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- Fox Creek to Alleviate Commercial Traffic Violations
- Supporting Saskatchewan's Trucking Industry Through Commitment and Innovation
- Embracing Safety as a Core Value



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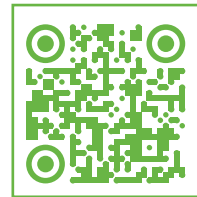
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Mark your calendars

APRIL

- 8-10 AMTA 87th Annual Conference
- 9-10 SEIC Job Fair
- 11 MTA Annual General Meeting
- 11 MTA Spring Gala
- 11 RPM Speaker Series
- 17 BCTA Members Banquet
- 22 MTA AI in Action – Practical Tools and Strategies for HR Transformation

MAY

- 5-9 Health and Safety Week
- 7 Prairie South School Division Student Career Fair – *Moose Jaw*
- 8 AMTA Safety Summit – *Lethbridge*
- 13-15 RDEIC Try a Career Day Job Fair – *Balgonie*
- 22 STA Driver Appreciation BBQ – *Langham Scale*
- 28-31 Skills Canada National Competition – *Regina*
- 31 Alberta Professional Truck Driving Championship
- 31 Manitoba Trucking & Career Expo

Note: Please note that these listed events are subject to change or cancellation at this time. Please check your provincial association's website for the latest information and training sessions.

JUNE

- 12-13 BCTA AGM & Management Conference
- 16 MTA Associated Trades Division Golf Tournament
- 17 AMTA Calgary Golf Tournament
- 19 STA Driver Appreciation BBQ – *Esteva Weigh Scale*
- 26 AMTA Edmonton Golf Tournament

JULY

- 15 MTA Scholarship Deadline

AUGUST

- 21 STA Golf Classic – *Dakota Dunes*
- 27 MTA Vehicle Maintenance Council Golf Tournament

SEPTEMBER

- 9 BCTA Golf Tournament
- 11 STA Driver Appreciation BBQ – *Regina Weigh Scale*

OCTOBER

- 16 AMTA Draw Down Dinner
- 21 STA AGM, Gala and Awards Banquet – *Regina*
- 22 AMTA Safety Summit – *Sherwood Park*

NOVEMBER

- 28 MTA Fall Awards Gala



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Investments in Saskatchewan's transportation network support our province's export-based economy and help keep the trucking community safely moving as they play a key role in getting goods to worldwide markets.



The Saskatchewan Ministry of Highways set a Growth Plan goal of improving 10,000 kilometres of its highways in a decade. The ministry is on pace to reach that target by 2030.

Within those many kilometres are the ministry's ongoing top priority and commitment to safety – on every project and every maintenance activity.

The ministry completed a five-year dedicated \$100 million safety investment, which is above and beyond its other work. Here's a snapshot of that investment that began in 2019 throughout Saskatchewan that helps make its highways safer for all drivers:

La Ronge area

- \$667,000 to improve sightlines for drivers on Highway 135 between Pelican Narrows and Sandy Bay by blasting and clearing rock in 2022 on the Canadian Shield.
- \$932,000 for such work as flattening hills and improving sightlines in 2019 on Highway 924 so drivers approaching from both directions can better see each other.

Melfort area

- \$529,000 for turning and acceleration lanes for eastbound and westbound traffic in 2021 on Highway 3 about two kilometres west of Tisdale for safer access to nearby grain elevators and to reduce potential rear-end collisions.
- \$286,000 in 2021 for westbound traffic turning and acceleration lanes about 1.5 km west of Valparaiso for safer access to nearby grain elevators and to reduce potential rear-end collisions.

Lloydminster area

- \$1.3 million in 2023 for northbound and southbound truck climbing lanes on Highway 21 approaching the Tobey Nollet Bridge crossing the North Saskatchewan River so smaller vehicles can safely pass trucks.

Yorkton area

- \$50,000 in 2022 for area lighting to improve visibility at the intersection of Highways 9 and 49 near Stenen.

Saskatoon area

- \$1.5 million on Highway 11 near Hague to install in 2023 northbound and southbound acceleration lanes.
- \$900,000 for additional lanes on Highway 12 in 2023 at its intersection with Township Road 381.

Swift Current area

- \$1 million in 2022 to improve the Highways 4 and 379 intersection south of Swift Current by installing left and right turning lanes for southbound vehicles.

Moose Jaw/Regina area

- \$2.5 million in 2021 for exit and entrance ramps from Highway 1 westbound to and from Kalium Road, which separates large volumes of turning truck traffic from other vehicles.
- \$85,000 in 2023 for a pilot project to install continuous warning lights along a curve at the rail overpass at Highway 1 near Belle Plaine.



The ministry continues to improve safety every construction season, along with incorporating new innovations to the Highway Hotline, Saskatchewan's provincial road information service at: <https://hotline.gov.sk.ca>.

Last winter, the Highway Hotline added the Track My Plow feature showing motorists where a snowplow has recently been clearing snow or treating ice.

This winter the Hotline updated the terminology it uses to describe winter driving conditions. The new terminology offers clearer and more concise messaging to help drivers make decisions about winter travel.

The updated language is also more consistent with neighbouring provinces, which will make using the Hotline easier for truck drivers traveling across western Canada.

For more information about trucking in Saskatchewan, visit: <https://www.saskatchewan.ca/trucking>. ■



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CTA to Council on Canada-US Relations – Let's Expedite and Expand Plans to Reduce Barriers in Trucking

Canadian Trucking Alliance

Originally published on February 7, 2025 –

<https://cantruck.ca/cta-to-council-on-canada-us-relations-lets-expedite-and-expand-plans-to-reduce-barriers-in-trucking>

The Canadian Trucking Alliance (CTA) is calling on the Prime Minister's Council on Canada-US Relations to expedite and expand a plan to make trucking the pilot industry for the removal of interprovincial trade barriers.

The Prime Minister's Council met in Toronto on February 7. CTA is calling for members of the council to ensure economic improvements and the removal of interprovincial trade barriers in trucking is part of the discussion and expedite pilot projects that were part of recommendations in 2024 made by the Internal Trade Minister to address illogical barriers and costly inefficiencies in the supply chain across the country.

The Committee for Internal Trade Ministers recognized at the time how important trucking is to domestic trade and the role it plays in the economy.

"The future is now. We have solutions that will dramatically improve domestic east-west supply chains. Many are easy fixes, but we need the Council to support these projects and give a strong endorsement for them being expedited," said CTA president Stephen Laskowski.

Some examples, many of which were part of CTA's 2023 trade barriers report include:

- Harmonizing the movement of goods allowed to be delivered in trucks across provinces and territories;
- Addressing the twinning of Highway 185 (New Brunswick & Quebec) that is forcing the unnecessary switching of equipment and trucks between Atlantic Canada and the rest of Eastern Canada;
- Streamlining the permitting system around oversized/overweight shipments moved by truck so that large equipment/energy projects are not delayed by weeks or months by government employee vacation schedules or time of day differences.
- Aligning provincial winter road maintenance standards so goods can be delivered in a timely manner to customers while ensuring the safety of truck drivers;
- More rest areas for truck drivers allow for safer highways and a more productive domestic supply chain.

"We have many levels of government and other groups working to make Canada more competitive, and we need to make sure we are all moving in the same direction and leveraging our collective efforts productively, instead of reverting back to in-ward provincial thinking that for years have impeded these long overdue changes," added Laskowski.

Although these efforts on addressing interprovincial trade barriers remain critical, the CTA also strongly encourages the council to look at fiscal and economic measures, such as the



reduction of corporate and personal tax rates to stimulate business growth; and taking meaningful action against the underground economy in trucking, which is currently weakening the trucking sector in Canada. ■



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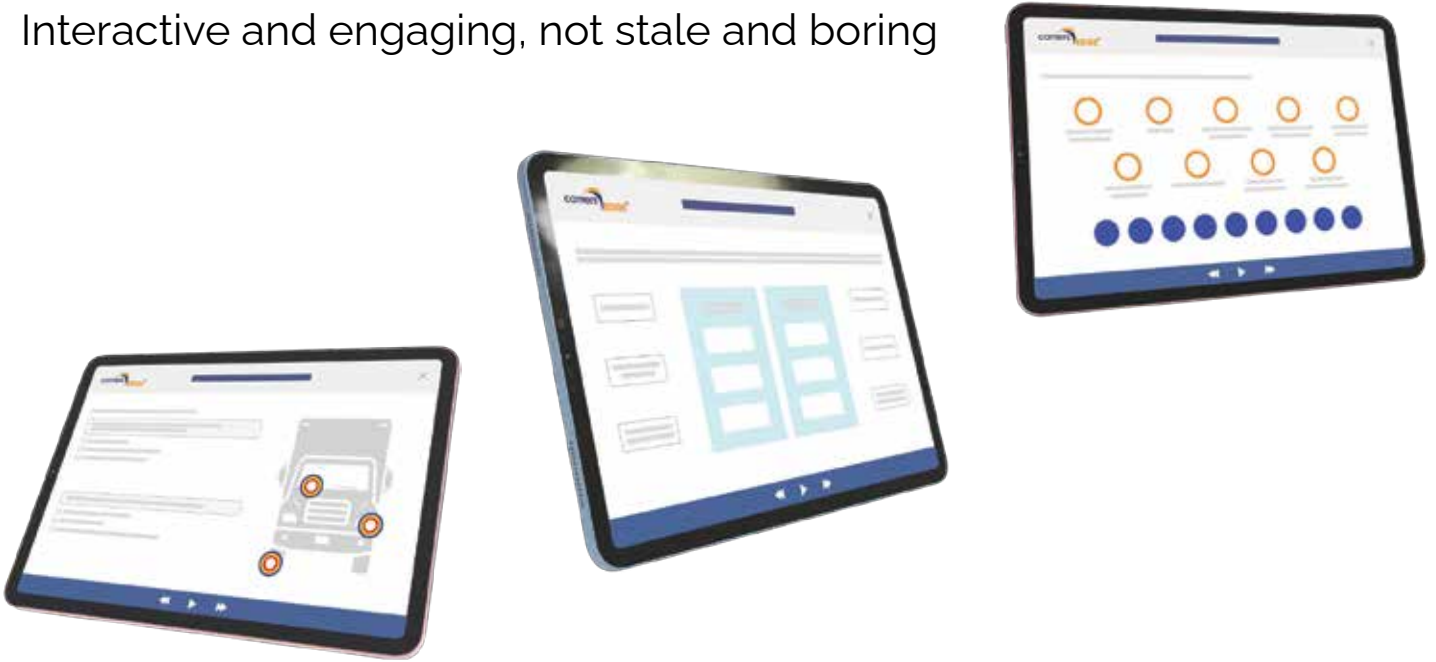
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Canada's Call for Economic Action and Collaboration

DAVE EARLE, President & CEO – British Columbia Trucking Association

So much for 2025 not being a year of perpetual crisis. Not even a few months in, and Canada is already facing tariffs by a President who is linking them to the management of our border. The resulting proclamations of doom, offensive allusions to becoming the “51st state,” booing of anthems, and widespread frustration have finally highlighted Canada’s lackluster economic performance.

This is not a new issue. Canada’s productivity ranks last among developed nations, and our performance is projected to be the worst in the OECD (Organization for Economic Cooperation and Development). Since 2023, our per capita GDP has fallen cumulatively by 3.5%, a dismal result typically seen only during a recession. Interprovincial trade barriers cost us \$200 billion per year. Is this latest crisis enough to motivate Canadians? Only time will tell.

Speaking of inter-provincial trade barriers, trucking has recently become the “poster child” for this discussion. Last fall the federal announcement was a “trucking pilot to improve the movement of goods.” That was welcome news, and while there’s much work to be done, I have a few observations from my late entry into the trucking industry that may be interesting.

Trucking in Canada is extremely tightly regulated. However, despite the numerous friction points and specific issues, I have been impressed by the level of coordination and cooperation within the industry and among regulators. Yes, change happens at a glacial pace, and yes, more can and must be done, but it’s important to recognize the remarkable consistency present in the industry. While this consistency can be stifling and cumbersome in some areas, it also indicates a solid foundation.

We are in the business of moving products. When there are more products to transport, we’re busy; if there’s little activity, we’re slow. The principle is simple, but the execution is complex. Economic development in Canada has been haphazard and stunted for decades. Elected leaders typically support the removal

of interprovincial trade barriers until that decision forces them to choose an industry in their own provinces. Now is the time for courage and decisive action, not indecision and delay.

How is it possible that we cannot efficiently transport Canadian petroleum from Alberta to Eastern Canada? It is incomprehensible that Canada, the world’s fourth-largest producer of petroleum, cannot deliver this product to the majority of its citizens without transiting another nation. Yet we have chosen not to build the necessary infrastructure.

How is it that non-reducible loads destined for Canada from Asia avoid the Port of Vancouver and instead divert to Everett, WA, or Houston, TX? How does it make sense to spend days, or even weeks longer, at sea just to avoid entering Canada? The answer is clear – we have failed to address systemic infrastructure and regulatory barriers for decades.

How did Canada become the only G7 country without a domestic-branded light vehicle manufacturer or a vaccine manufacturer? We have relied so heavily on historic partners that we have largely forgotten how to be self-sufficient.

When we choose not to build, transport, and trade for our needs, others will do it for us – until they choose not to. When we’re threatened, it’s no wonder we feel scared. It’s time for every Canadian to reflect on how their choices contribute to our shared prosperity.

And while we’re reflecting, we must remember that this conflict was initiated by a few, not the many. Like all conflicts, this one will end, but what we are left with can often be determined by how the parties conduct themselves during the dispute. Now is the time to work closely with our American customers, vendors, partners, and friends to maintain our relationships, not to sever them with platitudes and misguided messaging.

But make no mistake – it’s past time to get to work. We’d best get on it. ■

“Economic development in Canada has been haphazard and stunted for decades. Elected leaders typically support the removal of interprovincial trade barriers until that decision forces them to choose an industry in their own provinces. Now is the time for courage and decisive action, not indecision and delay.”

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Health and Safety a Cornerstone of Sustainable Growth

ROBERT HARPER, President – Alberta Motor Transport Association

Focusing on health and safety in commercial transportation benefits everyone involved, and to that end, the Alberta Motor Transport Association (AMTA) is planning a year of events, course offerings, and campaigns to aid our membership in staying informed about the latest safety protocols, standards, and best practices for commercial transportation in Alberta.

From April 8-10, AMTA is hosting our 87th Annual Conference at the River Cree Resort & Casino in the Edmonton area. The Conference includes an information-packed program focused on delegates gaining critical insights into emerging technologies, market trends, and safety initiatives that are reshaping the commercial transportation landscape. Keynotes include Eric Termuende, David Irvine, and Tina Varughese, and delegates will hear from session speakers from WCB, Truckers Against Trafficking, the Alberta Government, AMTA, and more.

In addition to the Annual Conference, AMTA will be hosting a further three Safety Summits in 2025. The first of these one-day safety conferences took place on February 5 in Cochrane, the second will take place in Lethbridge on May 8, and finally Sherwood Park on October 22. Safety Summit delegates are treated to presentations from WCB, Trucking HR Canada, Calgary Police Service, and Impirica with a focus on safety practices and initiatives in the workplace. As well, delegates are able to network with peers and gather more learnings from the Summit tradeshow.

AMTA continues to provide a blend of in-person and virtual learning opportunities for our members. Courses of note in the Spring of 2025, that can be integral to a company's health and safety initiatives are Health and Safety System Building (HSSB) taking place May 21-22, Fundamentals of Investigation (FOI) on June 17-18, and Collision Investigation (COL) taking place May 6-7 and October 7-8. HSSB also has a self-paced online option, available to users 24/7.

For the first quarter of 2025, AMTA presented the first of what will become quarterly campaigns that focus on health and safety in our industry. The first, Distracted Driving, saw the association sharing statistics, and tips for preventing distracted driving, with plans for a Distracted Driving-focused Steering Change podcast episode. As well AMTA also implemented the Distracted Driving Pledge, in which staff, members, and the motoring public took part in pledging against distracted driving, which will be published on YouTube.

The implementation of robust health and safety initiatives in commercial transportation is not just a regulatory necessity, but a critical factor in safeguarding the well-being of employees, passengers, and the general public. By investing in advanced

technologies, fostering a culture of safety, and adhering to best practices, the industry can mitigate risks, reduce accidents, and enhance operational efficiency. To that end, AMTA is in the process of completing a white paper discussing the current technologies that may assist in improving safe driving, so stay tuned.

As transportation continues to evolve, prioritizing health and safety will remain a cornerstone of sustainable growth and long-term success in the sector. Ultimately, a strong commitment to safety benefits everyone, ensuring safer roads, healthier workers, and a more reliable transportation system for all. AMTA will continue to be your industry partner to help achieve those goals. ■



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Creating a Better Business Environment Than We Had Yesterday

SUSAN EWART, Executive Director – Saskatchewan Trucking Association

The trucking industry feels like it's under siege. Inflation keeps climbing, the carbon tax is squeezing us tighter, and equipment costs are through the roof. It's as if the world is on fire, and Saskatchewan's businesses are getting hit with a relentless storm of policies that just don't make sense.

We're dealing with rampant non-compliance and fraud, an immigration system stretched to the limit, and now, trucking is being painted as a security risk at the Canadian border. With all these issues, you'd think governments across the country would move faster. But time and time again, we've seen that it takes a crisis to spur action. Take the Humboldt bus crash – an absolute tragedy that made it painfully obvious we needed better licensing standards, training, and qualifications. The Saskatchewan Trucking Association had been pushing for mandatory training long before that devastating day, yet real change only happened when it became impossible to ignore. Are we truly better off today than we were on April 6, 2018? In some ways, yes. But it shouldn't take heartbreak to get governments to do the right thing.

Now, we're watching trade tensions rise, with tariffs threatening Canada-US relations and adding uncertainty to Saskatchewan's export-driven economy. Our members move the goods the world relies on, and I have to give credit to the Saskatchewan government for its foresight in expanding trade beyond our southern border. But what about the trucking industry itself? It feels like we're the underdog – stuck with policies like the carbon tax that punish us for using a fuel we simply don't have an alternative for. These rising costs aren't just hitting Saskatchewan; they're crushing businesses across the country.

Labour shortages? We've been sounding that alarm for years. An aging workforce, a lack of respect for the profession, and challenges with attracting new drivers – it's all piling up. The STA keeps banging the drum for change, but is anyone listening?

Saskatchewan is an agriculture powerhouse, but we can't keep handing out tax breaks and exemptions to the farm sector without considering the impact on the for-hire trucking industry. When a farm-plated power unit isn't subject to the same regulations as a for-hire carrier, yet both vehicles are doing the same job, it creates an uneven playing field. And when trucking companies are pushed to the breaking point, will the government finally take notice?

Our Board of Directors – dedicated, passionate industry leaders – live and breathe this work. They are deeply connected to their communities, and when the STA speaks on safety, compliance, and fair business practices, the government needs to listen. These aren't abstract policy discussions; this is the reality on the ground. The STA is only as strong as the members who stand with us, and together, we're making a difference – at home and across the country.

Advocacy is at the heart of everything we do. Our goal is simple: to create a better business environment than we had yesterday. This industry is built on hard work, integrity, and a commitment to keeping goods moving. But we need smart government policies to support that mission. When an association like the STA speaks, it isn't just one voice – it's the collective power of thousands of industry professionals who have kept this country moving for generations.

To borrow a line from my favorite trucking movie, *Big Trouble in Little China*:

"You ready, Jack?" – Wang Chi.

"I was born ready." – Jack Burton.

And that's exactly how we feel. The road ahead may be uncertain, but this industry is ready. Ready to stand together. Ready to fight for what's right. And ready to keep trucking forward – no matter what comes our way. ■

“Advocacy is at the heart of everything we do. Our goal is simple: to create a better business environment than we had yesterday. This industry is built on hard work, integrity, and a commitment to keeping goods moving. But we need smart government policies to support that mission.”



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Addressing the Elephant in the Room

AARON DOLYNIUK, Executive Director – Manitoba Trucking Association



With 2025 well underway, the Manitoba Trucking Association (MTA) remains focused on addressing key challenges and opportunities within the industry. Labour and immigration issues have been central to recent discussions, including engagements with the Provincial Department of Labour and Immigration, the Joy Smith Foundation, Truckers Against Trafficking, and industry leaders. These conversations have emphasized the need for stronger protections against labour and immigration abuse while advocating for improved immigration programs to support the sector's workforce needs.

The MTA has also been actively engaged with MPI executives to address concerns related to Special Risk Extension (SRE) and inclement weather policies. Ongoing discussions with provincial representatives have focused on shipper responsibilities in cargo violations, ensuring that drivers are not unfairly held accountable.

Significant progress has been made in industry training initiatives. The Road to Success Class 1 Driver Training Funding Program has officially launched, targeting individuals earning under \$35,000 annually or on Employment and Income Assistance (EIA). Additionally, the MTA Trucking Sector Council Program continues to expand its self-led eLearning courses, with a new financial management course for owner-operators currently in development.

Participation in the RPM Trucking Industry Safety Program has yielded substantial benefits, with nearly \$1,000,000 in rebates provided to program participants in 2024. Companies not yet registered are encouraged to contact RPM for enrollment details.

However, the elephant in the room is tariffs.

For Manitoba's economy, this means potential cost increases, supply chain disruptions, and reduced competitiveness for Canadian exports. As businesses face higher costs, demand for transportation services may decline, directly impacting the trucking industry.

Manitoba's trucking sector plays a vital role in moving billions of dollars in goods across the border annually. These US tariffs and

Canadian counter-tariffs (as originally proposed) could significantly increase operating expenses, making it harder for trucking companies to remain profitable.

Even before an official decision was made, trucking companies were experiencing disruptions. Some exporters paused shipments to the US in anticipation of the tariffs, while others rushed to move goods before potential price hikes. This temporary increase in freight volume will be short-lived if long-term trade restrictions come into effect. With over 12,000 Manitobans employed in cross-border trucking, any sustained decline in freight movement could have serious consequences for jobs and the local economy.

The trucking industry is often a leading indicator of broader economic trends. A slowdown in freight could signal financial struggles across multiple sectors, not just in Manitoba but nationwide. ***To safeguard the industry, industry members, government officials, and businesses that rely on trucking to move their goods must explore strategies to improve competitiveness and offset potential losses. This includes reducing trade barriers between provinces, diversifying trade relationships with markets beyond North America, and creating an improved, more efficient regulatory environment that reduces operational costs.*** By staying informed and adapting to evolving trade policies, Manitoba's trucking industry can remain resilient despite challenges.

MTA members, you will see that we are conducting regular surveys about the impact of tariffs on your operations. Please watch your inboxes for the survey in either the MTA eBulletin or newsletter. Your participation is vitally important as this data will help provide accurate information into industry's needs during these difficult times.

As we navigate challenges ahead, including labour shortages and regulatory updates, the MTA remains committed to advocating for and supporting Manitoba's trucking industry. Collaboration, education, and strong industry leadership will ensure continued success for the sector that keeps our economy moving. ■

“As we navigate challenges ahead, including labour shortages and regulatory updates, the MTA remains committed to advocating for and supporting Manitoba's trucking industry.”



Driving Wellness:

SafetyDriven Expands Mental Health

BC TRUCKING ASSOCIATION

SafetyDriven – Trucking Safety Council of BC (TSCBC) is a dedicated organization focused on promoting occupational health and safety within British Columbia's trucking, transportation, and related industries. As a certifying partner with WorkSafeBC, SafetyDriven offers a comprehensive suite of services designed to enhance workplace safety and ensure compliance with provincial regulations.

Established to address the unique occupational health and safety challenges faced by the trucking sector, SafetyDriven provides resources and support to employers and employees. Their offerings include safety program development, training courses, and the Certificate of Recognition (COR) program, which guides participants on how to create efficient operations that meet safety standards for a COR audit. By fostering a culture of safety,

SafetyDriven aims to reduce workplace injuries and incidents, contributing to a more efficient and responsible industry.

SafetyDriven's mission is clear: to reduce injuries, save lives, and create a culture of safety that extends from the cab of the truck to the boardroom. Their initiatives are grounded in research, best practices, and a deep understanding of the realities faced by those in the trucking industry. From fatigue management and



As SafetyDriven continues to expand its mental health initiatives, the organization remains committed to its core mission of promoting safety and wellness in the trucking industry. The introduction of the MHFA course is just one example of how SafetyDriven is adapting to meet the evolving needs of the sector.

a unique set of stressors that can adversely affect their mental well-being. Extended hours on the road, pervasive isolation, continuous pressure from tight delivery deadlines, and the demanding physical nature of their work all contribute to a complex psychological landscape. These factors can significantly impact mental health, making it essential to address these issues with the same urgency as physical safety.

In its ongoing commitment to fostering mental wellness, SafetyDriven is taking bold steps to expand its mental health resources and support systems. One of the most significant initiatives is the offering of Mental Health First Aid (MHFA) training courses tailored for the trucking industry.

SafetyDriven has certified facilitators trained by Opening Minds, an initiative established by the Mental Health Commission of Canada (MHCC). This program represents the largest systematic effort in Canadian history focused on eliminating the stigma surrounding mental health. The MHFA training courses are designed to equip participants with the skills to recognize and respond to signs of mental health issues. Much like physical first aid prepares individuals to provide immediate assistance in medical emergencies, mental health first aid empowers participants to offer immediate support to colleagues who may be experiencing a mental health crisis or showing early signs of mental health challenges.

The course will cover a range of topics, including:

- Recognizing the signs and symptoms of common mental health issues such

as anxiety, depression, and substance use disorders.

- Providing initial help to someone experiencing a mental health crisis.
- Guiding individuals toward appropriate professional support.
- Reducing stigma and fostering a supportive environment for mental health discussions.

By offering this training, SafetyDriven aims to create a network of mental health first-aiders within the trucking industry – individuals who can provide immediate support to their colleagues and help break down the barriers that often prevent people from seeking help.

Looking Ahead

As SafetyDriven continues to expand its mental health initiatives, the organization remains committed to its core mission of promoting safety and wellness in the trucking industry. The introduction of the MHFA course is just one example of how SafetyDriven is adapting to meet the evolving needs of the sector.

The MHFA course will soon be available, and interested individuals can stay informed about this training opportunity by visiting SafetyDriven.ca or by reaching out directly at Info@SafetyDriven.ca. Together, we can build a safer, healthier future for Western Canada's trucking industry.

SafetyDriven is not just about keeping trucks on the road – it's about keeping people safe, healthy, and connected. Because when it comes to mental health, every conversation matters, and every action counts. ■

collision prevention to ergonomics and mental health, SafetyDriven's programs are designed to meet the diverse needs of the industry.

A Growing Focus on Mental Health

While physical safety has long been a cornerstone of SafetyDriven's work, the organization is increasingly recognizing the critical importance of mental health in the trucking industry. Truck drivers face

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AMTA Working with the Town of Fox Creek to Alleviate Commercial Traffic Violations



ALBERTA MOTOR TRANSPORT ASSOCIATION

The Town of Fox Creek, Alberta is appealing to commercial drivers to practice safe and legal parking practices.

Fox Creek reached out to the Alberta Motor Transport Association (AMTA) regarding ongoing issues with commercial truck parking. AMTA is actively collaborating with the Town of Fox Creek and Alberta Transportation to develop a solution that mitigates illegal parking issues while balancing industry needs. While ticketing has not yet commenced, traffic laws may be enforced if violations persist.

Until a resolution is finalized, AMTA urges all commercial drivers to adhere to Alberta's Use of Highway and Rules of the Road Regulation by following standard traffic laws in the Town of Fox Creek, and throughout the rest of the province.

AMTA will continue to work on supporting the commercial transportation industry while ensuring compliance with municipal and provincial regulations. For further information, please consult Alberta Traffic Safety Act at <https://open.alberta.ca/publications/t06>. ■

According to Alberta's *Traffic Safety Act* and related regulations, the following parking infractions are being observed in Fox Creek and are subject to enforcement:

Parking on Corners

Vehicles must not park within five meters of an intersection unless otherwise indicated.



Parking in Front of Fire Hydrants

A vehicle must not park within five meters of a fire hydrant, or the nearest curb to the hydrant if not directly beside it.



Crossing the Center Line and Parking on the Wrong Side

Parking on the opposite side of the roadway, crossing the centre line, or stopping where it obstructs traffic is prohibited.



Parking and Blocking Business Driveways

Vehicles must maintain a minimum distance of 1.5 meters from private driveways, garages, or access points.



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Transportation Ministers Take Action to Improve Truck Safety, Address Underground Economy and Critical Infrastructure

Trucking issues took centre stage at the February 21 meeting of the Council of Ministers Responsible for Transportation and Highway Safety, focusing on tackling the chameleon carrier phenomenon, improving infrastructure, and addressing key internal trade barriers.

"Canada's Minister of Transport and Internal Trade, the Honourable Anita Anand, and the ministers have been working with CTA and its provincial association partners on these issues, and it's now time to turn this energy into meaningful action by dealing immediately with competitive barriers and productivity issues that have plagued the industry and destroying compliant companies while allowing those who don't follow the rules to benefit," said CTA president Stephen Laskowski.

One of the key initiatives announced will be a full-scale investigation and action plan by the Canadian Council of Motor Transport Administrators to address challenges with the issuance of Safety Fitness Certificates for Commercial Trucking Operations. This is a critical measure that will support the trucking industry's battle with unsafe carriers, which are exponentially deteriorating highway safety and the unfettered growth of the underground economy; and driving responsible fleets out of business or seeing them leave the Canadian market and move operations south of the border.

"CTA has seen a strong correlation between unsafe trucking companies and illegal activities like forced labour and immigration abuse," says Laskowski. "We believe if there was better public data between cross-border drug trafficking and other criminal activity, we would also identify a connection to the fleets that are causing these safety issues on our roads today.

"It is unacceptable that some of these companies are allowed to stay on the road even after they are caught in these

"One of the key initiatives announced will be a full-scale investigation and action plan by the Canadian Council of Motor Transport Administrators to address challenges with the issuance of Safety Fitness Certificates for Commercial Trucking Operations."

activities The misalignment and lack of checks and balances in provincial safety fitness programs have allowed them to keep moving their operations around the country to avoid enforcement, often aided by consultants who know where the loopholes are in government and insurance regimes," said Laskowski. "These operations are a menace to road safety, a security threat to our country, to cross border operations, and the very existence of law-abiding trucking fleets in this country."

The Ministers also highlighted the critical importance of the Internal Trade Mutual Recognition Trucking Pilot Initiative, to explore

ways to reduce regulatory barriers and facilitate the smoother movement of goods shipped by truck, improving the security of cross-border trade and the need to invest in critical economic infrastructure.

"The federal and provincial ministers are showing leadership on the issues that matter to those in the trucking industry that are compliant with the rules and laws," says Laskowski. "But, again, we must have a plan to act and implement it immediately. CTA and the provincial associations are ready to come to the table to turn words into action and restore law and order in our industry." ■

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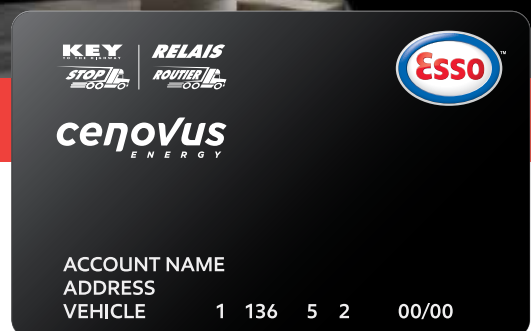
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FRONTLINE TRUCK AND TRAILER:

Supporting Saskatchewan's Trucking Industry Through Commitment and Innovation

ETHAN COZART, TRUCK/TRAILER SALES & RENTALS, FRONTLINE TRUCK AND TRAILER



Frontline Truck and Trailer has become a cornerstone of the trucking industry in Saskatchewan, offering essential services that help drive the local economy forward. Established with a vision to provide top-tier trucks, trailers, and services to Saskatchewan's diverse trucking community, Frontline has grown into one of the most respected names in the industry. Since its founding,

Frontline has committed itself to not only offering high-quality vehicles but also providing comprehensive support and services that the trucking community needs to thrive. As a proud member of the Saskatchewan Trucking Association (STA), Frontline exemplifies the values that the STA champions – namely, safety, efficiency, and sustainability within the province's transportation sector.

A Legacy of Service and Growth

Frontline Truck and Trailer was founded with the goal of serving the needs of trucking businesses throughout Saskatchewan. Over the years, the company has expanded its offerings and solidified its reputation as a trusted partner for fleet owners, operators, and drivers.

Frontline's story began 70 years ago in 1955 as a White Motors dealership. Evolving with the White-Freightliner partnership, Frontline solely represented Freightliner as of 1981. This partnership with Freightliner enabled Frontline to offer the latest and most advanced truck models available, including the Freightliner Cascadia, which has become one of the most sought-after models for fleet owners due to its reliability, safety, and fuel efficiency.

In 2002, Frontline further expanded its reach and service offerings by acquiring the Doecker Trailer franchise. Allowing the company to enter the trailer repair,





dual-stage LED headlamps are 30% brighter and feature automatic deicing, defogging, and auto-bright/dim capabilities for better night driving.

Efficiency

The fifth-generation Freightliner Cascadia has improved fuel efficiency by over 35% since its introduction 17 years ago, with an additional 1.9% gain from aerodynamic updates. Key exterior changes include a new hood and grille design, an extended A-pillar deflector, improved front wheel well closeouts, and new bumper air ducts that guide air around the truck and reduce drag, especially around the tires. These air ducts also help cool the service brakes. An optional Max Aero Bumper further enhances efficiency with improved ground clearance.

The redesigned grille maintains the same size and cooling capacity but is integrated into a restyled hood for better airflow management. Engine options for the 2025 model include the Detroit DD13 and DD15, with up to 505 horsepower, and the Cummins X15 diesel, offering 400 to 605 horsepower. The X15N natural gas engine will be available in 2026, and an EPA'27 compliant DD15 engine will be introduced in 2027.

Profitability

The fifth-generation Freightliner Cascadia incorporates technology upgrades that benefit both operations and cost efficiency. Crete Carrier Corporation's CEO, Tonn Ostergard, emphasized that their equipment decisions focus on high uptime and low ownership costs. The updated Cascadia features the latest Detroit Connect telematics platform, which enhances fleet management.

Key updates include Detroit Connect Video Capture 2.0, which records safety events and driver behavior data, accessible

parts, and rental business. This expansion positioned Frontline as a one-stop solution for all trucking needs, offering a vast inventory of trailers alongside its truck offerings. Over the years, Frontline has continued to grow, driven by its commitment to providing customers with a full range of services, including leasing, financing, and fleet management solutions.

Meeting the Demands of the Trucking Industry

At the heart of Frontline's services is its dedication to delivering solutions that meet the evolving demands of the trucking industry. Frontline specializes in both new and used trucks and trailers, ensuring that operators have access to a wide range of options to fit their unique needs. The dealership is an authorized Freightliner dealership for Saskatoon and surrounding areas, offering the latest Freightliner models, including the highly regarded Freightliner Cascadia.

Coming Soon, The Freightliner Cascadia fifth generation with advanced safety features, increased aerodynamic efficiency, and the addition of new business intelligence tools to benefit profitability.

Safety

The fifth-generation Freightliner Cascadia introduces a range of advancements, highlighted by a new electrical architecture that supports improved safety systems. The Detroit Assurance Suite now features enhanced computing power, an upgraded camera, and both short and long-range radar sensors, improving the truck's ability

to detect obstacles and pedestrians. Active Brake Assist 6 (ABA6) now recognizes more complex scenarios, such as vehicles in curves or across lanes, and can perform automatic braking.

The new Intelligent Braking Control System (IBCS) uses brake-by-wire technology to provide smoother braking, with features like Comfort Braking for even brake wear and Endurance Braking for improved driver experience. Additional safety features include paddle-style air brake switches and rollaway protection, which activates the electronic parking brake if the driver leaves the seat.

Active Lane Assist 2 (ALA2) now includes Lane Change Assist to prevent lane departure accidents, while Attentive Driver Protection monitors the driver's attention and can stop the vehicle if necessary. Side Guard Assist 2 (SGA2) detects objects on both sides of the vehicle.

Scheduled for production in mid-2025, the Cascadia also introduces the MirrorCam System, offering enhanced visibility with cameras and integrated alerts. The new





in near-real-time through the Detroit Connect Portal. A new Remote Lock and Unlock feature allows fleet managers to lock or unlock vehicles remotely, reducing roadside assistance costs. Geofencing enables custom geographic areas with notifications for vehicle movements. Detroit Connect Safety Plus provides remote monitoring of safety systems, and Premium Remote Parameter Updates expands over-the-air parameter updates from seven to more than 50.

Focusing on Fuel Efficiency from Headlights to Taillights

With the ability to provide transportation solutions not just focused on one aspect, Frontline is able to streamline customers' fleets from truck to trailer. Doecker Industries has focused its product offerings on innovative and quality components. Working with OEM offerings Frontline can offer solutions for customers based on their requirements. Weight savings and longevity are at the top of discussions lately. Ethan Cozart with Frontline states "We work with our customer base to feel out their wants and requirements. From there we can spec a trailer to suit them best."

Many new commercially run trailers are the classic steel bulkers produced by Doecker. These trailers offer a superior weight-to-cost ratio and allow fleets to expand and keep profit. New options for weight savings have been the focus of Aluminum landing gear/Lightweight hub and drum/Poly fenders/super single tires/streamlined catwalks and ladders. Doecker trailers are fully adjustable to fit the customer's needs and wishes with the ability of modular bolt-on parts.

The stable grain bulker has been revolutionized throughout the years. The Doecker Legacy featuring the first to market open end design on the aluminum trailer is a leading aspect in the trailer industry. The Legacy Bulker features an exclusive

one-piece aluminum double wall slope that uses a minimal number of rivets and has no horizontal seams or rivets giving unmatched cleanout. The smooth double-wall aluminum design gives the best of both worlds: an aerodynamic outer skin complimenting optimal inside cleanout. Our "first to market" open-end dual aluminum wall design allows you to easily clean and maintain the suspension and slope area from road contaminants which will ensure the Legacy is the longest-lasting trailer on the road. Couple this with massive curb appeal in combination with its ability to carry the largest payload makes the Legacy irresistible.

Frontline's Ongoing Impact on Saskatchewan's Trucking Industry

With the celebration of the 70-year milestone this year, we look back on everything that got us to this position. Ethan Cozart discusses "Throughout the years what is today known as Frontline Truck and Trailer has represented numerous truck and trailer brands. Sold everything from travel trailers to log skidders, and occupied five different locations with three different names to suit. One thing that has

remained is the passion for the industry and to offer top-of-the-line equipment for every customer. We have tried other brands and they didn't pass the grueling needs Saskatchewan customers require. For the past 45 years, we have represented Freightliner trucks, knowing their ability to help customers build their business. We are going on 23 years with Doecker Industries, a locally built trailer manufacturer that understands our customer's requirements.

We remain Canada's last standalone Freightliner dealership, still proving we can compete at the highest level. We are set apart with the ability to talk directly with decision-makers on a day-to-day basis which many large organizations lack. Nothing is more frustrating than calling for support and being held on hold until someone with little resources can help answer a question. We were the first Canadian dealership to be nominated for the International Trailblazer Award presented by TPS. We also got our elite support classification from Freightliner this year, which proves we can provide quality service at the highest level. I welcome anyone to stop in and see how Frontline can help your business!" 🚛



Embracing Safety as a Core Value with RPM Trucking Industry Safety



MANITOBA TRUCKING ASSOCIATION

In the trucking industry, safety isn't just a set of rules – it's a shared responsibility that benefits everyone. From carriers and shippers to the public and workers, fostering a culture of safety helps ensure smooth operations and better outcomes for all. For trucking companies in Manitoba, prioritizing safety goes beyond compliance; it's a cornerstone of effective and responsible business practices.

In Manitoba's trucking industry, safety is often associated with road safety and freight claims. While a commitment to road safety is commendable, it should not overshadow a company's responsibility to occupational safety. Keeping trucks, trailers, and cargo secure is essential, but it's equally important to prioritize the safety of the people who operate and maintain those trucks. After all, trucks do not drive the industry forward – people do.

Employers who prioritize their workers' safety actively prevent disruptions to their operations. Beyond protecting individuals, implementing a strong occupational safety program is an investment in the business itself. By safeguarding their operations from potential liabilities such as higher operating expenses, court verdicts, and even legal consequences for safety-related negligence, trucking companies can avoid significant challenges. Developing and maintaining a comprehensive safety program also enhances operational efficiency, boosts employee morale, and improves a company's reputation within the industry. Companies that prioritize safety are more likely to attract and retain skilled workers, further strengthening their business.

Manitoba's trucking sector has made meaningful progress in occupational safety. By addressing these issues, Manitoba's drivers can remain on the road, contributing to the province's economy while staying safe. Standards like SAFE Work Certification



through RPM Trucking Industry Safety have played a crucial role in this shift by offering guidance, recognition and financial rebates for companies that prioritize safety.

Certified companies have seen positive results, with a reduction in severe incidents and overall claims remaining relatively stable over the past five years. Loss time claims for drivers continue to be a leading problem in our industry and will be a focus point going forward.

Additionally, it's important to acknowledge the broader impact of occupational injuries. For every worker affected, there are families, friends, and communities that experience the ripple effects of these incidents. Preventing injuries is not just a business decision; it reinforces the well-being of the entire community.

For trucking companies looking to strengthen their safety culture, RPM Trucking Industry Safety is a valuable resource.

RPM provides tailored programs, expert guidance, and industry-recognized certification to help businesses build and maintain effective safety initiatives. Through proactive training, ongoing support, and access to best practices, RPM helps companies not only comply with safety regulations but also create workplaces that prioritize employee well-being and operational success.

A culture of safety starts with recognizing that it benefits everyone. Businesses that embrace safety as a core value – rather than simply meeting compliance requirements – can reap significant rewards. Whether through fewer injuries, reduced cargo damage claims, or enhanced personal well-being, an investment in safety leads to positive outcomes for all stakeholders.

Interested in learning more about the RPM Trucking Industry Safety program? Visit our website www.rpmsafety.ca or give us a call at 204-632-6600. ■



Passion for the Job:

Pilot Flying J Canada Transport Wins Driver of the Year for a Second Consecutive Year

A third-generation commercial driver, Jim Tench with Pilot Flying J Canada Transport has been named the Alberta Motor Transport Association (AMTA) Driver of the Year for 2025.

Originally a pipe welder, Jim started driving in London, England and spent time behind the wheel in Great Britain, Australia, and Indonesia. In 2006, Jim moved to Canada, and for the past 16 years has been driving for Pilot Flying J.

AMTA's Driver of the Year is selected from the annual pool of Driver of the Month candidates. As the November 2024 winner, Tench submitted some words on his life behind the wheel.

"Trucking is not an easy occupation," Tench wrote. "I've been hijacked at gunpoint, I've had my truck struck by lightning while I was driving (hauling fuel!!), I've had several encounters with large wildlife over the years, and of course [have dealt] with our frigid Alberta winters. Safety is of the utmost importance to me and I am thankful that Pilot Flying J leads by example when it comes to safety and training."

At the helm of Pilot's operations north of the border is Manager, of Regional Safety, Canada, Dale Howard. Howard, with



James Tench, AMTA's 2025 Driver of the Year

Pilot for the last four years, has held a Class 1 driver's license for more than 45 years. He spent 23 years with law enforcement, seven of which focused solely on commercial enforcement. Dale is no stranger

to Pilot Flying J accolades as he himself was AMTA's 2024 Safety Person of the Year.

"That came completely out of left field, I had no idea that Mark [Taylor] had put my name in and it's just extremely humbling. I'm just doing a job that I'm very passionate about and I really enjoy," he said.

Howard added Pilot has gone more than two years in Canada without a lost time injury.

"That's through a very aggressive safety program, a COR program through WCB and AMTA as our certifying partner, as well as great hiring practices and hiring great drivers, he said. "Everybody talks the good talk throughout the interviewing process about how safe we are, but I can honestly say we are the safest fleet in North America."



Dale Howard, AMTA's 2024 Safety Person of the Year



MEMBER PROFILE

When it comes to safety on the road, Howard says distracted driving is a big issue.

"There is no excuse for the bad behavior we're seeing out on the roads today and I think we're all just in a big hurry to go nowhere. When I was on the job all my near-death experiences were on the side of the highway with people not paying attention to their surroundings and secondary collisions."

For Howard, it's the passion of the career in industry. To this day, he will still haul the odd load of fuel and can be seen at Flying J locations on the job.

"I don't want to be the guy that walks up doing a driver observation saying, 'My clipboard says you're doing it wrong'", he said. "You need to have the passion for the job. If you're just cashing a cheque, you're not ever going to be a great safety person."

He added: "Most of the drivers want to come home in one piece and a lot of them don't know what they don't know and here's the shameless plug for AMTA, the smaller fleets are just really missing a tremendous resource by not becoming involved [with the association]."

With a large carrier like Pilot, Howard said he has everything he needs to focus on fleet safety. For smaller carriers who might not have the same resources, AMTA is an opportunity for them to have access to training programs, courses, the driving simulator, and more. As well, being a Full Carrier Member of the association gets you a seat at the table with industry advocacy efforts.

"The [Full Carrier] membership and Compliance and Regulatory Affairs with [AMTA's] Andy Barnes is just worth its weight in gold," Howard said. "You have to have those conversations with government, and you have to be able to talk with government at their level. If you're not at the table you're on the



Graham Nkala, AMTA's 2024 Driver of the Year

menu so I can't stress membership enough and becoming involved."

Howard highlighted the importance of AMTA events for both information and networking.

"The recent Safety Summit [AMTA] had in Cochrane, I think they finally threw us out of there at 2:30 in the afternoon," Howard joked. "Everybody was mingling, there were lots of great conversations. My problems are the same as everybody else's problems, but when you get a new set of eyes, there are things that I have learned at our Regional Meetings and events like the Safety Summit where I'm like 'Huh never really thought about that.'"

Howard will also attend AMTA's Annual Conference on April 8-10 at the River Cree Resort & Casino in Enoch, AB. The event includes an Awards Celebration where Tench will be celebrated as Driver of the Year, along

with seven other deserving individuals in the categories of Safety Person of the Year, Friend to Industry, Supplier Award, Historical Award, Dean Paisley Service to Industry Award, Don Achtemichuk Volunteer Service Award, Excellence in Member Service, and Core Value Award.

"Again, it is just so humbling. We have got some awesome, awesome drivers and [2024 AMTA Driver of the Year] Graham Nkala, Graham is just that guy you can count on no matter what."

In a testament to the great culture of safety and staff built by Pilot, Howard admitted selecting a driver for a monthly nomination can be a struggle.

"We struggle with drivers of the month because we've got great drivers and how do you just pick one out of the group? Jim Tench has had a tremendous career with us and again another one of these rock stars.

He was really taken aback that we believed in him enough to nominate him and I put that out there to everybody – and I say this at every AMTA Regional Meeting where I do a presentation for Driver of the Month – you know your driver doesn't have to win, your driver just has to know you have thought enough of them to put their name forward."

To submit your driver for AMTA Driver of the Month, email nominations@amta.ca for details. ■

“We struggle with drivers of the month because we've got great drivers and how do you just pick one out of the group?”

Meet Nathan Laturas, Lease & Rental Account Manager, Maxim Truck & Trailer



Some of Nathan Laturas' best memories are going to wash the truck with his dad, watching him shift gears, and smelling the diesel. From there, he knew he wanted to be involved in the trucking industry one day. "My father drove a truck my whole life. I love the industry and the people in it. I've done all aspects of it, from driving to mechanic's helper to shipping and receiving parts to leasing and rentals. Every one of these roles has been rewarding."

Nathan started with Maxim Truck & Trailer when he saw an opportunity come up in an ad as a Lease & Rental Account Manager. He recently moved back to the area of Regina, knew his predecessor at Maxim Truck & Trailer, and thought this was ultimately the role he wanted to take. "I manage our fleet of rental trucks and trailers and I also look after all of our full-service lease customers here in Regina. Maxim is one of the largest Canadian-owned full-service lease providers in all of Canada."

Maxim was founded in 1981 in Winnipeg, Manitoba by the same family that owns it today. It has grown to 17 branch offices from Vancouver to Montreal employing over 500 staff members. Nathan says Maxim has a family culture and a huge support network from the top down.

"It's a team environment and everyone is friendly and encouraging. We value our customers and all of us put them first. Most of the employees here at Maxim Regina have been with the company for a very long time with many over 20 years here. That shows how Maxim as a whole values their employees." The company operates as a full-service truck and trailer dealership, serving a diverse customer

base in industries such as transportation, construction, food service, First Nations, agriculture, government, and more. Maxim has become an authorized dealer for International Trucks, IC Bus, Idealease, Great Dane Trailers, Arne's Manufacturing, Trout River Industries, East Manufacturing, and Timp brand.

Nathan sees the value in Maxim's membership with the STA through training, knowledge, and networking. Crediting Hillyard Anderson as his training instructor. "I've volunteered to get involved with the STA since coming on at Maxim and obtained my 1A License through the STA. They promote the industry and are a voice for some people who need a voice."

He believes it's important for the younger generation to understand the value of trucking. Nathan says that trucking should be treated no differently than a trade such as plumbing or welding. "We need to recognize that trucking is also a valuable and needed profession and it is rewarding. I'd like to see more recognition given to everyone involved in the industry. I think people forget that at some point, everything we use or purchase has been on a truck. From the materials that built our homes to the

clothing on our backs, even the groceries we eat, it has all been on a truck at some point." His advice to someone expressing interest in a career in the trucking industry is to take a chance. "Get involved and if you do, make sure you give it 110%. This industry will give back to you as much as you put in."

For the future, one of the biggest obstacles Maxim is facing is the high US/CAN exchange rate.

"Being an international truck dealership, we import all of our new trucks from the US, so the high exchange rate increases the price of new equipment." However, Nathan says Maxim isn't alone in this challenge as many competitors will be facing the same obstacles, leveling the playing field.

When Nathan isn't with his team at Maxim Truck & Trailer, he loves to spend time with family and friends, on his ATV, or doing home improvements. "I've also gotten involved with helping coach junior Broomball. I love spending time with my dog Finn, she's usually with me everywhere I go on the weekends and sometimes during the week." He has also competed previously in the Truck Rodeo and encourages the STA to bring it back! ■



Meet Andrew Clark,

Director of Business Development, Covello Financial Group Inc.



Before his role with Covello Financial Group (CFG), Andrew Clark was connected with the MTA for the past five years through the Province of Manitoba in various senior political staff roles, most notably as Chief of Staff to the Provincial Minister of Transportation and Infrastructure. With the MTA being a key stakeholder in the government, he has worked closely with the MTA and its members on several different projects and initiatives. "The best thing about the trucking industry is the people. Whether it's the drivers, mechanics, business operations and support staff, senior executives, or company owners, they are all great people who have in most cases, spent their entire careers in trucking. I really grew to appreciate the trucking industry and the direct impact they have in supporting our local, provincial, and national economies." Since his time with the Province of Manitoba, Andrew has transitioned to become the Director of Business Development with Covello Financial Group, where he has been since May 2024. CFG has been a proud and active member of the MTA for the past three years and Andrew is an active member of the MTA's Associated Trades Division (ATD) Committee. "As of fall 2024, we are proud to have become the exclusive group health benefits provider to the MTA and provide a unique, trucking-specific benefits program to the trucking community in Manitoba."

Covello Financial Group was founded in 2013, with its headquarters currently located in Thunder Bay, Ontario. However, most staff work remotely and are available across all of Western Canada. Andrew says CFG has a strong team culture that prioritizes lasting professional and personal

“The best thing about the trucking industry is the people. Whether it's the drivers, mechanics, business operations and support staff, senior executives, or company owners, they are all great people who have in most cases, spent their entire careers in trucking.”

relationships. "We love what we do and we take great pride in our co-active networking program where we connect our clients and aim to provide business development opportunities for our clients above and beyond simply just insurance." Since its inception just 12 years ago, CFG has grown to over 350 corporate clients across Western Canada spanning 45 different industries. In addition to insurance products, CFG provides clients with a taxation platform where they assist in reducing their capital gains taxes along with providing financial education and literacy. Andrew says CFG enjoys hosting networking events throughout the year to continue to build strong relationships. "Our best example is our company golf tournament where we strategically pair companies and organizations together in golf carts for a fun day on the course with the hope they may be able to do some business together down the road."

Andrew and CFG highly value its partnership with the MTA and look to continue shared success in the trucking

industry. "The MTA exists to advocate, support, and educate to ensure a safe and healthy business environment for the industry. CFG attempts to support them by educating members regarding their employees and their benefits options. On the other hand, we have benefited from the MTA partnership by gaining access to the trucking community through various events and sponsorship opportunities. We value the exposure through their diverse communications channels and promotional materials and receiving valuable information about the industry and utilizing the MTA as experts."

Andrew says that beyond the industry's infamous work ethic, the people involved in it are friendly and compassionate. "It makes my encounters with this community so enjoyable. I really grew to appreciate the trucking industry and the role it plays in supporting our economy during my time with the government of Manitoba. Take the COVID-19 pandemic for example, truck drivers truly are an essential service and without them and the movement of goods

and supplies, our economy would have collapsed. Thanks to them, trucking brings in roughly \$4.5 billion to Manitoba's GDP."

For the future, CFG understands that the increasing challenge of retaining employees in the trucking industry continues to be at the top of mind for business owners moving forward. "There are some uncertain times economically for the industry as a whole. We will all carefully watch the imposing threats of economic tariffs and how that would

impact the trucking sector. In times like this, one of the biggest challenges facing the industry is how hard it is to attract and maintain good people and employees through these uncertain economic times. With that said, I would argue that to retain good people it is extremely important to invest in them with a benefits plan. It is a key retention strategy to employee satisfaction and morale; while also demonstrating you care about them and their overall well-being."

When Andrew isn't with his team at Covello Financial Group, he enjoys spending time with his girlfriend, family, and friends at the family cottage on Lake Winnipeg. He is also a former college hockey player and avid golfer so he looks forward to getting out on the ice or the golf course when he can.

To learn more about MTA's Group Benefits Plan in partnership with Covello Financial Group, industry members can visit trucking.mb.ca/membership/mta-group-benefits-plan. ■



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Welcome New Members

Your provincial trucking association – BCTA, AMTA, STA, and MTA – is your voice and advocate for industry issues, news, priorities, and initiatives. *Western Canada Highway News* is pleased to welcome all of the listed new members, who have recently joined their provincial trucking association. Your seat at the table is an important one and we all look forward to working with you and sharing your story.

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25
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CELEBRATING 25 YEARS OF PAYNE TRANSPORTATION LTD.

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In May 2000, industry veteran Thomas “Tom” Payne (Tom Sr.) founded Payne Transportation Ltd. (Payne Transportation), following a distinguished 30-year career that included a decade as President and CEO of Tri-Line Freight Systems (Tri-Line). After relocating to Winnipeg, Tom established Payne Transportation with the support of his family, driven by a vision to create a new legacy in the transportation sector.

The company’s growth was swift and strategic. Within months, Payne Transportation expanded its operations to Edmonton and Montreal, hiring over 100 owner-operators. This rapid expansion was facilitated by a partnership with Mullen Group Ltd. (Mullen Group), which recognized Tom’s leadership and the success he had achieved at Tri-Line. Mullen Group became a key partner from the outset, eventually purchasing majority shares in 2005.

In 2008, Tom Sr. retired, marking the end of an era. His legacy continued under the leadership role of his son, Tom Payne Jr. (Tom Jr.) who was appointed President, a role he still holds today. Under Tom Jr.’s guidance, Payne Transportation has continued to grow both organically and through strategic acquisitions. Western Canada Highway News sat down with Tom Jr. to delve into the vision and perseverance of its founders. With a strong partnership with Mullen Group and a continued commitment to excellence, the company continues to thrive as a leading provider of transportation solutions.



TIMELINE

May 2000

Payne Transportation was incorporated in the Province of Manitoba.

July 3, 2000

Our first load was dispatched on a company truck, unit 101. It was a load of Versatile from Winnipeg to Utah, ID.

August 1, 2000

Payne Transportation opened in Edmonton, AB.

October 1, 2000

Payne Transportation operated in Montreal, QC.

October 1, 2004

Payne Transportation purchased Kooistra Trucking from Gardewine Group. This was its first acquisition and was a boost for our Dry Van Division.

June 15, 2005

Payne Transportation sold majority shares to Mullen Group and became a wholly owned subsidiary of the Mullen Group.

March 2006

Mullen Group acquires C. Steen Trucking out of Fort Saskatchewan, AB, and puts it under the management of Payne Transportation.

January 1, 2007

C. Steen Trucking is amalgamated into Payne Transportation, giving Payne an Expedited LTL Division, running between terminals in Texas and Alberta.

April 2008

Founder and President Tom Sr. announces retirement. After a lifetime of success in our industry, he leaves us as one of trucking's pioneers.



May 2008

Tom Jr. was named President.

July 1, 2010

Payne Transportation announces the Mullen Group purchase of GVT Trucking and Ger-Ed Transport. Both companies amalgamated into Payne Transportation on this date. This gave Payne Transportation a Specialized Division for Large Ag, Forestry, and Construction.

March 1, 2017

Mullen Group announces the purchase of Kelwest Trucking out of Kelowna, BC. Kelwest Trucking was placed under the management of Payne Transportation.

January 1, 2018

Kelwest Trucking is amalgamated into Payne Transportation, giving us our first branch in British Columbia.

January 1, 2024

Mullen Group amalgamated RDK Transportation Co. Inc. (RDK) and Tenold Transportation Ltd.'s Eastern operations (Tenold East) into Payne Transportation. RDK added our first branch in Saskatchewan and enhanced our Specialized Division, while Tenold East introduced the Wire & Cable Division.

May 2025

Payne Transportation celebrates 25 years of success in the industry.



OUR SERVICES



TRUCKLOAD

From coast to coast, our Open Deck and Van Divisions can serve your less-than-truckload and trailer load needs. Centrally dispatched from our head office in Winnipeg, our experienced team can assist you with any shipments you may have. We also offer full logistic services, so you never have to worry about finding a truck for your shipment. Payne Transportation proudly serves all of Canada and the US, including irregular routes.

SPECIALIZED

There's no job too big for our Specialized Commodities Division (SCD)! With strong partnerships in the agricultural, construction,

mining, and oil and gas industries, our experienced team of drivers and office personnel can handle even the toughest moves you have. We provide Canada and US bonded services to all major ocean parts in the US.

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PRESIDENT'S MESSAGE FROM THE DESK OF TOM PAYNE JR.



BUILDING A WINNING BUSINESS PHILOSOPHY

"At Payne Transportation, our mission is to deliver simple, seamless solutions that exceed our customers' expectations. This philosophy guides our business approach, where we strive to provide reliable, efficient, and personalized logistics services. We believe in fostering strong partnerships by taking the time to understand each client's unique needs, allowing us to tailor our services to enhance their entire supply chain. Our commitment to safety, innovation, and customer satisfaction underpins every aspect of our operations, from our state-of-the-art equipment to our dedicated team of professionals. By combining these elements, we aim to make transportation easier, more efficient, and more reliable for our customers, solidifying our position as a trusted leader in the logistics industry."

MAKING SAFETY A PRIORITY

"Our commitment to excellence in safety is evident in our numerous achievements and certifications. Notably, we have been recognized twice as a winner of the Mullen Group's prestigious Grand Prize Safety Award (GPSA), a testament to our dedication to maintaining a world-class safety culture. Additionally, we have been SAFE Work Certified for many years, working closely with RPM to ensure our safety



standards meet the highest Manitoba provincial guidelines. Furthermore, our operations in Saskatchewan are COR-certified, demonstrating our adherence to comprehensive health and safety programs that meet national standards. These recognitions underscore our relentless pursuit of safety, ensuring that our employees, customers, and the communities we serve are protected and supported. By integrating safety into every aspect of our operations, we continue to set the standard for responsible and reliable logistics services across North America."

CELEBRATING A STRONG DEDICATION TO CUSTOMER SERVICE

"Our journey from a small, family-founded business to a leading transportation provider in North America is a testament to our commitment to safety, reliability, and personalized service. We take pride in fostering a family-oriented culture that values each employee and customer, and we are honored to have been recognized as a Trucking HR Canada Top Fleet Employer for eight consecutive years. Additionally, our active involvement with the Manitoba Trucking Association, including leadership roles like





Pauline Wiebe Peters' historic presidency, demonstrates our passion for industry leadership and community engagement. These achievements reflect our core values of integrity, innovation, and customer satisfaction, which guide everything we do."

A LOOK TO THE FUTURE

"We are excited and confident that Payne Transportation will continue to thrive as one

of Canada's leading cross-border carriers. Our unwavering commitment to safety remains a cornerstone of our sustainability and growth strategy, ensuring that we maintain the highest standards in the industry. We will continue to prioritize our customers' evolving needs, leveraging our agility to adapt quickly to their changing goals and market demands. Our Mission, Vision, and Values serve as the bedrock of

our operations, guiding every decision and reminding us of our purpose. By staying true to these principles, we will drive innovation, foster strong partnerships, and maintain our position as a trusted logistics leader in North America. As we embark on this next chapter, we are poised to capitalize on emerging opportunities, expand our services, and further enhance our customer-centric approach, all while upholding the excellence that has defined our journey thus far."

THANK YOU FROM PAYNE TRANSPORTATION

As we celebrate our 25th anniversary, we want to take a moment to express our heartfelt gratitude to all of our customers and suppliers. Your trust, support, and collaboration over the years have been instrumental in our growth and success.

Thank you for being an essential part of our journey. We look forward to continuing to serve you and building even stronger partnerships in the years to come. ■

"Payne Transportation has experienced a transformative shift with the implementation of Wizara AI. This innovative solution has revolutionized our operations in several key areas."

Thomas McKee
VP Driver Services & Innovation

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Personal Conveyance and Yard Moves Explained

VÉRONIQUE POIRIER, Technical Support Specialist – Compliance – ISAAC



USING THE DIFFERENT DRIVING EXCEPTIONS TO MAXIMIZE DRIVING TIME

Since ELD (Electronic Logging Device) regulations came into effect in the US and Canada, tracking drivers' hours of service has become easier. These regulations aim to improve road safety by requiring drivers to log their hours electronically, replacing paper logs. While this enhances transparency in the logging of service hours, it also requires a good understanding of the rules to help drivers manage their driving hours efficiently.

Certain exceptions offer flexibility and help drivers keep their allotted driving hours for when they're truly on duty.

Here are the explanations of the personal conveyance and yard move exceptions.

WHAT IS PERSONAL CONVEYANCE?

Personal conveyance (named Personal use in Canada) is personal driving that involves

the movement of a commercial motor vehicle (CMV) for a driver's own use while off work duty.

This means a driver may record driving time as personal driving only when relieved from work-related functions by the motor carrier.

“In both Canada and the US, a truck movement can be considered personal driving if the driver is not on duty and if the movement is not intended for the carrier, shipper, or consignee.”



“A yard move allows truck drivers to log time spent moving a commercial vehicle in a yard using a status of “On-duty, Not driving”. This applies when moving the truck within a confined area on private property or at an intermodal facility.”

In both Canada and the US, a truck movement can be considered personal driving if the driver is not on duty and if the movement is not intended for the carrier, shipper, or consignee.

The rules and guidance around the movement of a commercial vehicle for personal driving differ in Canada and the US.

PERSONAL USE RULES IN CANADA

The *Canadian Commercial Vehicle Drivers Hours of Service Regulations* list the following conditions for driving to be authorized for personal use in Canada.

- (i) The vehicle is not used in the course of the business of the motor carrier.

- (ii) The vehicle has been unloaded.
- (iii) Any trailers have been unhitched.
- (iv) The distance traveled does not exceed 75 km in a day.
- (v) The driver has recorded in the record of duty status the odometer reading at the beginning and the end of the personal use.
- (vi) The driver is not the subject of an out-of-service declaration under section 91 of the Canadian Commercial Vehicle Drivers Hours of Service Regulations.

PERSONAL CONVEYANCE RULES IN THE US

The personal driving rules in the US are similar to the Canadian rules, but there are some differences to keep in mind.

- **No distance limit:** There is no specific limit for the distance traveled in a day.
- **Loaded vehicle:** The truck can be used for personal use even if it's loaded, as long as the load isn't being moved for the carrier's commercial benefit.

Examples of appropriate uses of a CMV while off duty for personal conveyance can be found on the FMCSA's webpage for personal conveyance.

BENEFITS OF LEVERAGING THE PERSONAL DRIVING EXCEPTION

- **Flexibility for the driver:** Drivers can use their trucks for personal trips (like going to eat or to a hotel) without impacting driving and work time.
- **Reduced stress:** Drivers can better manage their driving time and travel outside of work hours for leisure, contributing to their well-being.
- **Safety:** In the US, the guidance allows drivers to move while off duty to a nearby safe location to obtain the required rest after loading or unloading or moving at the request of a safety official during an off-duty period. *(Note: This is not possible in Canada.)*

WHAT IS A YARD MOVE?

- Yard moves are part of the special driving categories introduced with the ELD mandate.
- A yard move allows truck drivers to log time spent moving a commercial vehicle in a yard using a status of “On-duty, Not driving”. This applies when moving the truck within a confined area on private property or at an intermodal facility.

Examples of a yard include:

- An intermodal yard or port.
- A carrier's private property.
- A private parking lot of a shipper or receiver.

YARD MOVE REGULATIONS – CANADA VS. THE US

The functional specifications of ELDs differ in the US and Canada.

When ELDs were introduced in Canada, the ELD standard included a condition

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for yard moves, requiring the ELD to automatically switch to driving status when the CMV exceeds a speed of 32 km/h.

There is no speed threshold in the US. Fleets are encouraged to set safety policies around the safe speed of movement in a yard.

Having an ELD partner that provides speed threshold configuration can help you achieve this goal.

BENEFITS OF LEVERAGING THE YARD MOVE EXCEPTION

- **Reduced time management pressure:** Since yard moves don't count toward driving hours, drivers can manage their day better without fearing they'll exhaust their authorized driving time while moving a truck in a yard.
- **Safety and compliance:** By distinguishing yard moves from on-road driving, carriers can better comply with regulations while ensuring safety during yard moves. Drivers are more likely to adhere to speed limits in the yard if they know

“Having a reliable ELD provider that helps manage these exceptions goes a long way in mitigating the risk of their misuse and helps carriers remain compliant at all times.”

this time does not affect their on-road driving time.

If a carrier allows drivers to use the yard move exception, they should have an ELD that can be configured to allow drivers to move the truck in a yard while being in the “On-duty, Not driving” status.

PERSONAL DRIVING AND YARD MOVES – KEY TAKEAWAYS

While HOS regulations impose strict constraints on managing driving hours, driving exceptions like personal driving and yard moves provide flexibility for drivers and fleets.

When used correctly:

- **Personal driving** gives drivers a way to move their trucks for personal use when relieved from duty.
- **Yard moves** allow drivers to move a truck within a yard without counting that time as driving.

Allowing drivers to use these driving exceptions requires added monitoring from carriers, as they must ensure every truck move identified as such adheres to US and Canadian regulations.

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Spring of Opportunity

ALEX DOWNEY, Maintenance Manager – Len Dubois Trucking Inc.

Spring is the perfect time to clean house – literally and figuratively. Winter chaos is behind you, and now's your chance to review safety policies, refresh training, and make sure your maintenance shop isn't a ticking time bomb, because safety isn't about luck. It's about consistency, accountability, and making sure your team understands the policies in place – not just signs off on them.

YOUR H&S COMMITTEE NEEDS STRONG SHOP REPRESENTATION

Your maintenance shop is the highest-risk area in your entire operation. Most lost-time injury reports in carrier fleets come from the maintenance department. If your Health & Safety (H&S) committee doesn't have shop representation, you're already setting yourself up for failure.

Who knows the risks better than the people working on them daily? The shop team needs a seat at the table to ensure policies aren't just theoretical – they not only need to be practical; they need to be enforceable. When maintenance staff are involved, potential hazards can be identified and addressed faster, ensuring real-world risks are tackled before they lead to incidents.

H&S committees are not just paperwork – it's an opportunity. Apprentices who get involved in H&S can qualify for scholarships. If you've got young talent in your shop, get them engaged early.



A strong safety culture doesn't happen by accident. It takes leadership, repetition, and commitment. Employees should feel empowered to speak up about safety concerns without fear of backlash. Encourage open discussions, involve team members in safety planning, and make safety part of everyday shop talk. When safety becomes a habit rather than a checklist, you know you're on the right track.

Decisions made without shop input can lead to ineffective or incomplete policies. Without representation, H&S committees may create impractical rules that don't align with how work is done, leading to poor adherence and increased risk. Employees are also more likely to follow safety policies when they have a voice in creating them. When shop workers participate in discussions,

“A strong safety culture doesn't happen by accident. It takes leadership, repetition, and commitment. Employees should feel empowered to speak up about safety concerns without fear of backlash. Encourage open discussions, involve team members in safety planning, and make safety part of everyday shop talk.”



“At the end of the day, accidents will happen. But preventable accidents? Those are on you. A solid safety culture doesn't eliminate risk, but it does shut down negligence.”

safety measures will be more widely accepted and consistently followed. That's the power of being involved and the feeling of ownership.

A strong safety culture starts from the ground up. That means your shop needs a voice in H&S decision-making.

SPRING CLEANING: YOUR SAFETY CHECKLIST

You're already cleaning out the dust and sludge from winter; why not do the same for your safety policies?

At your next toolbox meeting, ask yourself:

- Are our policies and procedures up to date? (If you don't know, that's your answer.)
- Has every team member read, acknowledged, and signed off on them?
- Are emergency exits, muster points, and safety signage visible and clear?
- Are tools, equipment, and hazardous materials stored properly?
- When was the last time we tested employees on safety?

Don't assume everyone knows what they're doing just because they've been around a while. Test them. Randomly throw out safety questions at meetings. If they fumble, they need a refresher. This isn't to shame or penalize team members; it's meant to assess where work needs to be done to ensure everyone is working safely. If too many employees are uncertain about safety policies, it could indicate a systematic problem that needs to be addressed, including reviewing safety training as a whole.

SEASONAL HAZARDS: SHOP RISKS AREN'T STATIC

The season may be changing, but your safety risks aren't going anywhere. Shop hazards can change quickly. Changing weather can affect shop conditions. Spring means fluctuating temperatures, condensation, and slick surfaces from

rain or thawing snow. Uneven floors and unexpected puddles can create slip hazards overnight. Equipment and tools need seasonal adjustments. Temperature shifts can affect hydraulics, lubricants, and air pressure in tools. Make sure everything is calibrated and functioning properly. Clutter and debris pile up fast. A messy shop is a dangerous shop. Spring is a great time to clear out the winter buildup and ensure all workspaces are organized and hazard-free. Every season brings new safety concerns, and the risks in your shop can shift daily. Make sure inspections happen frequently and thoroughly.

STOP CUTTING CORNERS – IT'S NOT WORTH IT

I get it because I've been there too. We're under constant pressure to get trucks back on the road. When things get busy, safety is the first thing to take a back seat. That's when accidents happen. And when

do accidents happen? You lose more time, money, and manpower than if you had just done it right in the first place.

Shortcuts don't save you time – they create bigger problems. Injuries lost productivity, lawsuits – none of that is worth the 15 minutes you “saved” by skipping safety steps.

THE FIX: BUILD A SHOP THAT ACTUALLY CARES ABOUT SAFETY

A strong safety culture doesn't happen overnight, but here's how you can start:

Hold real inspections, not check-the-box exercises. Look at your shop through an H&S lens – what's a risk? What's being ignored? Make sure policies are actually being read. Schedule sign-offs and follow up with quizzes. Get employees involved. Make safety a conversation, not a lecture.

Train like it's real. The more they practice, the more they'll remember when it matters.

At the end of the day, accidents will happen. But preventable accidents? Those are on you. A solid safety culture doesn't eliminate risk, but it does shut down negligence.

FINAL THOUGHTS: TIME TO STEP UP

You can either take safety seriously now or deal with the fallout later. There's no middle ground. Review your policies. Test your employees. Get your shop engaged in H&S. Spring is here. Time to clean up your safety game. Are you ready? ■



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Specific Over Simple: Understanding Scope in Training

DAVE ELNISKI (he/they), PhD (student), MA, BSc(Hons), CTSP, CRSP, ATCL, Industry Advisor, Safety & Compliance – Alberta Motor Transport Association

Training is a key component of any safety system, but the scope of the training must be understood. By “scope”, I’m referring to the degree to which the training covers its intended topic and for the specific student audience. That’s a simple enough concept, but it’s simplicity itself that often makes things confusing in training: simple language is easy, but complex language exists for a reason.

EXAMPLE: COLLISION INVESTIGATION

For example: say a company wants to train their staff on collision investigation, so they search for training providers using the language “collision investigation” to identify potential courses. Nice and simple.

Well, here’s where simple is a problem: for what sort of collision investigation competencies are the company looking? Would an experienced law enforcement officer with on-road collision investigation experience be the right candidate, or are they looking for someone who has experience investigating collision results at the office level of a carrier? These are important things to consider, especially if the company wishes to provide additional training to new and/or existing staff so they provide the right type of training.

A topic like collision investigation is vast. There are basic principles that can be quickly taught to an awareness level via inexpensive online asynchronous training, there are collision investigation training programs for people who will travel to collision scenes to collect evidence and many options in between. Think about police officers attached to special investigation units that will close down a roadway to do their on-scene evidence gathering: such people are highly trained professionals with all sorts of resources at their disposal.

In the fleet safety management world, having collision investigation experience on

staff is very important, perhaps mandatory from a due diligence perspective for companies above a certain size or with specialized operations. However, the necessary competencies in this area need to match the needs of the company in question. Someone with advanced collision investigation experience, including on-scene evidence-gathering skills, will certainly be an asset to any company with a fleet. But most fleets do not require that level of expertise; after all, it’s extremely unlikely for the majority of fleets that their safety person (or whomever else is the designated investigator) would ever

physically attend the collision scene. At most, this person will be reviewing post-collision evidence from their office, they will probably interview their driver (but not the other party(ies) involved), they may even guide their driver through what to do in response to the driver calling, and then they should do a root cause analysis.

There is value in experience of all kinds, and the sort of office-bound safety professional described above would certainly benefit from having had a previous career in law enforcement-level collision investigation. However, a company is better off finding investigation training

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“Understanding the scope of the training needed for a staff member is important to best respect staff time, best use the company’s resources, and best identify the most qualified candidates for any open positions.”

for their staff that matches their needs and assists their staff in their career ambitions as much as possible, like a course that provides a foundation in theory, legislation requirements applicable to the carrier’s operations, and training to provide the skills necessary in doing a root cause analysis with the information the carrier is likely to have (things like police reports, their driver’s statement and pictures, details on the vehicle/load/roadway, and other things likely to make their way to the carrier’s office after the incident). So, while advanced training and experience are assets, it shouldn’t be presumed that they naturally encompass the competencies

that are specifically required by the carrier in question.

GETTING SPECIFIC

This is why simplicity can be misleading: for someone unsure about the world of collision investigation or any other topic that could be substituted in this article to make the same point, the advanced training and experience of a law enforcement officer probably sounds more impressive than someone who has the investigation training that’s more suitable for the position in question. Therefore, understanding the scope of the training needed for a staff member is important to best respect staff

time, best use the company’s resources, and best identify the most qualified candidates for any open positions.

Being specific is important when creating and/or choosing staff training – or personally for ourselves. I’m a believer that all knowledge is useful and no education is wasted. I also understand that task-specific training competes with the many other priorities in a person’s life, and if our goal is to be good at a specific task, we need specific training.

Often, simple is best: it’s fine to use the word “use” even when we can utilize the word “utilize”. In safety management, though, specificity is more important than simplicity: “trucking company office-level collision investigation and root cause analysis” is the better choice than “collision investigation” when it comes to describing the skills needed by collision investigators at most carriers. So, I encourage you to consider your safety management systems. If simple, plain language is being used to make things as readable as possible, be sure that critical meaning is also not being lost. ■

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Who Are You, Really?

An Independent Contractor or An Employee, and Why It Matters

DARIN HANNAFORD, Partner – Miller Thomson LLP

Darin Hannaford gratefully acknowledges the assistance of Liam Baines, Articling Student, at Miller Thomson LLP, Edmonton in the preparation of this article.

Many truck drivers in Canada operate under the “Driver Inc.” model, whereby they are encouraged to incorporate and operate as independent contractors, despite having the characteristics of employees.¹ The potential downsides of this practice on drivers are significant, including a lack of rights and entitlements such as paid sick leave, health and safety standards, workplace injury compensation, and employer contributions for Employment Insurance (“EI”) and the Canada Pension Plan (“CPP”).¹

The Driver Inc. practice is pervasive in Canada – in one government pilot project, more than 60% of federally regulated transportation employers were found to be misclassifying their workers.¹

Though this model has been criticized for many years, resistance has erupted recently. The fierce opposition comes not only from truck drivers themselves,² but also from the Canadian Trucking Alliance,³ government,⁴ unions,⁴ and large trucking firms.⁵ In response, the Canadian government in 2022 allocated \$26.3 million over five years to Employment and Social Development Canada, to crack down on employers illegally misclassifying their employees.⁶ Recent amendments to the Canada Labour Code (the “**Code**”) also seek to combat employee misclassification.⁷

The recent backlash to Driver Inc., along with corresponding amendments to federal labour legislation call for a closer look at the legal distinction between “employee” and “independent contractor.”

EMPLOYEE VS. INDEPENDENT CONTRACTOR

The terms “employee” and “independent contractor” are not universally defined across all types of legislation, or across

“The recent backlash to Driver Inc., along with corresponding amendments to federal labour legislation call for a closer look at the legal distinction between “employee” and “independent contractor.””

provinces and territories. This means that different courts and tribunals, subject to different laws, can come to different conclusions regarding whether a person is properly classified as an employee or an independent contractor. However, the Supreme Court of Canada in *671122 Ontario Ltd. v. Sagaz Industries Canada Inc. (“Sagaz”)* provided some general guidance for courts making this determination.⁸

The main question in this analysis is whether the person who has been engaged to perform the services is doing so “as a person in business on his own account.”⁸ In this determination, the level of control that the employer has over the worker’s activities will always be relevant. Additional factors that a court may consider are:

- Whether the worker provides his/her own equipment;
- Whether the worker hires their own helpers/staff;
- The level of financial risk taken by the worker;
- The degree of responsibility for investment and management held by the worker; and
- The worker’s opportunity for profit in the performance of his/her tasks.⁸

This list of factors is non-exhaustive, and the relative weight and consideration given to each factor will depend on the facts and

circumstances of each case. In general, the more control, responsibility, and financial risk the worker has, the more likely they will be considered an independent contractor.

IT’S ABOUT SUBSTANCE, NOT FORM

A driver may be considered an employee, even where the governing contract specifically states they are being engaged as an independent contractor. This was the case in *TBT Personnel Services Inc. v. M.N.R. (“TBT”)*, where an employer was assessed for EI and CPP premiums that it had not been paying for its workers, due to their alleged status as independent contractors.⁹ In *TBT*, the Federal Court of Appeal ruled that although it is necessary to consider evidence about the parties’ *intended* legal relationship, the factors from *Sagaz* must also be considered to determine if the facts are consistent with that intention.⁹

In assessing the *Sagaz* factors, the Court noted that: (a) the drivers did not provide their own trucks or tools; (b) they bore no financial risk related to the trucks/equipment or the costs of operating; (c) their degree of responsibility for investment and management was equivalent to that of an employee, and (d) the drivers did not negotiate their rates of pay.⁹ Collectively, these factors considered together favoured the conclusion that



“To avoid the legal challenges and potential liabilities described in this article, employers should familiarize themselves with the Code amendments and ensure they are properly classifying their workers, seeking legal advice if necessary.”

the drivers were **not** performing the services as persons in business on their own account.⁹ Therefore, the drivers were properly employees, despite the contradictory clauses within their contracts, and the employer was liable for three years' worth of EI and CPP premiums for 39 drivers.⁹

A WARNING TO FEDERALLY REGULATED EMPLOYERS

As the *TBT* case shows, misclassifying workers can have significant unexpected consequences for employers. Proper classification of workers is particularly important following recent amendments to the *Code*, which regulates truck drivers that cross provincial or international borders. The amendments to the *Code* significantly modify the presumption of employee status for federally-regulated workers.

Now there is a presumption that a “person who is paid remuneration by an employer” is an employee, unless the employer proves otherwise.¹⁰ This presumption applies in any proceeding under the *Code*, except for prosecutions. Similarly, in non-prosecution proceedings, the burden of proof is now on the *employer* to show that a person is *not* an employee.¹⁰ Previously, the employee had the burden of showing they *were* an employee. An employer is now also “prohibited from treating an employee as if they were not an employee.”¹⁰

While these amendments do not change the *Sagaz* analysis detailed above, they do make it easier for employees and federal regulators to challenge a worker's status.

To avoid the legal challenges and potential liabilities described in this article, employers should familiarize themselves with the *Code* amendments and ensure they are properly classifying their workers, seeking legal advice if necessary.

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DON TAYLOR, PROFESSIONAL DRIVER AND AUTHOR OF *STORIES FROM THE ROAD*

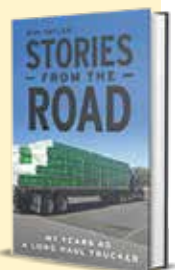
A few have asked me about the shortage of freight. While I'm not 100% sure what's happening, I do have a pretty good idea.

The freight volume is still the same, but during the pandemic, when people couldn't spend money vacationing and decided to invest in home repairs and upgrades, freight volumes spiked considerably. A lot of contractors were up in arms over the perceived lack of supplies, such as lumber, hardware plumbing fixtures, etc. In reality, there wasn't any shortage of materials, but the increased demand for materials meant there was a shortage of trucks to move these goods, so the shipping costs went up as the producers were paying a premium to get their products to market and the end users. As a result, a lot of new trucking companies opened up and some companies expanded, as the truck manufacturers lowered prices and

introduced next to 0% interest rates just to get the trucks off the lots. Now that the pandemic has ended, there are simply more trucks competing for the available freight. It seems like I'm seeing more and more new trucking companies out here than ever before. One sure way I can tell which companies are new is a quick look at the side of the truck. All companies are required to have and display an ICC number. This is their Interstate Commerce Commission number and these numbers are issued consecutively. Big Freight was founded in 1948, and our ICC number is just over 21,000. Transx, which was founded in 1963, and their ICC number is just over 180,000. That's 159,000 in 15 years. Today, I'm seeing ICC numbers over 3,000,000! So, the average number of new companies went from 10,000 a year between 1948 and 1963, to 46,229 new companies per year since 1963, with probably 50% of those all starting in the last four or five years.

Most of these new companies, with their lower interest rates on equipment, and poorly paid drivers can afford to undercut rates just to get freight. It will turn around eventually and most of these newer companies will vanish, or they will have to raise their rates when the low-interest trucks retire, but until then, freight will continue to be slow for the old-school carriers. ■

Stories from the Road is now available from all major retailers. If you happen to see Don on the road, he always has a few copies on hand as well. For more information, please get in touch with Don at pikedriver@gmail.com.





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"For 125 years, Mack Trucks has been more than just a manufacturer – we've been helping to build the American success story," said Stephen Roy, President of Mack Trucks. "Every Mack truck that rolls off our assembly line carries forward a legacy of grit, innovation, and that unmistakable bulldog tenacity that has defined our brand since 1900."

A Legacy of Building America

When the Brooklyn Bridge needed strengthening in 1909, Mack Trucks carried

the steel. When the Pan-American Highway stretched toward the horizon, Mack Trucks carved the path. Through the Great Depression, two World Wars, and into the modern era, Mack has been the constant force helping to construct America's skylines, highways, and infrastructure.

The Bulldog Spirit: Born in War, Built for Peace

The iconic Mack Bulldog – now synonymous with durability worldwide – earned its stripes on the battlefields of World War I, where British soldiers nicknamed the sturdy Mack AC models "bulldogs" for their tenacious reliability under fire. This wartime nickname became destiny when Chief Engineer Alfred Fellows Masury carved the first Mack Bulldog hood ornament from a bar of soap during a hospital stay in 1932 to pass the time. Today, that same symbol of determination rides proudly on every Mack truck, representing a century-plus commitment to unwavering quality and strength.



Mack Trucks, celebrating its 125th anniversary in 2025, debuted a special new anniversary logo to mark the occasion.

125 Years of Industry Firsts

Mack's journey through the decades reads like a history of trucking innovation itself:

- **1920s:** Pioneered the revolutionary concept of integrated powertrains, combining engines, transmissions, and axles into a unified system
- **1930s:** Introduced power brakes and power-assisted steering, setting new safety standards
- **1953:** Launched the Thermodyne engine, establishing new benchmarks for power and efficiency

***"EVERY MACK TRUCK THAT ROLLS OFF OUR
ASSEMBLY LINE CARRIES FORWARD A LEGACY
OF GRIT, INNOVATION, AND THAT UNMISTAKABLE
BULLDOG TENACITY THAT HAS DEFINED OUR
BRAND SINCE 1900."***



- **1967:** Revolutionized the industry with the Maxidyne engine, featuring high-torque rise and constant horsepower
- **1979:** Debuted the Econodyne engine, marking a new era in fuel efficiency
- **1980s:** Introduced the groundbreaking RS and RL models
- **1988:** Launched the revolutionary CH model
- **2010:** Introduced the mDRIVE automated manual transmission, revolutionizing driver productivity and fuel efficiency
- **2016:** Introduced the mDRIVE HD 13-speed, making Mack the first truck manufacturer in North America to offer low-reduction creeper gear ratios in a proprietary automated manual transmission
- **2022:** Launched the zero tailpipe-emission LR Electric refuse truck, proving that sustainability and power can work hand-in-hand
- **2023:** Expanded electric offerings with MD Electric medium-duty truck

"Each of these innovations represents more than just technological advancement," said Jonathan Randall, president of Mack Trucks North America. "They represent Mack's dedication to solving real-world challenges for our customers, while continuously pushing the boundaries of what's possible in trucking."

"What's remarkable about Mack's 125-year journey is how the core values have remained constant even as the technology has evolved," reflected Doug Maney, curator

"THE SAME SPIRIT THAT INSPIRED JACK AND GUS MACK TO BUILD THEIR FIRST VEHICLE CONTINUES TO DRIVE US FORWARD AS WE PIONEER ELECTRIC AND AUTONOMOUS TECHNOLOGIES FOR THE NEXT GENERATION OF TRANSPORTATION."

of the Mack Trucks Historical Museum.

"In the museum, we have trucks from every era – from early chain-driven vehicles to modern electric models. While the technology depicts the story of innovation, it's the countless tales of reliability and the determination of owners, drivers, and dealers that truly define the Mack legacy. These stories exemplify that whether it's a 1900 or 2025, a Mack truck is built to get the job done."

Global Impact, American Heart

Today, Mack trucks are now sold and serviced in more than 45 countries worldwide. Yet the company's commitment to American manufacturing remains unwavering. The legendary Lehigh Valley Operations (LVO) facility in Pennsylvania, where every Mack heavy-duty truck is assembled, stands as a testament to American craftsmanship and innovation. The Roanoke Valley Operations (RVO) facility in Virginia, producing medium-duty trucks, continues this proud tradition of American manufacturing excellence.

Driving Sustainable Innovation

As Mack enters its next century and a quarter, the company is leading the charge toward sustainable transportation. The deployment of the LR Electric refuse trucks in major cities has shown that zero tailpipe-emission vehicles can be used in the most demanding applications. In addition, the MD Electric series is transforming medium-duty applications from beverage delivery to local freight.

"Our 125th anniversary isn't just about celebrating our past – it's about driving toward an even more innovative future," Roy said. "The same spirit that inspired Jack and Gus Mack to build their first vehicle continues to drive us forward as we pioneer electric and autonomous technologies for the next generation of transportation. Together, we're moving and building a better world."

For more information about Mack's 125th-anniversary celebrations and the company's full range of products, visit www.macktrucks.com. ■

MAKIN' TRACKS

Redhead Equipment was established in 1948. Originally called “W.F. Fuller Machinery Limited,” a Construction Equipment business and a distributor of Champion Products. Gordon Redhead an Accountant and Office Manager of 15 years purchased the business in 1968, and changed the business name to Redhead Equipment, later that year, Gordon’s son Gary Redhead joined the family business.

Gary bought his father’s interest in the company in 1980 and became sole proprietor, President, and CEO of Redhead Equipment. In the late 1980s, Redhead Equipment became a service dealer for Mack Trucks at the Regina, Saskatoon, Lloydminster, and Swift Current locations. In 1990, Redhead Equipment became an authorized dealer for the full line of Mack Trucks for the province of Saskatchewan.

Redhead Equipment was recognized as Mack Trucks Canadian Dealer of the Year 2007 through 2012 and was also awarded The Mack

Trucks North American Dealer of the Year in 2009, making this the first time a Canadian company has won this award.

In addition, Redhead has won The Mack Truck Dealer of the Decade award in 2010. Macks “Elite Dealer Status” was awarded to Redhead in both 2023 and 2024, placing the company among the top 20% of all Premium Dealer Group members. Redhead Equipment is one of only 12 dealers across North America to receive this award.

Redhead Equipment, now a heavy truck, trailer, agriculture, and construction equipment dealership, has continued to be a family-owned and operated business for over 75 years. In this time Redhead has added new equipment lines and now serves 10 locations across Saskatchewan, 9 of which are authorized Mack locations.

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Leadership Transition Announced at ColdFront

As ColdFront looks to the future in 2025, the company is pleased to announce a significant leadership transition. Effective January 1, Kevin Johnson has stepped back from his day-to-day operational responsibilities, with Peter Muench assuming the role of President.

Peter joined ColdFront two years ago as part of a planned succession process and has played a key role in expanding the company's service capabilities across its Lethbridge, Saskatoon, and Affiliate Dealer locations as General Manager. He brings extensive leadership experience, including serving as Vice President at Colliers Canada. Peter holds degrees from the University of St. Andrews and the Kellogg School of Management at Northwestern University. He will be based in Vancouver.

Commenting on the transition, Kevin said, "I am very optimistic and excited about ColdFront's future under Peter's leadership and Guff Muench's commitment to long-term family ownership."

While stepping back from daily operations, Kevin will remain actively involved throughout 2025, serving as an advisor to Peter and as a member of the ColdFront advisory board. "I look forward to continuing to support Peter and his leadership team and contributing to our shared success in this new capacity," Kevin added.

As the exclusive distributor for Carrier Transicold in BC, Alberta, and Saskatchewan, ColdFront remains steadfast in its mission to deliver certainty, responsiveness, and innovation to its customers while fostering a dynamic and supportive workplace culture for its employees. ■



Peter Muench

"I am very optimistic and excited about ColdFront's future under Peter's leadership and Guff Muench's commitment to long-term family ownership."

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HELP WANTED: MORE FEMALE DIESEL TECHNICIANS

Women In Trucking Staff

The number of female diesel technicians and mechanics in corporations with for-hire or private fleets in the commercial freight transportation industry remains low, according to new data highlighted in the 2024-25 WIT Index, released by the Women In Trucking Association (WIT). The WIT Index is the official industry barometer to benchmark and measure each year the percentage of women who make up critical roles in transportation.

In fact, according to the 2024-25 WIT Index only 4% of total technician positions are filled by women. The WIT Index first began asking respondents in 2022 to report the percentage of women in these roles.

THE CRITICAL ROLE: DIESEL TECHNICIANS & MECHANICS

So what's the importance of this role? Professional truck drivers play a vital role in the U.S. economy by safely transporting the nation's freight. But they cannot complete that mission when their trucks are in the



Alyssa Briggs, Trailer Mechanic at XPO, Inc.

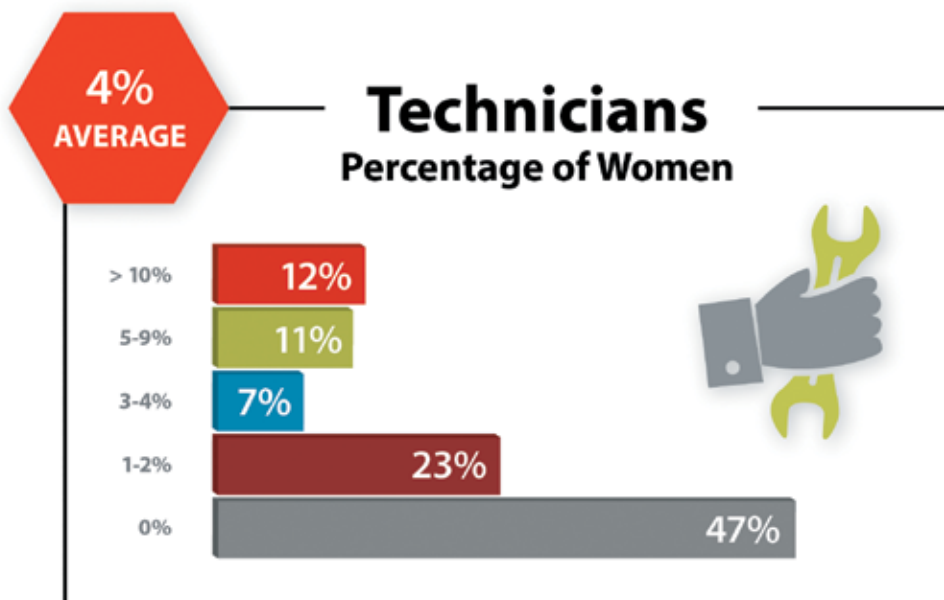
shop or broken down on the side of the road – whether it is caused by a problem with the engine after-treatment system, an electrical issue, or the truck's brakes.

Skilled truck diesel technicians and mechanics are critical to the success of the

transportation industry by helping keep drivers on the road.

According to the U.S. Bureau of Labor Statistics, diesel technicians are in high demand across the United States, with approximately 242,200 technicians employed. And unfortunately, there is a severe shortage of technicians. In fact, according to the American Trucking Association (ATA), the industry will need about 200,000 technicians over the next 10 years just to keep up with current truck maintenance demands. U.S. technical schools are only training approximately 3,500 diesel technicians/mechanics each year.

"There's a severe shortage of diesel technicians in the trucking industry, and women can play a key role in addressing this gap," says Jennifer Hedrick, WIT President and CEO. "The WIT Foundation provides scholarships to women seeking training in this area as well, and we place significant efforts into promoting this potential career option to women."





Keelie Boyer, Truck Maintenance & Truck Prep Technician with Wilson Logistics

FEMALE TECHNICIANS SHARE THEIR CAREER EXPERIENCES

While it's not a traditional career role for women to be in, many are ideal candidates to be successful in such a career. Many women have the technical skills, the personality, and the passion to succeed as a diesel technician or mechanic.

Take Alyssa Briggs, for example.

In her mid-20s, Briggs has already carved out a successful role as a trailer mechanic at XPO – and has been on this career path for the last four years of her life.

Unsure of what she wanted to do when she grew up, Briggs was accepted several years ago into a diesel mechanic course. At first, she was unsure about the career path because she knew nothing about anything mechanical – and the closest she had come to working on a vehicle was watching her stepfather change oil in a car.

On the first day of school, she realized she was the only woman in her class, making her even more nervous, however, most of the men were quick to answer the questions she had and taught her a lot of useful information. As time went on, she grew to love mechanics, and the more she learned, the more interested she became.

After graduation, Briggs began researching and came across XPO, which seemed like the perfect fit as the compensation, benefits and time off stood out. She recalls during her interview: "I remember asking the interviewer if the company had ever employed a woman mechanic and to my surprise, he responded with, 'We actually have two other great women mechanics here.' I couldn't believe it and hearing that helped ease my nerves going into this field – I wasn't alone!" Briggs accepted a job offer and fast-forward four years later she is thriving in this career.

Keelie Boyer, a truck maintenance and truck prep technician, is another example of a woman loving her career.

While attending high school in Springfield, MO: "I realized I wanted to go into mechanics when I was a young kid working on cars and trucks with my dad, and tractors with my grandpa."

At only 20 years of age, Boyer is one of the youngest in the department. "Wilson Logistics has trained me on a lot of things I never knew about trucking and, in this career, you are never done learning," she continues. "You never know everything you're going to learn – especially when it comes to changes in electronics in trucks. It's fun because you're learning all the time."

At Wilson Logistics, the role of the truck technician is to "keep all of the trucks operating within DOT compliance and to make our drivers want to drive our trucks, says Boyer. "We help to keep our drivers excited about their jobs from the time they open the door and see that everything is clean, shiny, and working perfectly."

Boyer's responsibilities include prepping trucks for drivers, completing inspections with attentiveness according to the requirements of the U.S. Department of Transportation, and keeping the tire balancing machine cleaned and stocked. Other responsibilities include keeping the tool room clean and organized.

What advice does Boyer give other women considering a career path in the diesel/truck technician field? "If you are younger and you think this is something you may want to do, take an automotive class in school," she advises. "Gain basic knowledge of vehicles, but realize you don't need to understand cars and trucks when you first start out because your shop is going to train you," she says. "Also be ready to stand up for yourself, be willing to listen and learn, be open to take advice from other guys in the shop, be ready to lift heavy things and work safely." ■

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TRUCK TONNAGE CONTRACTED 1.1% IN DECEMBER

Women In Trucking Staff

Trucking activity in the United States contracted in December, according to the *American Trucking Associations'* advanced seasonally adjusted For-Hire Truck Tonnage Index, the second decrease in as many months.

"For the first time since March and April truck tonnage contracted for two consecutive months," says ATA Chief Economist Bob Costello. "Tonnage fell 1.8% in November, bringing the two-month total decrease to 2.9%, pushing tonnage to its lowest level since January 2024. Sluggishness in factory output continues to weigh on freight volumes, but another drag on the index has been fleet growth at private carriers, which is holding back how much freight is flowing to for-hire carriers."

In December, the ATA advanced seasonally adjusted For-Hire Truck Tonnage Index equaled 111.3 compared with 112.6 in November. The index, which is based on 2015 as 100, was down 3.2% from the same month last year.

The not seasonally adjusted index, which calculates raw changes in tonnage hauled, equaled 108.8 in December, 0.9% below November.

The seasonally adjusted decrease follows a sequential 1.8% drop in November, which was revised up from the December 24 press release.

Trucking serves as a barometer of the U.S. economy, representing 72.7% of tonnage carried by all modes of domestic freight

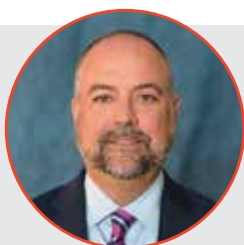


transportation, including manufactured and retail goods. Trucks hauled 11.27 billion tons of freight in 2024. Motor carriers collected \$906 billion, or 76.9% of the total revenue earned by all transport modes.

Both indices are dominated by contract freight, as opposed to traditional spot market freight. The tonnage index is calculated on surveys from its membership and has been doing so since the 1970s. This is a preliminary figure and is subject

to change in the final report issued around the 5th day of each month. The report includes month-to-month and year-over-year results, relevant economic comparisons, and key financial indicators.

Given the importance of the freight market to the many women who work in the trucking industry, the Women In Trucking Association (WIT) regularly monitors the changes and health of the nation's truck tonnage. ■



"Sluggishness in factory output continues to weigh on freight volumes, but another drag on the index has been fleet growth at private carriers, which is holding back how much freight is flowing to for-hire carriers."

– Bob Costello, ATA Chief Economist

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Peterson Manufacturing Celebrates 80 Years of Innovation and Excellence

Peterson Manufacturing Company, a leading provider of innovative truck lighting solutions and vehicle safety products, is proud to announce the celebration of its 80th anniversary. Founded in 1945 in Grandview, Missouri, and now spanning a 670,000 sq. foot vertically integrated production facility, Peterson has been a trusted name in the transportation industry, delivering high-quality, customizable lighting and harness solutions for commercial trucks, trailers, and specialty vehicles.

EIGHT DECADES OF DISCOVERY

For over 80 years, Peterson Manufacturing has been a leader in developing innovative technologies and products designed to enhance the safety, durability, and performance of commercial vehicle safety lighting. With a strong commitment to quality and innovation, Peterson has established itself as a global leader, recognized for pioneering LED technology, creating customizable vehicle lighting systems, and providing solutions that surpass industry standards by 25%.

"We are incredibly proud to celebrate 80 years of success, growth, and dedication to quality," said Al Anderson, VP of Sales & Marketing of Peterson Manufacturing. "This milestone is a testament to the hard work, dedication, and vision of the entire Peterson team, as well as the trust and loyalty of our customers. We've evolved with the industry over the years, but our commitment to delivering exceptional products and customer service has remained the cornerstone of our success."

"For over 80 years, Peterson Manufacturing has been a leader in developing innovative technologies and products designed to enhance the safety, durability, and performance of commercial vehicle safety lighting."



LOOKING TOWARD THE FUTURE

As Peterson Manufacturing celebrates this important milestone, the company is also focusing on the future. This includes the development of a refreshed brand identity that represents a significant step in the company's evolution. This comprehensive transformation involves updating the visual identity and enhancing the mission, vision, and values, all aimed at repositioning and strengthening Peterson's presence in the market.

"This brand refresh enables Peterson to be in full alignment with our mission, values, and vision and signals to our customers that we are evolving alongside them and prepared for the future," said Missy Pinksaw, Director of Marketing. "The new brand identity will be featured on an updated Peterson website set

to launch in early 2025, accompanied by comprehensive digital marketing and advertising campaigns aimed at strengthening and supporting our customer partnerships as we advance into the future."

The company's commitment and dedication to cutting-edge technologies remain strong with their current research and development of new products, some of which will be unveiled at TMC 2025 in Nashville, TN, the premier technical conference for trucking.

ABOUT PETERSON MANUFACTURING

Peterson Manufacturing Company, headquartered in Grandview, Missouri, has been a leading manufacturer of vehicle lighting and safety solutions for over 80 years. Known for its commitment to quality, Peterson provides advanced customizable lighting systems for a wide range of industries, including transportation, construction, agriculture, and more. The company's products are used worldwide to improve safety and efficiency on the road and in various commercial applications. ■



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Western Women with Drive Gears Up for Calgary on April 30

Trucking HR Canada

Trucking HR Canada (THRC), in partnership with the Western provincial trucking associations, is pleased to announce Western Women with Drive 2025 (April 30, Calgary Airport Marriott Hotel). This year's event features internationally renowned psychologist and two-time bestselling author, Dr. Jody Carrington, as the keynote speaker.

Western Women with Drive is Western Canada's premiere event for anyone committed to making trucking and logistics a great place for women and other diverse groups to thrive. It provides for an excellent opportunity for networking and professional learning, connecting career-forward leaders and emerging talent dedicated to advancing a modern and diverse workforce.

"We are moving the needle in attracting and retaining more women in our sector – and there is still more to do," says Angela Splinter, CEO, of Trucking HR Canada. "We are proud of this collaborative effort with the Alberta Motor Trucking Association, British Columbia Trucking Association, Manitoba Trucking Association, and Saskatchewan Trucking Association in maintaining momentum with the Women with Drive initiative."

Dr. Jody Carrington, renowned for her expertise in human connection and resilience, is a sought-after speaker who captivates audiences with her energy and actionable insights. Her work inspires individuals and organizations to address human-centered challenges with confidence and compassion.

The annual flagship event, Women with Drive Leadership Summit in Toronto is now in its 11th year and delivers professional learning and networking opportunities for men and women committed to diversity in the workforce. Western Women with Drive, held annually since 2015, offers the same type of networking and professional development opportunities but with a regional focus and in a Western location.

SUMMIT DETAILS

- Early bird pricing is available only until March 1:
 - Tickets \$225 each
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THRC Names Susan Ewart as Recipient of 2025 Women with Drive Leadership Award

Trucking HR Canada

HR Canada (THRC) has recognized Susan Ewart of the Saskatchewan Trucking Association (STA) as this year's recipient of the Women with Drive Leadership Award.

"We're thrilled to recognize Susan with this year's Women with Drive Leadership Award," says Angela Splinter, CEO, THRC. "She is a genuine trailblazer who works hard to show everyone in the industry that women belong and can truly thrive here."

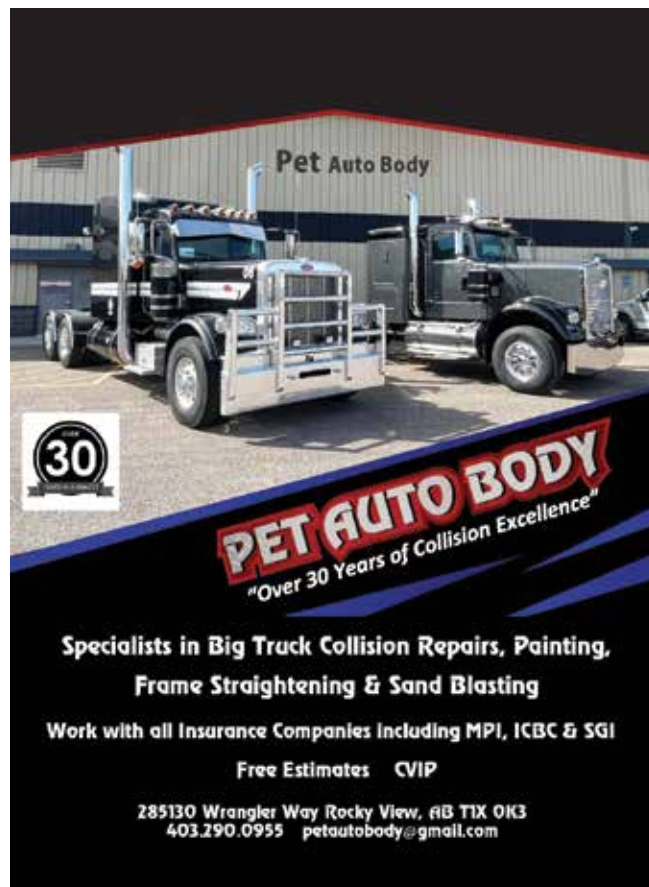
As the STA's Executive Director, Ewart is a leader in promoting and supporting women in our sector. One of her forward-thinking projects was the establishment of the STA Women Shifting Gears program in 2020. This unique, three-phase program, delivered in partnership with the Saskatoon YWCA and the Saskatchewan Ministry of Immigration and Career Training, has helped many women start rewarding driving careers with a combination of classroom learning and work placements.

The Women with Drive Leadership Award was inspired by the many dynamic, forward-thinking women working to keep the

Canadian supply chain moving. Every year, one individual in our sector is celebrated for their commitment to never leaving anyone behind, dedication to supporting their peers and supporting the next generation of our workforce. This award recognizes an industry professional who is:

- A leader throughout the industry.
- Always championing careers in the trucking and logistics sector.
- Carving out space for women and all diverse employees at all levels of business.

The recipient of the inaugural award, presented at WWD in 2023, was Linda Young of Bison Transport; the 2024 recipient was Angelique Magi of Element Fleet Management. ■

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THRC C-Suite Pulse Check Reveals Sector's Top Concerns Amid Permacrisis

Trucking HR Canada

On January 22, Trucking HR Canada (THRC) hosted an Exclusive noon-hour executive briefing to reveal the findings of a recent opinion survey conducted in partnership with Abacus Data. This national pulse check captured the sentiments of 95 senior executives from for-hire and private trucking fleets, spanning mid-size and large carriers, and was conducted between December 2024 and January 2025. With issues ranging from Trump's influence and tariffs to ongoing operational hurdles, the survey paints a vivid picture of an industry navigating uncharted waters.

Abacus CEO David Coletto provided an in-depth analysis of the survey results while framing the broader political and economic climate influencing our sector. His team for the current landscape? "Permacrisis": an extended period of instability and insecurity. The term aptly describes the environment facing Canada's trucking and logistics sector in recent years.

THE BROADER CONTEXT: SCARCITY AND UPHEAVAL

Coletto began by exploring how the current economic and political

climate effects Canadians and, by extension, the trucking industry. He pointed to a widespread feeling of scarcity – a sense that people lack what they need, from housing to groceries – leading to zero-sum thinking. This mindset, he said, contributes to broader societal discontent, as seen in other Abacus studies:

- **40% of young Canadians** believe owning a second home should be illegal.
- **66%** think corporate profits often come at the expense of consumers and workers.

Globally, political upheaval and armed conflicts compound this instability. Rising costs of living and the looming uncertainty about Trump's second presidency have only heightened economic concerns for Canada and its trucking sector.

KEY FINDINGS: INDUSTRY SENTIMENTS AND CHALLENGES

The THRC/Abacus survey of trucking executives revealed these among other insights:

- **79%** believe Canada is on the wrong track.
- **67%** are somewhat or very pessimistic about the future. ■

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Drivewyze Safety+ Now Available for ISAAC Instruments ELD Customers

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Drivewyze, by Fleetworthy, has announced a new integration with ISAAC Instruments that enables ISAAC's fleet clients' access to Drivewyze's proactive in-cab safety notifications service, Safety+, in addition to its PreClear weigh station bypass solution.

Drivewyze Safety+ is the industry's first proactive driving alert and context-based driver coaching platform that enables drivers to receive safety alerts on upcoming hazards along their route that pose a threat to themselves and the motoring public. Through the subscription-based service, drivers can receive audible and visual safety notifications through their ISAAC ELD. Drivewyze Safety+ is an extension of Drivewyze Free and offers additional safety alerts, such as upcoming severe weather, high violation areas for speeding, high-risk areas for cargo theft, and more.

In addition, Safety+ adds back-office tools (geo-fencing) for fleets to create their own customized driver alerts, plus offers safety analytics to monitor driver behavior and improve driver coaching through the Drivewyze Hub. Drivewyze Safety+ requires no additional in-cab hardware and is delivered through the ISAAC ELD.

ISAAC offers in-cab technology that goes far beyond typical electronic logging devices (ELDs). ISAAC is a true all-in-one solution, handling the software, the tablet, the dock, the camera, and integration needs.

"The safety of our fleet clients and the motoring public is at the forefront of everything we do at ISAAC," said Jacques DeLarochelliere, CEO and co-founder of ISAAC Instruments. "We know that by working with Drivewyze to deliver these real-time alerts, we can help truck drivers avoid potential hazards, bad weather, or other dangers that could threaten their safety and create unplanned downtime."



"We're pleased to have worked with the ISAAC team to deliver an integrated offering of our Safety+ service so that their customers have seamless access to our suite of in-cab safety alerts," said Frances Kilgour, VP of Business Development and Channel Management for Drivewyze. "Safety+ and Drivewyze Free are tools that are proven to help reinforce safe driving practices to ensure our roads are safer all across North America."

In addition to Safety+, ISAAC customers can access Drivewyze Free, which provides "always on" essential messaging, including heads-up warnings for High-Rollover risk areas, Low Bridges, Mountain alerts (steep grade ahead; chain-up/brake check stations; and runaway ramps), and Rest Area information (truck parking availability). The service also provides real-time traffic slowdowns and other safety alerts generated in partnership with select state transportation and enforcement agencies, NOAA, and through the Drivewyze Smart Roadways highway safety program for connected trucks. ■

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Peterson Manufacturing Company	50	800-821-3490	www.pmlights.com
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Razir Transport Services Ltd.	53	204-489-2258	www.razirtransport.ca
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Rempel Insurance Brokers Ltd.	77	204-746-2320	www.rempelinsurance.com
RPM Trucking Industry Safety	86	204-632-6600	www.rpmsafety.ca
RS Express Ltd.	3	204-632-1660	www.thersgroup.ca
Saskatchewan Ministry of Highways and Infrastructure	9	306-787-4805	www.highways.gov.sk.ca
Sterling Truck & Trailer Sales Ltd.	55	800-667-0466	www.sterlingtruckandtrailer.ca
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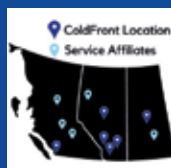


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