

We Are The Z-Team!

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IT'S THE PITS—ER, THE PIT: WHAT'S A PM?

What does it mean when your truck is due for service—and why is it important? Typically drivers will be told their truck needs an “A-level Service.” This is when the tractor gets its oil and filters changed. The vehicle also gets greased and surveyed for necessary repairs. The shop uses a checklist and goes over each truck looking for items that could fail and cause a breakdown. Thus the term “preventive maintenance,” or its shorter acronym “PM”.



Steve Detra gives this truck a thorough inspection at the pit.

Before the oil gets changed, the truck engine is warmed up and an oil sample is taken for analysis. That sample is sent to a lab at Shell Oil, or if the shop suspects an immediate problem, it is hand delivered to the CAT lab in Harrisburg. The lab tests engine oil using infrared analysis, atomic absorption spectrophotometer, and a setafash test. The setafash test determines combustible temperature to discover if the oil sample has more than 6% of fuel blended with it, the maximum allowable level. The engine oil is then subjected to other tests to determine the amounts of metals found in the oil, and if the oil is doing its job of protecting the engine.

The analysis is e-mailed back to the shop, usually within 24 hours. Our techs then try to determine if the oil analysis is warning of a pending problem. An oil report includes information about contaminants like coolant, fuel, and dirt that have been blended with the oil. Any of these things will eventually lead to a premature engine failure. Since engine oil has several basic functions (to provide adequate lubrication, keep the engine clean, help keep it cool, and provide protection during metal to metal contact) the shop monitors each truck’s oil for contaminants and impurities over time.

An example of a problem detected twice in the past six months was when oil sample analyses came back flagged for high chromium levels. The only place that chrome can come from is the piston rings. If there is an elevation of chrome, the rings are disintegrating. The shop knows to get that truck back here before it lets the driver and his load sitting on the side of the road. Piston rings keep oil in the engine block and stop it from being burned during the combustion stroke and pushed out of the engine, past the valves. Through this process of oil sample analysis, trucks 1386 and 1388 had their engines rebuilt this past spring and summer to prevent a catastrophic breakdown at a later time.

Fall Safety Meeting

The Fall Safety meetings are coming up next month for all drivers. Unless you are dispatched on a load, on vacation, or otherwise excused, attendance at one of the two meetings is mandatory. Meetings this fall are Saturday October 15th and Saturday October 22nd. Both start at 9 AM in the warehouse portion of the main office.

You will be paid to be there! Mitch Scalia will be the guest speaker at both meetings. He is the Motor Carrier Supervisor at PSP Huntingdon. His talks will be about passing DOT inspections. You risk losing part of your safety bonus if you don't attend! See Geoff Hosband to get more details.

EMPLOYEE APPRECIATION WEEK — 2016 EDITION



Scott Barner family enjoys ice cream.

This year's Employee Appreciation Week added a few new things to make 2016 a year to remember. Aside from the main staple of cooked-to-order food from a hot grill ten hours per day, prize drawings were held every day at noon. Prizes included gift cards and tickets for sporting events and concerts.

Several of the newer employees commented on how they had never worked for a company which had a week-long celebration — let alone one where so many activities and prize drawings were held.



Justin Henry won tickets for a Pittsburgh Pirates Game.

The week was capped off with the first Family Day on Friday. Families of all employees were invited to stop by for grilled hot dogs and hamburgers, plus free ice cream treats provided by The Creme Stop in McAllisterville.



All the prizes and festivities were made possible by the sponsorship from the many business partners who work every day with Zimmerman Truck Lines. We are grateful. Thank you!!



EMPLOYEE SPOTLIGHT: BO BROWN

Bo Brown, our Shop Manager since March, has had a full career involving trucks and truck maintenance. After graduating from high school in Aliquippa, PA, he enlisted in the Marine Corps where he drove tractor-trailers, worked as a mechanic, and became a maintenance instructor. After twenty years in the Marines, Bo spent the next eighteen years doing much of the same in civilian clothes. He's worked at Cleveland Brothers, Ryder, and U.S. Express. His last gig before joining ZTL was with Hunter-Keystone Peterbilt, where he was the Service Manager for three years.

When asked about his personal philosophy, Bo summed it up this way, "Be nice. Anyone can be a jerk. But being nice will set you apart and get you much farther. This includes developing a positive relationship with everyone you know, your co-workers, the drivers, customers, family, and even strangers."



His management philosophy is more along the lines of "make changes only where necessary." He said, "As far as the overall running of the shop, **Tom Naylor**, the shop foreman, has a really good handle on what is happening here. Tom also really cares about how the work is done, how it affects the drivers, and how it affects the company's mission to deliver freight. So there have been very few overall changes regarding how the shop operates." But Bo's made several safety compliance improvements, especially in the area where OSHA is concerned. "We've updated all our safety compliance. That includes tracking of hazardous and flammable materials, adding, replacing, or updating old signage, adding safety stickers, and generally tracking all issues to insure we have the safest work place possible."

Another priority for Bo is "to keep out in front of problems." "We've prevented two catastrophic engine failures by changing the way we are gathering, monitoring, and analyzing oil samples. That's a great accomplishment, but we're also taking care of the mundane things, too. Right now we're gearing up for winter. We've just cleaned and PM'd the furnaces in the shop and made sure our oil tanks are full for the winter. We're also checking all the tires on all the trucks. Anything that shows heavy wear will be replaced—now—and the remaining life of these tires will be spent on trailers." Referring to the drivers, Bo said, "We've gotta keep these guys safe."

Bo said, "Somebody once made the point that an ounce of prevention is worth a pound of cure." The application of this philosophy is borne out by the facts. As noted in our last issue, CSA Maintenance scores have been dropping nearly every month for over a year and were at an all time low score of 21 last month.

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Our new service truck is now on the road! Delivered with new decals in late August, the new Road Side Service truck responds 24 hours a day for emergency road service in the area. There is special number for the public to call Zimmerman Truck Repairs, 717-436-0300. But ZTL drivers should continue to call the regular company number, 717-436-2141, to reach the shop. Drivers should also continue to use the regular company number to reach our internal after hours tech, **Tim Beers**.

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BO BROWN continued from previous page

Another focus for Bo has been to find new ways to control or reduce costs, while increasing safety. "And we've also hired additional staff, including two new techs and a runner."

One of Bo's hottest priorities for the near future is the offering of shop services to the public, including emergency road service. "We've been doing this since early summer. This business is small and growing. It has great potential."

Bo lives in Harrisburg, is married with four adult children, all between the ages of 35 and 40. He also has six grandchildren.

Important Dates to Remember

Mandatory Fall Safety Meetings, Sat Oct 15 and 22
Election Day, Tuesday November 8
Thanksgiving Day, Thursday November 24
First Day of Buck Season, Mon Nov 27
Santa's Kids Christmas Party, Sat December 3
Christmas Party, Moose Lodge, Millerstown, December 10

LATEST CSA SCORES

The latest numbers as of August 26th with the DOT intervention thresholds in parentheses. Arrows show the trend change from last month:

| | | |
|---------------------------------|----------------------|---|
| Unsafe Driving (65) | ZTL Score: 18 | ↓ |
| HOS Compliance (65) | ZTL Score: 73 | ↓ |
| Vehicle Maintenance (85) | ZTL Score: 22 | ↑ |

For the first time in over a year, the HOS score has dropped two months in a row. It's been 10 months now since it went over the threshold of 65. "Changing over to eLogs is likely the reason that we have not had a major DOT intervention on this matter," said **Mark Zimmerman**. "Nevertheless, we have to get this score down below 65."

When you bob-tail out of any location or facility, type NONE in the trailer number field. Doing so puts your movement "in progress" in the computer system. Any other value for the trailer number causes the movement to fail and your dispatch status cannot be changed until the error is corrected manually at a later time.

Together we can make it better!

OCTOBER BIRTHDAYS ...

Dan Haubert — October 2
Mark Kling — October 7
Rhett Leonard — October 18
Perry Goss — October 21
Terry Neely — October 24
Denny Peterson — October 25
Dan Hesketh — October 26
Clarence Dunklebarger — October 27
Greg Reigle — October 29
Bob Camenisch — October 29
Tracy Harris—October 31

... AND ANNIVERSARIES

Dean Renninger — 21 years
Cathy Wible — 21 years
Dale Kukuka — 15 years
Dan Black — 9 years
Kevin Swailes — 5 years
Travis Twigg — 5 years
Denny Gilmore — 3 years
Jon Kindervator — 2 years
Chad Walters — 2 years
Kirby Nickel — 1 year
Adam Swartz — 1 year
Mike Hamilton — 1 year
Steve Hornblower — 1 year

GOTTA GET BACK IN TIME

You may not think about it, but there is a lot of valuable and important information in past issues of *We Are The Z-Team!*

Two articles which should interest almost everyone:
Feb 6, 2015: Per Diem: Take it Now or Later?
Aug 29, 2015: Price Shop for Health Care Services

All past issues are on-line at the company's website, www.ztlinc.com. Click on *Our Company*, then click on *News & Community*. Scroll down until you see *Latest Company Newsletters Available On-line*. In that section you will find all our past newsletters. Or ask for a printed copy in the office!

QUOTE FOR THE MONTH

"There are two kinds of people in this world — those who divide the people of the world into two kinds, and those who don't."
— Robert Benchley

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