMMERMAN FINALLY WINS NOBEL PRIZE!**

After being nominated more than a dozen times, Robert Allen Zimmerman (much better known as **Bob Dylan**) was recently honored by the Swedish Academy as this year's winner of the Nobel Prize for Literature. He is the first musician to ever receive this honor — and the only Zimmerman to win a Nobel!

**QUOTES FOR THE MONTH**

*“A modest man is a man who wants to be complimented—twice.” —Unknown*

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*“The most effective way to do it, is to do it.” —Amelia Earhart, infamous aviatrix*

**ZIMMERMAN TRUCK LINES, INC.**