



Alabama Trucking Association
Workers Compensation Fund

alliance

An OSHA Cooperative Program

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

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STAFF

KIMBLE E. COAKER
CEO/Administrator

DON BOATRIGHT
Chief Operating Officer
dboatright@atacompfund.org

TODD HAGER
Director of Claims
thager@atacompfund.org

DOUG MOSELEY, CPA
Director of Finance
dmoseley@atacompfund.org

DEBRA L. CALHOUN
Office Manager
dealhoun@atacompfund.org

DON ANCHORS, CDS, CBES
Director of Loss Control
and Safety
danchors@atacompfund.org

MICHAEL SMITH, CDS
Loss Control Engineer
msmith@atacompfund.org

VICTOR WHATLEY, CDS
Loss Control Engineer
vwhatley@atacompfund.org

CANDY WOODRUFF, CDS
Loss Control Engineer
cwoodruff@atacompfund.org

KIMBERLY K. BEST
Payroll/Audit Coordinator
kbest@atacompfund.org

KIM CAMPBELL, AINS, AIS
Underwriting Coordinator
kecampbell@atacompfund.org

KATIE EDWARDS
Accounting Specialist
kedwards@atacompfund.org

ABBY GREER
Marketing Representative
agreer@atacompfund.org

What is Driver Turnover and What Causes it?

Two Kinds of Turnover

There are two kinds of turnover: good turnover and bad turnover.

Good turnover happens when you part ways with a poor performer. Maybe you looked at the wrong criteria when hiring him; things like a CDL-A, two years over-the-road experience and the ability to pass a drug test. Sure, these are important – even required – but not very predictive of on-the-job success, let alone longevity.

Bad turnover happens when an otherwise safe, professional, and productive driver comes in one day and, in the words of the immortal Johnny Paycheck, declares, “you can take this job and shove it.” Bad turnover happens every day. It’s the malignant cancer of the trucking industry. It’s expensive, disruptive, and frustrating and just about everyone suffers from too much of it. So, the question is, why does bad turnover happen?

When drivers leave your company, it is most likely not because another company has enticed them out from under your nose. Instead, something triggers them to leave. And it’s not always the big things. Instead, it’s likely to be a succession of small things, until one day a driver has simply had enough.

Truck drivers keep score. If you turn back the clock a couple of months you’ll likely see several factors that contributed to the driver leaving.

The following list of reasons drivers leave is based on over 22,000 exit interviews.

- 1 - I don't make enough money.
- 2 - I'm not satisfied with my home time.
- 3 - I don't like my supervisor.
- 4 - I'm not happy with the way I'm dispatched.
- 5 - I was set up for failure
- 6 - This isn't what I expected.
- 7 - I have problems with equipment or maintenance.
- 8 - There are no opportunities for me to advance.
- 9 - The company doesn't communicate with me.
- 10 - I'm not appreciated.





Fifth Wheel Pin Pullers

Because of its location, drivers who manually pull the fifth-wheel release without the aid of an assist-device must stoop or squat and reach into the narrow area between the tractor frame and the trailer apron. While in that physically-awkward position, the driver must pull hard enough to release the king-pin. That can be a recipe for a shoulder, neck or back injury. Because it is difficult (if not impossible) to get solid footing and a secure stance while in that awkward position, a driver who pulls the fifth-wheel release by-hand increases the potential to fall backwards when a stubborn fifth-wheel finally gives.

Fifth-wheel hooks are very likely the most commonly-considered control to address the hazard of pulling a semi's fifth-wheel release. These are generally little more than a steel rod with a small hook on one end and a handle on the other end. In fact, many drivers fabricate their own out of rebar or stainless steel. By placing the hook onto the semi's fifth-wheel release handle, a driver can stand erect while pulling, as opposed to the awkward posture described above.

Although fifth-wheel hooks are an injury prevention tool, they have an ancillary benefit. The underside of the trailer is invariably dirty and greasy, even in the most pleasant of weather

conditions. However, toss in some rain, snow or ice and the area between tractor frame and the trailer apron literally drips with a slurry of road grime and grease. Many drivers have ruined shirts and jackets all the way up to their shoulder simply by reaching under a trailer to pull the fifth-wheel release. By keeping their arm from breaking the plane of the trailer, a driver not only helps avoid an injury, but also stays clean.

For those drivers that pull van trailers with roll-up doors, a fifth-wheel hook can help prevent falls as well. Keeping the drivers' feet on the ground, that same hook can be used to pull-down the trailer doors

The average shoulder claim totals nearly \$80,000 in medical/indemnity costs. These accidents are PREVENTABLE!!!! Each Fund member should invest in fifth wheel pin pullers, develop a written safety policy and provide documented hands-on training.

Don't let your driver have the next shoulder claim. If you think safety is expensive, try having an accident. Remember that safety is an investment and not an expense!!!



Senate Votes to Scrap OSHA's 'Volks' Recordkeeping Rule



Washington – The Senate on March 23 joined the House by voting to overturn a final rule from OSHA that addresses employers' "ongoing obligation" to make and maintain accurate records of work-related injury and illness data.

The Senate voted 50-48 to pass a joint resolution disapproving the so-called "Volks" rule, which OSHA issued in the final days of the Obama administration. President Donald Trump is expected to sign the resolution and officially overturn the rule.

Employers have long been required to record and maintain work-related injury and illness data over a five-year span. However, they could be cited for violations only within a six-month time period. Those guidelines changed Dec. 19, when OSHA published the Volks rule, which allowed citations to be issued up to five-and-a-half years after violations allegedly occurred.

The rule stemmed from a legal case involving Volks Constructors. Supporters of the rule say it would allow OSHA to enforce accurate injury and illness recordkeeping. However, critics claim it would create burdens for employers without providing any proof that worker safety would improve.