



# MANSUR TRUCKING NEWS

3rd Quarter 2015

## ORGANIZATIONAL CHANGES

Decisions! Decisions!! All of you are aware of the most recent personnel changes in the Company. I thought I would take this opportunity to say that while the changes were necessary, it has been the hardest decision I have ever made in business. It was not made easily or without many hours and a few sleepless nights of thought. But after those many hours and nights it became apparent that there was no other option.

I think everyone would agree, if you are honest with yourself, that the maintenance department was in need of a change. There were many issues that I brought up that were not being addressed even after many discussions. I did my best to mentor and lead but it was not received and the same issues kept coming to the surface and causing problems. Not only with drivers, but with the other departments. While I have no doubt that everyone inside the building has the best interests of the Company at heart, the way issues are handled can make such a big difference. I am excited for the future of the maintenance department but also for the company as well. I will continue to try to make Mansur Trucking a professional environment as well as a company people are glad to be a part of.

If you have ideas about how to improve the culture, please give me call. I am always looking for ways to improve the Company and the experiences of all of the people working here. It has always been my goal to make Mansur Trucking the best place to work. Our people are what make us great!

Jim



*"It has always been my goal to make Mansur Trucking the best place to work."*

*"Our people are what makes us great! "*



### Upcoming Holidays Observed

<b>Thanksgiving</b>	<b>Nov 26</b>
<b>Day After Thanksgiving</b>	<b>Nov 27</b>
<b>Christmas Eve</b>	<b>Dec 24</b>
<b>Christmas Day</b>	<b>Dec 25</b>
<b>New Years Eve</b>	<b>Dec 31</b>
<b>New Years Day</b>	<b>Jan 1</b>



## HR & SAFETY NEWS

### **2015 SAFETY GOALS UPDATE**

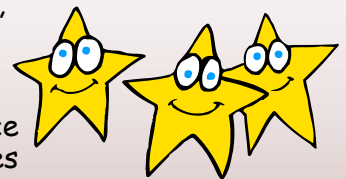
In an attempt to improve the Company's performance, Mansur Trucking has developed three (3) Safety Goals. We will update employees each quarter in the Newsletter.

- 1) NO Lost Time Work Injuries (6 months at a time) **Currently at 92 Days Safe!!!**  
*Target Date is January 20th, 2016 - \$500 Payout*
- 2) Less than 3 Cargo Claims—**Currently at 0 Claims**  
*Cargo Claims where Mansur is liable and it was preventable.  
Cargo Claims that exceed our \$10,000 deductible.*
- 3) Less than 3 Accidents -- **Currently at 1**  
*Accidents where Mansur is liable and it was preventable.  
Accidents that exceed our \$5,000 deductible.*

### SERVICE AWARDS FOR 2015

The purpose of this policy is to recognize and show appreciation to those employees who have demonstrated their interest and commitment in serving Mansur Trucking, Inc. During the year that an employee reaches one of the service milestones set forth below, he or she will be recognized and awarded.

Service Milestones from January 1<sup>st</sup> to June 30<sup>th</sup> will be recognized in July. Service Milestones from July 1<sup>st</sup> to December 31<sup>st</sup> will be recognized in January. Milestones will be recognized at each 5 year interval (5, 10, 15, 20, 25, etc.).



#### Service Award Recipients for hire dates: July 1st—December 31st:

**10 Years    Terry Lessard**

**5 Years     Gary Godenius**

## **STOP SMOKING TODAY!!**

According to the American Lung Association (ALA), smoking kills an estimated 430,700 people each year, and the ALA predicts that number will continue to rise. Smoking alone is more lethal than AIDS, automobile accidents, homicides, suicides, drug overdoses and fires combined.

### **You Can Quit**

Quitting smoking is said to be one of the most difficult things a person can undertake. However, with some thoughtful planning and a strong will, you can quit. There are several smoking-cessation tools and techniques available to help you in your quest to quit smoking, including:

Nicotine replacement therapy

Scheduled reduction

Quitting “cold turkey”

Hypnosis and acupuncture

Prescription drugs

### **Benefits of Quitting**

*After 20 minutes* - Blood pressure, pulse rate and body temperature return to normal.

*After 8 hours* - The body starts to heal itself – the carbon monoxide level in your blood drops to normal and your oxygen level increases to normal.

*After 24 hours* - Your chance of heart attack decreases.

*After 48 hours* - Nerve endings begin to regenerate and your sense of taste and smell improve.

*After 72 hours* - Bronchial tubes relax, lung capacity increases, and breathing becomes easier.

*After 2 weeks to 3 months* - Your circulation improves, physical activity becomes easier and lung function increases up to 30 percent.

*After 1 to 9 months* - Coughing, sinus congestion, fatigue and shortness of breath decrease while your body's overall energy level increases.

*After 5 years* - Your chance of dying from lung cancer decreases by almost 50 percent

### **Did you know...?**

If you participate in Mansur Trucking's Health Plan, we offer a Smoking Cessation Program. The Benefit Percentage for Smoking Cessation Program is 100% Coverage with no deductible up to \$300 per year!

**What are you waiting for?!!**

We had **9** clean inspections! Great Job to those drivers!

## 6 BAD inspections resulting in 17 violations:

Unsafe Driving	July	Speeding in a construction zone (owner operator)
Vehicle Maintenance	July	Damaged windshield
Violation	July	Not having a New Mexico tag (owner operator)
(2) HOS violations	July	Not updating logs (owner operator)
Vehicle Maintenance	June	Clamp or roto type brake out-of-adjustment (Bulk Division)
Vehicle Maintenance	June	Airbrake adjustment system that fails to compensate for wear (Bulk Division)
Violation	June	improper size, location, or color of CMV marking (Bulk Division)
(2) Violation	June	Excessive weight violation (Bulk Division)
Vehicle Maintenance	June	Brake connections with leaks or constrictions (Bulk Division)
(2) Violation	June/July	Local law one
(4) HOS violations	June	Not updating the shipping information such as shipping document number or logging name of shipper and commodity (Bulk Division)

Like last quarter, this quarter was just as rough.

Please be sure to pay close attention to your equipment especially when performing pre-trip and post trip inspections and practice SAFETY at all times!!



## **A WORD FROM OUR MAINTENANCE DEPARTMENT**

In case some of you don't know me, my name is Matt Irace. I've been a driver for Mansur Trucking for over 5 years. I just recently accepted the position as Maintenance Lead in the Shop. Thanks to all of you for being patient as I learn my new role. If you have any maintenance issues please call me here at the shop at Ext. 209 or call my cell phone at (262)581-3746.

**Starting in September the shop will perform added service for winter time preparation. Added service includes:**

1. Replace air dryer cartridge
2. Clean and service bunk heaters
3. Load test batteries and clean all battery connections

By adding these services, it will add about an hour to the service. Our intent of this is to eliminate down time on the road in cold weather.

**Winter time is very hard on equipment. Here are a few things that require extra attention -**

**Lights** – Road salt and moisture create a corrosion agent that acts fast. Keep an eye on all lights and keep clean.

**Tires** – During cold weather tires will sound different when thumped compared to warmer weather.

**Tarps** – Cold weather make the tarps stiff. Use extra caution when removing so they do not get caught on cargo and rip.

**Windshield** – Stone chips need attention. A simple chip will result in a cracked windshield if not repaired.

**Fuel Filter** – Fuel thickens when cold. If fuel filter is full with a cold engine recheck when engine gets warm. Chances are the fuel level will drop in filter once the truck warms up.

**OnGaurd System** – Keep snow and ice cleaned off radar

**PLUG IN** - As the weather gets cold and winter sets in, you MUST park your truck where you have access to PLUG IN!

If weather becomes bad enough, you will receive notification to idle the truck.

### **DRIVER's Q&A**

**I have been receiving calls of (My Batteries are bad because my low voltage alarm goes off after a short time).**

**This is a common complaint this time of year.**

And here is my best explanation.

You are parked somewhere overnight and your low voltage alarm kicks off (11.6 volts)

In order for your truck to charge up just 1 of your 4 batteries to full capacity you will need to run your truck steady for 11.8 hours.

So when you are not running steady your batteries do not get fully charged therefore making your alarm come on sooner than it would in the summer months.

**My bunk heater shuts off or smokes after a short time.**

A couple things cause this.

Heater unit overheats.

Keep air ducts under your bunk free of clutter so heater can get air. Your heater needs a constant air flow in and out to keep burner operating correctly.

Running heater when moving down road.

**My ABS light comes on and off (truck or trailer)**

This happens a lot during wet or snowy weather. Moisture will get into the sensor causing it to give false readings. This should go away after drying out, if the light stays on contact the shop to schedule repair. Brakes will still work but disabling ABS for the effected wheel.

**I went to turn around and now I am stuck**

This was a call we received way to much last year. Make certain you are turning around in a snow plowed lot. Trucks are not designed to work as a snowplow. They get stuck fairly easy especially when empty.

Know your surroundings and walk it if necessary. If you would not go in with a 2 wheel drive car it's a good idea to stay out with your truck.

**My truck is heavier and I cannot scale as much.**

During winter time driving on snow covered roads it is not uncommon to have 2000lbs of snow and ice packed under truck and trailer. This counts against your overall gross weight. Please keep snow and ice to a minimum under truck and trailer.