

An OSHA Cooperative Program

A Newsletter For Our Members Where Safety Is Our Primary Concern!

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AGGRESSIVE DRIVING LEADS TO CRASHES AND ROAD RAGE

Seventy-eight percent of U.S. drivers displayed aggressive behavior behind the wheel at least once in 2014, according to a new report from the AAA Foundation for Traffic Safety.

Researchers surveyed 2,705 licensed drivers ages 16 and older who had driven at least once in the previous 30 days. The top aggressive driving behaviors reported were tailgating (50.8 percent), yelling at another driver (46.6 percent) and honking to show annoyance or anger (44.5 percent), the report states.

How to avoid aggressive driving behaviors:

- Plan ahead and allow enough time for delays.
- Give your driving your full attention.
- Don't take your frustration out on other drivers.
- Driving is not a contest. It is not about winning.
 - Realize that you cannot control the drivers around you you can control only the way you react to them.

Other findings included:

- 32.5 percent of drivers made an angry gesture at another driver.
- 24.1 percent tried to stop another driver from changing lanes.
- 11.9 percent cut off another driver.
- 3.7 percent left their vehicle to challenge another driver.
- 2.8 percent bumped or rammed another vehicle.



The researchers noted that aggressive behaviors may be underreported because the actions are perceived to have negative social connotations.

"Given that previous research has found that many fatal crashes likely involve aggressive driving, and a large majority of the motoring public admits to at least some driving behaviors that may be considered aggressive, interventions are necessary to decrease the prevalence of aggressive driving and related crashes," researchers wrote.

What are some of the signs of Road Rage?

- Driver uses unique sign language to motorists and pedestrians.
- Driver will try to pass your vehicle at any place he or she sees fit.
- Driver tailgates the vehicle in front of him/her.
- Driver flashes lights and/or uses horn to the extreme and it does not serve the purpose of making sure they see you.
- Driver uses choice words if you establish eye contact with him/her.
- Remember, the trucking industry also has its very own Road Rage Cowboys. Avoid Road Rage! Get out of their way! If you find yourself practicing Road Rage, change your line of work.

The ATAWCF Staff Continues to Grow !!!!!!!

It is with great pleasure that we announce that **Abby Greer** has joined our team effective today. Abby will wear many hats and will be multi-faceted for the Fund by working with Kim Campbell and Don Boatright in Underwriting and Marketing. Abby comes to the ATA Workers' Compensation Fund with over ten years of experience in the insurance industry. She began her career in 2001 with Palomar Insurance Corporation, an independent insurance agency located in Montgomery. Abby has worked on the agency side of the industry in various capacities, including Special Risk, Employee Benefits and, most recently, specialty program management. Abby is a 2007 cum laude graduate of Auburn University Montgomery with a Bachelor of Science Degree in Marketing.

Recently married, Abby and her husband enjoy family trips to the beach, SEC football, Braves baseball, and spending their nights and weekends at their son's little league sporting events.

Please welcome Abby as she starts a new journey in insurance with the ATA Fund.





Supply & Demand - Hiring Your Own Problems

In today's environment, recruiters are given the responsibility of hiring competent, compliant, professional, and safe drivers in an industry that, for the most part, are an endangered species.

Along with these expectations recruiters also receive internal pressures that require them to supply this on a fast pace. The result is a recruiting process that, in a lot of cases, seeks the minimum requirements and is constantly trying to make exceptions in order to meet their quota.

This also must be accomplished in a driver's pool that is steered by a driver shortage and an ever-increasing turnover.

Many studies have been done on driver retention and several different processes have been introduced in order to alleviate the issues. If you ask a driver, "Why do you continue to change jobs?" the most popular answers are:

- 1. My recruiter lied to me.
- 2. I don't make enough money.
- 3. I'm not satisfied with my home time.
- 4. I don't like my supervisor.
- 5. I'm not happy with the way I'm dispatched.
- 6. I was set up for failure.
- 7. I didn't expect this.
- 8. I can't get anyone in the company to communicate with me.
- 9. Personal reasons.





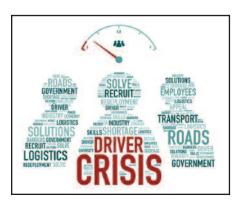
As a recruiter you have to understand that you are responsible for hiring the success of your carrier. Why would you think a driver with multiple jobs over a period of time would find different results at your company?

Drivers with critical violations and accidents are no different. Why would consideration be given to an applicant with serious violations? The exposures of punitive, negligent hiring, retention, and supervision are real and, in the worst scenario, can result in the closure of your company.

We would like to think that all drivers are looking to us for a forever home. We would like to think that with our superb training we can turn the worse applicant into a million-mile safe driver. Unfortunately, this is not the case.

So what do we do?

1. Carriers should sit down with their management staff and agree to a "CONSISTENT" company policy manual that will be followed without exception. The first time this is not adhered to will result in the loss of any validity you have obtained.



- 2. Inside this policy should exhibit "YOUR" hiring criteria. This should be followed to the letter without exceptions.
- 3. You should form a committee that will address your driver retention; the committee should meet monthly and include all department heads and some drivers.
- 4. Monitor your recruiter's actions and supply them with the tools they need. Some carriers include driver retention as part of their pay or bonus program. If this is a consideration, you should include the same for all departments.

The carrier's focus should be on hiring career drivers and, once obtained, strive to meet their needs within reason.