

Do you have a career path for your employees?



Our industry continues to struggle with finding enough drivers and technicians to service and drive trucks. When is the last time you heard a young boy or girl say, “When I grow up, I want to be a truck driver or truck technician”? There is not a week that goes by that someone is asking me what they can do to recruit new drivers and technicians. My first response to that question is, “What are you doing to keep the good drivers and technicians that you currently have?”

In today’s employment environment if you are not actively working to retain your employees someone else is actively recruiting them from you! There is no one clear answer to driver and technician retention but there are a number of proven methods that you can implement to reduce turnover. One is to develop a career path for all of your employees to follow. Another common term used for career path is driver or technician elevation program. If an employee does not have a clear vision of what they can achieve with your company, they are likely to become dormant and will eventually leave the company. Both drivers and technicians will leave a company for a pay rate that is slightly higher than what they are currently receiving. I would recommend that you tie training and pay increases together.

We have implemented a career path program in our Atlanta facility and have tied pay increases to the amount of training that a technician has completed. The technician has the opportunity to increase their pay by completing training and passing examinations. This has proven to be a benefit to us the employer and the employee. We benefit by having technicians who are higher skilled and educated to repair and service our units and technician turnover has been reduced. The technicians are able to repair and service the units more efficiently with a lower occurrence of comeback repairs. Technicians are able to increase their pay and enhance their careers with education. Imagine the savings you could have with all employees at the highest level of education and pay!!!



Question of the Week

My drivers are also sales persons, are there any exceptions to the hours of service regulations that I can utilize for my operation?

Under Code of Federal Regulations CFR 395.1(c), a driver meeting the "driver-salesperson" definition in § 395.2 (private carrier, solely delivering and selling goods or services, 100 air-mile radius, no more than 50% of on-duty time is driving) does not have to comply with the 60/70-hour limitation if the driver does not exceed 40 hours driving in any 7-consecutive-day period.

May use the following exemptions:

- A property-carrying driver-salesperson may use the "no RODS" provision of § 395.1(e)(1) if the driver-salesperson meets the requirements of operating within a 100-air-mile radius and has at least

10 consecutive hours off-duty separating each 12 hours on-duty. Although a driver-salesperson is not required to return to the work reporting location to be released from work within 12 hours, the driver may not drive after the 14 th hour after coming on duty. Driver-salespersons using the 100-air-mile radius exception must complete a RODS on days in which they exceed 12 hours on duty.

- A driver-salesperson may be eligible to use the 16-hour exception of § 395.1(o) if the driver meets all of the requirements of that section.
- A property-carrying driver-salesperson may use the 150-mile exemption, if operating vehicles between 10,000 lbs GVWR and 26,000 lbs GVWR.

Registration is now open on line for the 2013 Idealease/NPTC Safety Seminars

Idealease, its affiliates and the National Private Truck Council NPTC will again be hosting safety seminars in 2013. The one day seminars this year will focus on basic safety and compliance, regulation changes and CSA. The seminars and will be provided to all Idealease customers, potential customers and NPTC members at no charge. The seminar provides important information applicable for both the novice and experienced transportation professionals. To view the schedule and register for an upcoming seminar in 2013 click on the following link:

www.Idealease.com/safety



2013 Idealease/Safety Seminar Schedule:

19-Feb: Mobile, AL
26-Feb: El Paso, TX
27-Feb: Phoenix, AZ
28-Feb: Seattle, WA
20-Mar: Los Angeles, CA
21-Mar: Santa Fe Springs, CA
26-Mar: Memphis, TN
28-Mar: Atlanta, GA

2-Apr: Hyattsville, MD
3-Apr: Baltimore, MD
4-Apr: Harrisburg, PA
9-Apr: Milwaukee, WI
10-Apr : Fort Wayne, IN
11-Apr: Green Bay, WI
11-Apr: Grand Rapids, MI
17-Apr: Sacramento, CA

18-Apr : San Leandro, CA
18-Apr: Orlando, FL
23-Apr : Altoona, IA
24-Apr: Oklahoma City, OK
25-Apr : Chattanooga, TN
25-Apr : Dallas, TX
8-May: Denver, CO
9-May: Mississauga, Ontario