

# Rollin' On

A GARNER TRANSPORTATION GROUP  
PUBLICATION FOR ASSOCIATES & FRIENDS

NOVEMBER 2018



**28 BEST Fleets**  
TO DRIVE FOR

## MISSION STATEMENT

Garner is a highly skilled network of professional drivers and staff who have made the commitment to **exceed** customer expectations.

## CELEBRATIONS FOR NOVEMBER

### Happy Birthday

11/4 Sherri Brumbaugh  
11/6 Troy McLaughlin  
Audrey Wingate  
11/15 Barbara Zimmerman  
11/16 Rich Robinson  
11/19 Thomas Kuhlman  
Greg Boyer  
11/20 Tyler Chrulski  
Richard McCaughey  
11/26 Carol Sherman  
11/29 Buddy Sampley



### Years of Service

#### 1 YEAR

Caleb Shearn

#### 6 YEARS

Russell Hohnroth

#### 7 YEARS

David Gillespie

#### 14 YEARS

Barbara Zimmerman

#### 31 YEARS

Tim Cross



### Happy Anniversary

11/9 M/M Jim Newsome

If you see we have missed your celebration, please forgive us and contact the office to help us make the correction.

## FROM JAMES AT THE SHOP:

With the cold weather coming in very quickly, I would like to go over a few of the procedures for parking at the shop.

- When you come in for the weekend you must drop your trailer and park the truck in the main lot. It is not the mechanics responsibility to drop and hook trailers.
- If you park in the trailer lot, the truck must be nosed in and plugged in on the empty trailer side of the lot. No tractors with trailers should be backed in anywhere on the lot or parked by the pond where there is no electric service. There is no way to plug them in when you do this.
- If you have a bunk heater, but not an APU, please use it when you need heat. Do not idle the truck unless it is cold enough that you are worried about the truck starting. Typically this would be when it is below 20 degrees. If you have access to an electrical outlet, plug the truck in and use the bunk heater. Do not idle the truck and waste fuel.

When it starts to get cold, we will have treated fuel at the shop. If the temperature drops down into the single digits, you may purchase winter additive on the road using your EFS card. Please only purchase when you fuel away from the shop.

We ask that all drivers try to keep their trucks clean. Trucks are approved to go to Blue Beacon twice each month to be washed. Just give them your company and unit number and Blue Beacon will wash the truck. No EFS is needed. We can approve an extra wash as needed. You may also wash the trailer.

The electrical outlets in the empty trailer lot are for trailers that need heaters. You may use those to plug the truck in during the week only, but NOT on the weekends. All other trucks should be on the main lot by the shop. If you find an electrical outlet that is not working, please notify the shop. If the temperature is below freezing, the truck should be

(Continued on page 4)



Report for 9/22-10/19/18	LOADS	LATE	ON TIME %
Hyway Trucking	38	1	97.37%
Hall Brothers	58	0	100.00%
<b>Garner Trucking</b>	<b>206</b>	<b>0</b>	<b>100.00%</b>
Spader Freight Services	234	1	99.57%
Roehl Dedicated	402	2	99.50%
Cardinal Freight Carriers	617	3	99.51%
	1555	7	<b>99.55%</b>

# Clean Inspection



**Congratulations!**

*Thomas Kuhlman*

*Frank Van Winkle*

*Dave Haupt*

*Dennis Dean*

**\*\*Note\*\***

*Check your email at the beginning of each month for "The Inspection Breakdown"*

***SAFETY PROCEDURES BENEFIT EVERYONE!***

**Inspection Selection System: 35**

Our ISS Score indicates "PASS"

**BASICS OVERVIEW**

Based on a 24-month record ending October 26, 2018

	GTG Rating	Trend	Thresholds
Unsafe Driving	21%	↑6%	65%
Fatigued Driving (HOS)	23% ( < 3 violations )	No change	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	34%	↓3%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

**Safety & Performance Bonus Review**

**THINK SAFETY!**

Month	Jul - 18	Aug-18	Sept-18
Total Drivers	110	109	102
Warning/Citations	0	1	3
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	1	2	1
Late Loads	1	0	0
% Receiving Bonus*	98%	95%	92%
Total Bonus Paid Out	\$12,602.00	\$11,228.80	\$10,320.87

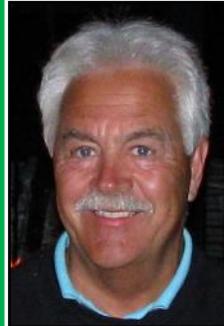
\* The % total reflects the actual drivers who are paid their Safety & Performance Bonus. The incident numbers reflect only those drivers who have lost their bonus beginning the month indicated.



**Your Vote Counts**  
**Tuesday November 6**

# Atta Boy

Operations and Accounting wanted to give an Atta Boy to Sales Director, Ed McKinley. Recently a driver delivered a broker load to a shipper in Gahanna, Ohio. The BOL did not have a signature and payment was being held.



After several attempts to get in touch with the shipper for a signed copy and a near visit to Gahanna to get it personally, Ed stepped up. Ed took the extra time and went to the facility himself to get the signed BOL to get the load taken care of. Thanks Ed for going the extra mile!



# Atta Boy



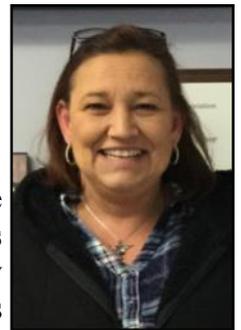
Safety recently received a call from Safe Solutions in Valparaiso, Indiana. The gentleman who called has been in the trucking industry for 59 years and he wanted to share how he is always impressed with the professionalism of Garner drivers. Valpo is an area full of traffic lights, traffic and business entrances.

Recently Garner driver **Mike Hackworth** (2710) was following him, as he was driving his personal vehicle. Mike stayed back at a very safe distance. When the caller had to turn, our driver maintained his distance and the light turned yellow.

*"Your driver might have even made it through the light in time but he came to a controlled and smooth stop. I was so impressed with the driver, that I just had to call and give praises to the exceptional Garner driver!"*

Good Job Mike! You make us proud!

# Way to Go



Scott Beard (1006) wanted to give a shout out to drivers **Amy Hayes** (2669) and **Ronnie Outley** (2663). Not long ago Scott was stuck on the road waiting on a repair. During that time waiting, both Ronnie AND Amy stopped to make sure everything was ok.



It's great to work with a team that cares about other drivers! Ronnie and Amy, THANK YOU for showing your Garner PRIDE and caring about your fellow drivers.

(Continued from page 1)

plugged in. If you are not sure, plug it in. Better safe than sorry. It is never ok to leave the truck idle while you are at the shop. Shut it off and plug it in. No cars should be parked in the main lot over the weekend. If you leave your car at the shop over the weekend, it should be on the south side of the guard rail in the main lot. If you are not sure where to park, please ask. Parking is very limited and we need all available parking for the trucks. Make sure you know where the plug on the truck is located. If you can not find it ask one of the mechanics to show you where it is.

When there is something wrong with the truck that does not affect it's drivability you must contact the shop immediately. Do not wait until you get to the shop to let us know. In the case of a windshield, for example, if you do not call ahead we may not be able to get it replaced the same day.

The truck can not leave the yard with a cracked windshield. If you are stopped in a vehicle inspection you could potentially be put out of service. No matter how small the problem is please call.

It is also important to make sure ALL the tires are turning on the trailer. Every time you stop, even if it is just for a few minutes, it is possible for the brake shoes to freeze to the drums. Going only a short distance can flat spot and ruin two tires.

I would also like to touch briefly on the use of a power divider. On the right side of the dash there is a switch marked inter axel differential lock. It can be locked in to help gain traction on unplowed parking lots or on slippery roads. It should not be used at speeds over 35mph. It can be locked in while the vehicle is in motion but not when you are stuck and have 1 wheel spinning. It is best to lock it in as you pull into a slippery parking lot before you get stuck.

If you have questions on any of the above procedures please call the shop and ask for James and I will be happy to assist you.

# advisory board

As of October 17th, the new **FUEL CARD READER** at the shop has been installed and ready to use!



All drivers should have received new fuel cards for use as well. We hope this will eliminate a lot of frustration with the cards not working at the pump and keep our fleet moving! If you have not received your new card contact the Jenny or James.

Ongoing suggestions on making things better and more efficient for Garner are always welcome! Drivers are encouraged to reach out to their Advisory Board members with suggestions and ideas. New Driver Advisory Board members will be announced in December. Stay tuned.

The Payroll week recently changed and runs Sunday to Saturday each week. Please turn in payroll beginning your week on Sunday and ending on Saturday.



I would like to thank all the drivers for their cooperation with the shop. We know what a pain it can be to have to drop your trailers, to have your truck worked on, or to have to switch trucks. Some of you have even gone after parts for us while we work on your truck and for this, we just want to say thank you. When we all work together it makes everyone's job better.

-James

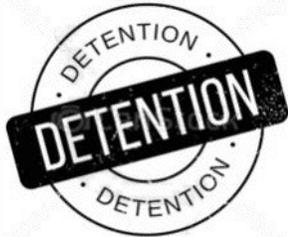
## DETENTION TIME REMINDER

If a driver is putting in for **Detention Time** please remember to do the following:

Driver **MUST** document the following detention information on the Bill of Lading:

- \*\* Appointment Time \*\*
- \*\* Actual Arrival Time \*\*
- \*\* Load / Unload Completion Time \*\*
- \*\* Trailer Number \*\*

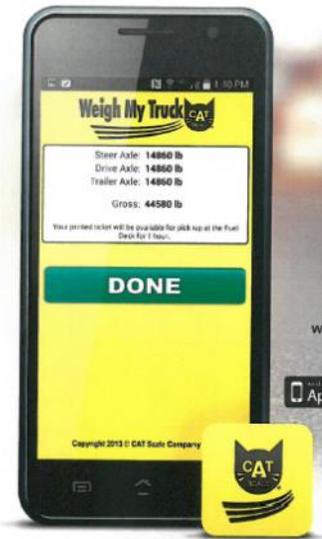
The Bill of Lading notation must then be signed by the shipper or consignee representative



By making sure to provide this information, Accounting is better able to make sure the driver is paid for their time as well as billing the customer for unnecessary delays for our drivers.

## Reminder to all fleet drivers:

- ⇒ Drivers should always have a copy of the Bill Of Lading when delivering a load.
- ⇒ Make sure the Bill Of Lading has a signature (unless it is a drop).
- ⇒ Remember to note the exact in and out times for both the shipper and receiver.
- ⇒ Always double check that your paperwork matches the load you are picking up.
- ⇒ All lumper receipts must be scanned separately and not attached to the BOL.
- ⇒ Remember to send ALL pages of the Bill of Lading when scanning.



Recently drivers received new fuel cards. With these cards you will have the advantage of utilizing the CAT Scale app.

When you link your new EFS card to the CAT Scale app, you will automate the weigh station process and you'll never have to leave your truck.



Create your account at [www.weighmytruck.com](http://www.weighmytruck.com)



Select EFS as your form of payment, and enter your full EFS Card Number and Driver ID



Complete registration and download the FREE mobile app to your smartphone to weigh and pay with ease!



# REQUESTING TIME OFF

If you need to request time off, you are NOT able to do that using the Paycor app. If you need to request time off, and you have a smart phone, you will need to access the actual paycor website.



When you log on to the website you will need to log on using your web browser on your phone. This would typically be the Google or Chrome search button. Type in [www.paycor.com](http://www.paycor.com) and log in to your account.

- ✓ Hover over “ME” and click on “Time and Attendance”
- ✓ Click Gray “Request Time Off” Box and select either full or partial day from the drop down
- ✓ Enter information into the following time off request and click “ok”
- ✓ Time off is not automatically approved. Make sure to check the website periodically to make sure your time off request has been approved, or contact your driver manager and they can check for you.

The screenshot shows the Paycor website interface. The 'Time and Attendance' menu is highlighted with a red circle. Below it, the 'Request Time Off' dropdown is also highlighted with a red circle. The dropdown menu shows options for 'Request Full Day', 'Request Partial Day', and 'Request Consecutive Days'. The 'Request Full Day' option is selected. The 'Request Full Day' form is open, showing the date '11/22/2018' and the time '8:00' highlighted with red circles. The form also includes a field for 'Information' with a note: 'Enter the number of work hours you will be off. Entering 0 will calculate time from your existing work schedules.' The 'Benefit' dropdown is set to 'Personal' and the 'Est. Balance' is '0.00 Personal as of 11/22/18'. The 'Notes' field is empty. The 'Paycor' logo is visible at the bottom of the form, and the 'Ok' button is highlighted with a red circle.



## From the Safety Desk.....

We have had 3 cases in the past month where drivers got into trucks with damage and they never filled out a **“Tractor Checklist”** before they hit the road.

#1: This truck had **\$17,191** worth of damage! Of course, the driver that did the damage (and quit) DID NOT report it. The next driver has it for a day and never does a tractor checklist. The 2nd driver was a little upset at being questioned on the damage and truthfully, I hated to even think that he would have done all that damage and not told anyone.

#2: Two weeks later, a driver who left Garner had reported he had an accident a few weeks before. The damage had not yet been repaired. The next driver drove this truck for 3 days. He **DID NOT** fill out a tractor checklist and when the damage was found a few hours later, he was

questioned about it.

#3: A driver had hit a pole and never reported it. It was not until the 4<sup>th</sup> driver was in the truck that the damage was finally reported. Any one of these drivers could have been at risk for causing the damage. Fortunately, the driver who did the damage was honest.

There are **Tractor Checklist** forms in the shop. **PLEASE USE THEM** each time you get into a different truck. Show problems to a shop technician or take pictures and send them to the shop.

Failure to report damage Accident/ Incident will result in Termination of Employment and/or loss of safety bonus. For the Schedule of Bonuses, please see Section 3 Pages 23-26 in the Garner Associate Handbook (white and blue).

Any questions please don't hesitate to call.

*Emma Gelacek*  
Safety Manager

## Smokey in the Middle? Bear in the Air? Nope! Civil Violations!



Law Enforcement has changed their tactics. You won't even see them, but they are recording you and your speed.

Red light and speed cameras are automated tools used to enforce traffic safety laws. The technology is used to catch

red light violators, speeding, drivers who block intersections or fail to stop at a stop sign, pay a toll, drive past a stopped school bus or disobey a railroad crossing signal.

If you receive one of these "civil violations" it could cost from **\$85 to \$200** or more!

Every year in Ohio, more people die in crashes than violent crimes. In 2016 there were 305,964 crashes, resulting in 112,000 injuries and 1,133 deaths. That is 1,133 people that will never see their families again. Many of these accidents are caused by or made worse by speeding.

Have you seen the video's where the vehicles just keep piling up because everyone was "just going with the flow of traffic". They were all driving too

fast for conditions and could not stop in time. The few who were able to stop without crashing were simply going slower, leaving more space and paying attention to the road ahead.



Garner drivers are better than the average drivers on the road today. We may be the slowest vehicle on the road sometimes, but perhaps it made one person check the speedometer at how fast they were going and to slow it

down just a bit.



Also, keep in mind that the winter season is coming soon and all the challenges the cold weather brings. Remember to follow the posted speed limits, leave plenty of following room and know where your "out" is.



## PAPER LOG REMINDER

All drivers need to have at minimum 8 days of blank paper logs in their trucks at all times. These are in the event of an electronic log malfunction.

DOT will issue a violation if this is not provided. If you need blank logs please stop by the Safety Department

DRIVER'S DAILY LOG		ORIGINAL - Use each day in home terminal	RECAP
ONE TO REMAIN ON THE TRUCK		DUPLICATES - One to retain in the possession for eight days	
1	MONTH	DAY	YEAR
2	TOTAL MILEAGE TODAY		Identify these entries as trip and return
3	TOTAL MILES DRIVEN TODAY		VEHICLE NUMBER (ON EACH ENTRY)
4	COMPANY NAME		DRIVER'S SIGNATURE (INITIALS)
5	NAME OF CARRIER OR CARRIER		NAME OF CD DRIVER
6	ADDRESS, CITY, STATE, ZIP CODE		HOME TELEPHONE ADDRESS
7	MOTOR VEHICLE LICENSE		STATE
8	MOTOR VEHICLE LICENSE		STATE
9	MOTOR VEHICLE LICENSE		STATE
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# Welcome



**Greg Carder**  
2708 Trainee



**Greg Oradat**  
2667 Trainee



**Jerry Bronikowski**  
2696 Trainee



Each year Garner Trucking participates in the annual Susan G. Komen **Race for a Cure**. This year, Garner's team "Crushing it for Christine" boasted 21 walkers, the most we have had.

Team members, online donations and a raffle for the Women In Trucking's Clare Doll helped **raise over \$1,100** towards making an impact on research and hope towards finding an end to breast cancer.



*Garner's "Crushing it for Christine" race team*



*Driver Ron Flint,  
winner of the Clare Doll*



*Driver Larry Gannon getting in the spirit*



## NOVEMBER 6