



“Your Transportation Specialist”

MEANWHILE, BACK AT THE FARM...

January, February & March (10th) Edition

DONNELLY FARMS LTD NEWSLETTER:

BIRTHDAYS!!!!

- Paul Cole – June 3rd
- Sabrina Ivey – June 5th
- Bev Marshall – June 8th
- Len Joy – June 14th
- Richard Clark – June 17th
- Ginelle Martin – June 25th
- Dave Davenport – June 26th
- Yves Levesaque – July 1st
- Rob Van Asperen – July 11th
- Jim McIntosh – July 15th
- Mark Foster – July 15th
- John Saunders – July 21st
- Stephen Peabody – July 28th
- Jesse Rattray – July 30th
- Danny Turner – August 7th
- Michael Hart – August 13th
- George Janes – August 16th
- Dave Johnston – August 17th
- Duane Parsons – August 19th
- Kevin Sutherland – August 22nd

Injuries At Work!

Please remember to report all injuries no matter how minor as soon as practicable to a member of the Occupational Health & Safety Committee.

Announcement:

New Format for Drivers

Meeting:

We are issuing the newsletter ahead of time with a tentative agenda for our drivers meeting. Drivers can familiarize yourself with the topics and prepare for the drivers meeting.

We will be holding 2 drivers meetings in attempt to get more drivers involved. The first will be held on Thursday February 1st after lunch and the 2nd on February 8th after lunch.

Donnelly Farms Ltd would like to extend a warm welcome to the new members or our team...

- Anthony Murray
- Lester Mann (part time)
- Yves Levesque
- Gerwin ter Keurs
- Andre Rossignol (return)
- Ketih Anderson
- Duane Parsons
- Michael Hart
- Rob Van Asperen
- David Dale

INSIDE THIS ISSUE:

- Birthdays
- Jokes
- Employee of the Quarter
- Drivers Meeting-Agenda & points for discussion

Drivers Meeting April 23rd, 2006:

Over Weight Fines: Drivers must get weighed as soon as practicable once loaded. If you do not get weighed and you could



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have prevented an over-weight fine it will be charged back to you. We have received over \$1900.00 worth of Over Weight fines since the beginning of this year and we are not even ½ way through the year yet!

Workers Compensation: It is important to report all injuries no matter how minor you feel it is to someone at the office as soon as possible. We are responsible to report it to Workers Compensation within 3 days. Even if you feel that you will not be going to see a doctor and not lose time off work we are still responsible to report it. If it turns out you have to see a doctor, the doctor will turn his/her paperwork into Workers Compensation to get paid and if we have not reported it we will get fined, and if it turns out you lose time off work it may hold up benefits for you.

It is best to report the incident to Donna or Ginelle as they are the people primarily responsible to complete the reports. If one of them are not here you can speak with Ellen, Bev or one of the dispatchers.

If you notice any hazards that are related to your job duties that could potentially cause injuries please notify Rick O'Brien, he has been designated responsible for reporting all hazards to the Occupational Health & Safety Committee.

It was discussed that the handles that we have been putting on each of the trailers to assist in getting in and out of the trailers to check the load and get your load bars are very helpful.

Maintenance Sheets: It is very important to complete your truck and trailer repair sheets as soon as you return to DFL with equipment. Always include the mileage of the truck on your truck repair sheet, this is important so that we know what type of maintenance is needed on your truck (ie: full maintenance, regular service etc.). If you arrive at

DFL in the middle of the night it is still important to complete the sheets before you go to bed, if you wait until morning and it is after 7:00 when you complete them the shop has already planned their schedule for the day and it may possibly hold you up. It was suggested that all drivers should keep copies of the maintenance sheets with them and complete them as you go, for your convenience.

Pay Increase/Driver Evaluation Bonus:

- Effective May 1st, 2006.
- All Company drivers are eligible
- Paid weekly

After much thought and consideration we have decided to implement a new bonus program as a pay increase. You will be evaluated and given a score based on your performance. Employees at most jobs are evaluated on a regular basis and your pay increases with productivity. We have decided to apply this same practice with our drivers so that your pay reflects your performance. We have devised a checklist that touches on many important aspects of your job. You will be given a mark of 1-5 (5 being excellent) in each category and your **Driver Evaluation Bonus** pay will reflect your mark. To be eligible for any bonus amount you must score at least 60% on the evaluation. Scores of 59.9% or less will not receive any bonus, you will be informed of areas that need improvement and you will be re-evaluated after 3 months.

This **Driver Evaluation Bonus** will be paid to you every week at the same time as your pay cheque. You will be able to earn up to 4¢ extra on all miles driven every week. This will show on your pay stub as **Driver Evaluation Bonus** and be listed separately and taxed due to government regulations.

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Container Pay: We pay \$25 to pull your own load out, \$50 to pull someone else's load out for them, \$0 to turn in your empty container, \$25 to turn in an empty container that was spotted at our drop site (the amount listed times applicable exchange rate). As per your employment contract and the drivers manual we are supposed to be paying \$25 (or \$10) **plus exchange** for picks and drops in the U.S. but we have agreed to continue paying you the flat rate of \$35 & \$14 cdn.

Trailer Care: We will be cracking down on drivers not cleaning out their trailer when they drop it. If you hook on to a trailer that has been left dirty please notify your dispatcher so we can correct the problem.

Product Care: If a trailer is sealed when you picked it up & the load was upset at delivery; please be sure that dispatch knows that it was sealed when picked up and we weren't able to put our load bars in it. This helps us handle the claim properly on our end.

You are required to use your load bars in every shipment that is not pre-sealed, DOT has been placing vehicles Out Of Service for improper load securement if they see that you did not use your load bars.

It is very important that you complete the reefer checklist sheets on every temperature controlled load. If there is a problem with

product at receiver these sheets prove that we diligently monitored the temperatures in transit.

We are adding extra space to the loaded and leaving macro so that you can tell us if the customer would or would not sign the bills with the pulp temperature on them.

Border Crossing: It is very important that you make sure that appropriate paper work has been sent to the border at least 3 hours before arriving to DFL. If there is another driver waiting here to hook the load and continue on with it and you did not send the paperwork to the border it holds that other driver up. Some customers send it for us, if they don't tell you that it has been sent check with dispatch a minimum of 3 hours before arriving here and we will check on it for you.

Chiquita ELR Sheets: When you pick up a container they will give you a yellow sheet that must stay with the container or we will not get a receipt when we return it. Put the sheet up front by the electrical box.

Misc. Info:

If you are loading an FPI load that is staying in Canada be sure to load the maximum weight that you can legally haul as we get paid per hundred weight rate.

In June when Melissa comes back to billing we will be making some changes in Dispatch. To build on the strengths of different individuals we have decided that we will have 3 dispatchers, Heidi, Sabrina & Randy and Ralph and Jesse will be responsible

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to find loads and broker freight. With this change we are hoping to give better individual attention and improve on a couple weak areas; dispatch will try to send your re-load information when you send in your 'bump the dock' not wait until after we receive your 'empty'. There are times that we won't know for sure what your re-load plans are but often you can't stay where you are so we will try and give you an idea of what direction to head in. Dispatch will try to monitor your truck closer, if you have arrived for your appointment time and after a couple of hours you still haven't 'bumped the dock' we'll make a call to the customer to find out what is going on.

On multi pick or multi drop loads it is very helpful if you call the next customer ahead of time (from the customer before) to give them a rough estimated time of arrival. Most of the time we have customers calling us asking where the truck is; we have to try

and contact you by satellite and you have to frig around trying to answer messages in the middle of traffic. We can eliminate the 'middle man' if you could call the customers directly. Thanks.

Directions: It was mentioned that some people are still receiving incorrect directions. When the information for that load is input into our system your dispatcher is going to double check the directions and make sure that they apply to you (where you are coming from) and that they are clear and concise, trying to use North, South, East and West more than "turn left" or "turn right".

We will be putting a computer downstairs with map software on it for you to use to print off maps and directions before leaving here.

Jokes of the Quarter

That's Canada! HA HA HA!!!

As a trucker stops for a red light, a blonde catches up. She jumps out of her car, runs up to his truck, and knocks on the door.

The trucker lowers the window, and she says "Hi, my name is Heather and you are losing some of your load."

The trucker ignores her and proceeds down the street. When the truck stops for another red light, the girl catches up again. She jumps

out of her car, runs up and knocks on the door. Again, the trucker lowers the window.

INSERT:

HOW TO TELL THE SEX OF A FLY FOR

JULY 2006 NEWSLETTER...

Again she says "Hi, my name is Heather, and you are losing some of your load!"

When the light turns green the trucker revs up and races to the next light.

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When he stops this time, he hurriedly gets out of the truck, and runs back to the blonde. He knocks on her window, and as she lowers it, he says, "Hi, my name is Joe, it's winter in Canada and
I'm driving the SALT TRUCK!!!!!!

Jokes (continued)...

Don't Let Newfies Drink & Drive!

A Newfie, let's call him Fred, is driving home after downing a few at the local pub.

*He turns a corner and much to his horror he sees a tree in the middle of the road. He swerves to avoid it and, almost too late, he realizes that there is yet another tree directly in his path.
He swerves again and discovers that his drive home has turned into a slalom course, causing him to veer from side to side to avoid all the trees.*

Moments later he hears the sound of a police siren and brings his car to a stop.

The officer approaches Fred and asks him what on earth he was doing.

*Fred tells his story of the trees in the road when the officer stops him in mid sentence and says,
“Fer Crise sakes, Fred. That's yer air freshener!”*

Study links risky driving behaviours with increased crash risk.

A recent study may help determine the likelihood that a driver will be involved in an accident based on his or her driving record, and certain risky behaviours, like reckless driving, may reveal a significant accident risk.

The study of more than 540 000 drivers over a three-year span was conducted by the American Transportation Research Institute (ATRI), the research arm of the American Trucking Associations. The organization found that a reckless driving violation increases the likelihood of a future accident by 325 percent, followed by an improper turn violation which increases crash likelihood by 105%. The top convictions with the highest likelihood of a future crash are improper or erratic lane change and failure to yield right of way.

The accompanying table shows the increased risk of a crash for

the top 16 violations, convictions, and events.

<u>Violation / Conviction / Event</u>	<u>Increase in Crash Likelihood</u>
Reckless Driving Violation	325%
Improper Turn Violation	105%
Improper/Erratic Lane Change Conviction	100%
Failure to Yield Right-of-Way Conviction	97%
Failure to Stay in Lane Conviction	91%
Past Crash	87%
Driving Too Fast for Conditions Conviction	62%
False or No Logbook Violation	56%
Any conviction	56%
Speeding More Than 15mph Over Limit Conviction	56%
Reckless/Careless/Inattentive/Negligent Driving Conviction	53%
Disqualified Driver Violation	51%

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Following Too Closely Conviction	50%
Hourse of Service Violation	41%
Any Moving Violation	41%
Following Too Closely Violation	40%

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