

## 2024 Round-Table Discussion

March 19, 2024

- **Aging workforce, challenges in safety**

*Some of our largest claim in 2023 came from drivers who were over 70 years old. What can we do to keep our older workforce safe?*

- Review industry and fund statistics
- Wealth of knowledge & experience vs. complacency
- Medical costs
- Night driving, other increased exposure
- Besides awareness, what are other solutions?

- **Accident/incident investigation**

*How can we ensure that a crisis does not go to waste? There are different components in an investigation. Let's discuss best practices and ways to improve.*

- First Report of Injury...this is **not** an investigation.
- Post accident call (injured employee interview)
- Traditional accident investigation...looking for the root cause
- Remedial training (individual)
- Lessons learned: sharing the knowledge
- What are we doing to prevent a reoccurrence (defensive driving, commentary driving)?

- **Corporate Culture vs. Safety Culture- they are one in the same.**

*Your culture can be defined as "the way we do things around here." It is the way we interact with each other; it is an expected behavior. Let's discuss some ways to build driver culture.*

- I.C.A.R.E.
- Incentives – more money, but how can we make it about more than money?  
Building on culture.
  - What works? Clean inspections, telematics performance, safety luncheons/banquet
- Culture: it starts with recruiting. What can be done in the recruitment process to establish a safety culture.
  - Setting expectations.
  - Further emphasize during orientation/onboarding.



- **Trooper Talk**

*We have a guest speaker, Sgt. Jason Harrison from the ALEA Central Motor Carrier Safety Unit, to discuss what he sees daily. Let's take a moment to focus on driver behavior and what exposures lead to injuries as opposed to just compliance.*

- Roadside best practices: PPE, triangles, exiting cab
- Seatbelts
- Driving behavior
- Cab condition

- **Review of September 2023 Safety Blitz: Health & Wellness**

*Our third-annual Safety Blitz was even more successful in reach and participation than the last two. How do we continue to make it better?*

- What is working and what is not?
- Format? Length? Timing?
- Did management/driver managers/drivers get engaged and involved?
- Potential Safety Blitz 2024: topic/theme? (seatbelts, PPE, etc)

- **Wrap Up**

- What's new in technology?
- Safety concerns?
- Ideas to improve?