



**Emma  
Gelacek**  
Safety Manager

### From the desk of Safety

It sure has been quite the whirlwind over the last few months. First, I do need to say how proud I am of this outstanding fleet of safe and professional drivers. It makes me happy to see that the rest of the nation is seeing how important YOU are to the overall economy. Without trucks, people can't get their essentials. THANK YOU for continuing to prove you are truly a BEST FLEET.

The second thing I wanted to address is the upcoming changes to the Hours of Service. This has been in discussion for quite some time and just recently was made final. While the ruling was finalized, it will have an implementation date of 120 days after publication. **We anticipate this to be final law sometime in the early fall.**

While this ruling will **NOT go into effect until the fall**, there are a couple major changes that drivers should be aware of including;

**30 MINUTE BREAK:** Drivers will be able to take the 30 minute brake in On-Duty, non-driving status within their first eight hours of drive time.

**OFF-DUTY SPLITS:** In addition to the 8/2 split, drivers can now use a 7/3 split. Neither shift counts against the 14-hour clock.

**ADVERSE CONDITIONS:** Drivers will be able to add two hours to both the 11 hour drive time and 14 hour on-duty clock, meaning 13 hours of drive time and 16 hours on duty.

Garner's Safety & Operations teams will be looking at how these changes will affect both Garner drivers and our customer lanes. In the coming weeks, expect to see surveys asking for driver's thoughts, ideas and questions on these changes. We would appreciate everyone's participation in these surveys. Your feedback will help shape Garner's policies and training materials come the fall.

For now, its business as usual. I do ask that drivers please take the time to read up on the coming rules and consider how it will affect you and your runs. As always, stay safe and keep trucking!

*Emma Gelacek*

Safety Manager



**SUNDAY JUNE 21**

## 2019 FLEET ELITE

### Driver of the Year

Buddy Sampley

### Rookie of the Year

Don Hoop

### Fleet Elite Drivers

Dennis Dean

Richard Moore

Robert Wilson

### Ron's Technician

Dale Wisniewski

### Garner's Technician

Ben Brumbaugh





Each month, anyone recognized with an Atta Boy or Atta Girl will earn **The Extra Mile Award** recognition and lunch on Garner!

Make sure to let Jenny know when you see someone going that extra mile!

Safety recently took a call from a dump truck driver and former Garner driver. He wanted to tell us *“what a great job all the Garner drivers are doing in the I 75 Beaverdam construction zone with obeying the speed limits and being safe!”* He works that zone everyday and the Garner drivers stand out as the best! Way to go drivers! Your professional and safe driving does not go unnoticed!!

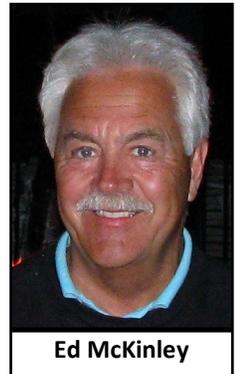


Congrats to Garner Sales & Marketing Director Ed McKinley on becoming a first time grandpa! Ed and his wife Diane’s daughter had a 6 1/2 pound baby girl! The baby’s name is Isabella Rose. Welcome to the Garner family!

*Baby Time*



Baby Isabella



Ed McKinley

## FACE COVERINGS

Effective 5/26/2020, FACE Coverings are **REQUIRED** for ALL Employees, except where prohibited due to safety concerns, job duties and medical exceptions. Face coverings are recommended for visitors, but not required.

Face Coverings Should Be **WORN** when....

- ✓ Entering or Exiting the buildings
- ✓ Moving from one location to another, such as the hallway or stairwell
- ✓ When in another’s office space/area to include communal offices
- ✓ Working near another individual & 6’ social distancing is NOT possible

Face Coverings May Be **Removed** when....

- ✓ Alone in an office, restroom, or vehicle
- ✓ **SEATED** at your assigned **DESK** in a communal office space
- ✓ Directed due to a SAFETY concern
- ✓ Employee provides HR with a written notice of a medical exception



Face coverings should cover your nose and mouth and can be handmade or store bought.

Employees have already been provided two KN-95 masks each. For additional masks, see Human Resources. Thank you for your cooperation!

# MANAGING ANXIETY AROUND COVID-19



With many businesses reopening and many returning to work, there may be a lot of people feeling anxiety about possibly being exposed to COVID-19 or even returning to their old routine after months of upturn. Ohio Department of Health Director Amy Acton, strongly recommends that anyone feeling anxiety about returning to a more normal routine to use the following tips from the National Alliance on Mental Health Illness to help adjust more easily.

- ☑ Do everything you can to help protect yourself and others from getting sick.
- ☑ Use resources offered to help you cope with the changes and emotions. If you see a therapist, continue to stay in touch during your transition back into your work and life routine.
- ☑ Try to embrace the return to structure. Lack of routine can be a driving force for many mental illnesses and can heighten anxiety.
- ☑ Try to make sure you are getting a healthy night's sleep. While it may seem simple, getting enough sleep can make an incredible difference on our mood and amount of anxiety during the day.
- ☑ Remember—it is OKAY and normal to feel anxious. There is nothing wrong with feeling anxious about changes and uncertain times, and you are not alone in these feelings.

Your mental health is just as important as your physical health. If you or a loved one are experiencing anxiety related to the coronavirus pandemic, help is available 24 hours a day, seven days a week.



**COVID-19 CareLine**  
**1-800-720-9616**

WELCOME!



**Alexis  
Gorman**  
(2684)



**Samuel  
Jackson**  
(2741 Trainee)



**Zachary  
Magnall**  
(2750 Trainee)



**Ren  
Solo**  
(2711 Trainee)



# Personal Conveyance (PC) Use

*When Can I Use It? When Should It NOT Be Used?*

**Q:** Can I use PC if I get delayed and run out of time to get off the highway?

**A:** **NO!** PC cannot be used to extend your day. Unforeseen things happen and there may be other options, but you **CANNOT** use PC to make up for lost time/miles.  
**Instead, Call Safety** for possible options before you are down to the last hour.

**Q:** Can I use PC to get into the dock or swap trailers?

**A:** **NO!** This would be considered advancing the load and is expressly forbidden.  
**Instead, Use Yard Move.** You CAN work beyond your 11- and 14-hour clocks, but you cannot let it go to the drive line.

**Q:** Can I use PC to get out of the dock to move to the closest parking?

**A:** **Yes!** This is the intended purpose for PC. Be sure to show on duty time for the Live Load/Live Unload. Also complete your post trip inspection and note on logs. Then go to sleeper or off duty until they are done with you. Then use PC to move to the **NEAREST** safe parking.

**Q:** Can I use PC if I am told to move my truck, for safety reasons, in the middle of my rest break?

**A:** **Possibly.** If it is at the direction of law enforcement and **MUST** be done for safety reasons. Please call Safety immediately or the next morning if you are unsure you know the proper steps.

## **DRIVERS SHOULD BE AWARE!**

- ⇒ Improper use of PC is considered **“Falsification of Logs!”** It carries the highest CSA (Compliance, Safety, Accountability) Hours Of Service points on your record.
- ⇒ **CALL** Safety, if you think you may need to use PC. Safety will help you review the proper steps for using PC. Safety is here to help! Do not wait until the last minute to make the call.
- ⇒ **DO NOT** “creep” or try to keep it under 5mph. Just one pothole and you will have interrupted your break.

PC is there to be used when needed, but it **MUST** be used correctly. Make the call every time for assistance with using PC correctly!

**Thank You for Your Cooperation!**

# SAFETY ON THE ROAD

It's been quite a different way of living over the last few months, with COVID and now more potential of unrest across the country. As more people return to work, and on the road, I am hopeful that you all stay aware and safe.

As the nation adjusts I encourage you to be aware of your surroundings. Particularly being aware of the potential of dangerous situations arising in some areas of the country. If you are on the road and hear or come across a potentially volatile situation, please contact dispatch or myself. Your safety is our priority and we will do all that we can to ensure you are safe on the road.

Thank you ALL for continuing to be a safe and dedicated fleet of professional drivers.

Emma Gelacek, Safety Manager



## CLEAN INSPECTION



*Tim Betts*

Clean Inspection = \$75.00

Clean HAZMAT DOT Inspection = \$100.00

## ON CALL SAFETY



All safety calls need to go to  
**419-427-3928.**

Please make this your default safety phone number in your phone contacts as soon as possible.

### SAFETY & PERFORMANCE BONUS

Month	Nov-19	Dec-19	Jan-20
Warning/Citations	0	0	0
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	2	0	2
Late Loads	0	0	0
% Receiving Bonus*	80%	89%	93%
Total Bonus Paid Out	\$13,541.63	\$9,882.16	\$12,744.09

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

### Inspection Selection System: 36

Our ISS Score indicates "PASS"

#### BASICs OVERVIEW

Based on a 24-month record ending May 31, 2020

	GTG Rating	Trend	Thresholds
Unsafe Driving	17%	↓1%	65%
Fatigued Driving (HOS)	18% ( < 3 violations )	↑1%	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	39%	↓3%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

## CELEBRATIONS

### HAPPY BIRTHDAY

- 6/5 Ed McKinley
- 6/6 Cheryl Thompson
- 6/8 James Miller
- 6/9 Charles Montgomery
- 6/16 Mackenzie Melton
- 6/18 Brad Lucius
- 6/19 Devynn Fletcher  
Vaughn Miller
- 6/26 Oscar Parker
- 6/28 Kimberly Martie  
Alan Ward

### ANNIVERSARIES

- 6/4 M/M TIM SHERMAN
- 6/9 M/M STEVE FREDRITZ
- 6/27 M/M DAN GELACEK

### YEARS OF SERVICE

#### 1 YEAR

Jon Sorrell

#### 2 YEARS

Mark Chester

#### 3 YEARS

Dale Karr

#### 5 YEARS

Larry Gannon

#### 6 YEARS

Justin Romick  
Dave Van De Ryt

#### 7 YEARS

Julie Dean

#### 12 YEARS

Gary Smith

#### 13 YEARS

Chris Short

#### 15 YEARS

Richard Moore

#### 33 YEARS

Rex Fletcher

#### 49 YEARS

Cheryl Thompson

# BEYOND THE CAB

It's here! We invite you to take a listen to Garner's own podcast, Beyond the Cab! Hosted by Operations Director, Tim Chrulski—Beyond the Cab takes you outside of the truck. Meet and get to know Garner's people. Hear their stories, find out what their lives are like outside of trucking.



Tim Chrulski

### WHERE CAN YOU LISTEN TO BEYOND THE CAB?

- ✓ Garner's youtube page. Go to youtube and Search for **Garner Transportation Group** and click on **Beyond the Cab** playlist.
- ✓ Go to **Podcasts.com** and search for **Garner Trucking's Beyond the Cab**. Also available on iTunes.

### WHEN DO NEW EPISODES GET ADDED?

A new **Beyond the Cab** podcast will be shared every two weeks.

### HOW DO YOU PARTICIPATE?

If you're interested in participating and would like to share YOUR story, contact Jenny in the front office. We can't wait to hear more about YOUR life outside of the truck, after the brakes get set.

Beyond the Cab is just one more way to show how Garner's people truly make it a **BEST FLEET TO DRIVE FOR!** Let's get ready to go **BEYOND THE CAB.**

### UPCOMING GUESTS



Driver (2729)  
Larry Gannon



Driver (2702)  
Aaron Knowles



Driver (2713)  
Gary Smith



Driver (2733)  
John Toupalik

## STAY CONNECTED

Follow and find us online!! Garner employees can also have access to a Private Garner facebook group and Garner families can join the Garner Family Support Network private group! Just ask HR for an invite!



\*Garner.trucking\*  
Private employee  
group  
Private family group



Garner Transportation



@GarnerTrucking



garnertrucking.com