

# The Trucking Network .ca

*Ensuring path to success*

**Trying to  
make Old,  
NEW Again**

pg:24

**CONTROLLING  
THE CONTROLLABLES,  
ELIMINATING ALL THAT  
STRESS**

pg:20



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TTN MEGA JOB FAIR, APRIL 09, 2022  
BOOTH # 34

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TTN MEGA JOB FAIR, APRIL 09, 2022  
BOOTH # 85

## Naveen Welcomes Everyone to *the Job Fair*

The Trucking Network happily invites you, and Canada's trucking world to the Mega Job Fair on Saturday, April 9, 2022 in Brampton. It is an honour and a privilege to be joined by the elite of Canada's trucking companies at this event. It's been a while since we've been able to host our in-person Job Fair event, and we are looking forward to seeing many old friends and hopefully making some new ones. Maybe there's a new career in trucking waiting for you? Why not come and celebrate spring and join us!

Thankfully we are finally emerging from the most difficult two years that most of us have ever experienced. We owe our trucking industry praise and thanks for their dedication, hard work, and selfless, sometimes risky contributions to the survival and well-being of our country during the pandemic. Without hesitation, you took on that responsibility, and for that, our nation is immensely thankful.

You should be proud. Without you, we would not have pulled through the pandemic as well as we have. We cannot begin to imagine the number of untold stories of sacrifice, heroism, and commitment to duty by those in our industry over the past two difficult years. We at the Trucking Network salute you for your sacrifice and commitment, above and beyond the call of duty.

**The Trucking Industry has become modern-day heroes for all Canadians.**

Fortunately, we can again open the doors to our Mega Job Fair and welcome all our friends and associates from the Trucking Industry. We are hoping to have the opportunity of welcoming many new friends into the trucking industry who might be

joining us at this event for the very first time.

Vital to Canada's industry and growth, Canada's trucking industry is experiencing new growth and expansion, spurred on by Canada's economy and a post-pandemic surge. Trucking is a highly diversified and inclusive industry, one that is constantly in need of new employees. Yes, drivers are always needed, the median age of truck drivers is over 50, which means many are retiring, opening the door for the arrival of new drivers.

However, trucking is more than drivers, it is also mechanics, dispatchers, salespeople, accountants, clerical staff, high-tech, you name it, all that is required to run an efficient 21st-century corporation. Trucking is essential for every person and every industry in Canada, our well-being and future depend upon a healthy trucking industry.

### **Maybe there is a future in it for you?**

Please join us, it would be our pleasure and explore a future in Canada's expanding Truck Industry. The Job Fair allows both employers and potential employees a perfect setting and opportunity to meet casually and explore new adventures and job opportunities in Canada's exciting and booming trucking industry.

**Thank you  
Naveen Nav**

### **TTN In-Person Mega Job Fair Event**

April 9th, 2022

Sat, 8:30 a.m.–4:00 p.m.

Queen's Manor Event Centre, 2 Auction Ln  
Brampton, ON L6T 0C4



**Naveen Nav**

Editor

The Trucking Network

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# CTA EXPRESSES CONCERN WITH GOVERNMENT MOVING GOALPOSTS ON ELD ENFORCEMENT

By CTA NEWS

**T**he Canadian Council of Motor Transport Administrators (CCMTA) is announcing a delay in enforcement of the ELD mandate from June 2022 to January 2023.

The Canadian Trucking Alliance (CTA) is very disappointed by this announcement and has reasonable doubts that the new January date is certain, from a national perspective, based on the lack of legislative preparedness of four jurisdictions.

To enforce the federal mandate, each jurisdiction needs to have its own law on the books. Currently, four provinces are still without the required legislation or regulations in place to successfully transition their industries to ELDs – British Columbia, Quebec, Nova Scotia and Newfoundland.

CTA believes that governments which are ready with their regulations and legislation should have maintained its position of escalating enforcement starting in June 2022. Waiting for all jurisdictions to be ready, whenever that may be, in the name of 'national unity' is not in best interest of public safety or the trucking industry,

which has already made the proper investments to comply with the ELD mandate. The vast majority of federally regulated fleets already have ELD technology in their fleets and the three certification bodies approved by Transport Canada and the Standards Council of Canada have qualified multiple ELD offerings, totaling 22 devices from 15 individual ELD vendors.

CTA is adamant Canadians have waited long enough for ELDs, which pave the way for improved highway safety and would also address concerns associated with hours-of-service violations

linked to the tragic Humboldt Broncos bus collision, as noted in 2019 by the Saskatchewan Coroners Service.

"ELDs improve safety, fleet and driver performance and are a cost-effective alternative compared to the current paper logbook regime, which is cumbersome, archaic and can be easily falsified," says CTA president Stephen Laskowski. "There's simply no reasons pertaining to operations, cost, or safety for trucking fleets and drivers not to be ready for escalated enforcement by June 2022."

With the announced delay, those provinces that are not yet ready need to prioritize the ELD mandate within their legislative/regulatory process and immediately commit to the industry and the public to begin hard enforcement by January 1, 2023, says CTA. If those four provinces cannot make this guarantee, then the other jurisdictions which are ready by that date must commit to proceeding regardless.

"Without one or both of these commitments, the validity of CCMTA's January 2023 is in question," says Laskowski. It's time for our industry and those provinces ready to enforce the federal ELD mandate to adjust their sails. The regulation is one of the most important road safety measures in the history of the Canadian trucking industry and, by extension, for the motoring public we share our workplace with.

"There should be no more moving the goalposts on dates and no more delays. The time to finally start this important safety regime is past due."



## ਈਐਲਡੀ ਸਬੰਧੀ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਸਰਕਾਰ ਵੱਲੋਂ ਕੀਤੀ ਜਾ ਰਹੀ ਦੇਰ ਤੋਂ ਸੀਟੀਏ ਚਿੰਤਤ

ਕੈਨੇਡੀਅਨ ਕਾਉਂਸਲ ਆਫ ਮੋਟਰ ਟਰਾਂਸਪੋਰਟ ਐਡਮਿਨਿਸਟਰੇਟਰਜ਼ (ਸੀਸੀਐਮਟੀਏ) ਵੱਲੋਂ ਈਐਲਡੀ ਸਬੰਧੀ ਨਿਯਮਾਂ ਨੂੰ ਜੂਨ 2022 ਦੀ ਥਾਂ ਹੁਣ ਜਨਵਰੀ 2023 ਵਿੱਚ ਲਾਗੂ ਕਰਨ ਦਾ ਐਲਾਨ ਕੀਤਾ ਗਿਆ ਹੈ।

ਕੈਨੇਡੀਅਨ ਟਰੱਕਿੰਗ ਅਲਾਇੰਸ (ਸੀਟੀਏ) ਨੂੰ ਇਸ ਐਲਾਨ ਨਾਲ ਕਾਫੀ ਨਿਰਾਸ਼ਾ ਹੋਈ ਹੈ। ਸੀਟੀਏ ਦਾ ਕਹਿਣਾ ਹੈ ਕਿ ਜਨਵਰੀ ਵਿੱਚ ਇਨ੍ਹਾਂ ਨਿਯਮਾਂ ਨੂੰ ਲਾਗੂ ਕਰ ਹੀ ਦਿੱਤਾ ਜਾਵੇਗਾ ਇਸ ਬਾਰੇ ਵੀ ਸਥਿਤੀ ਸਪਸ਼ਟ ਨਹੀਂ ਹੈ। ਸੀਟੀਏ ਦੇ ਇਸ ਤੋਂ ਪਹਿਲੇ ਪਿੱਛੇ ਕਾਰਨ ਜਾਇਜ਼ ਹਨ। ਜੇ ਕੌਮੀ ਪਰੀਖੇ ਨਾਲ ਦੇਖਿਆ ਜਾਵੇ ਤਾਂ ਚਾਰ ਜਿਊਰਿਸਡਿਕਸ਼ਨਜ਼ ਦੀ ਵਿਧਾਨਕ ਤਿਆਰੀ ਹੀ ਪੂਰੀ ਨਹੀਂ ਹੈ।

ਇਸ ਫੈਡਰਲ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਹਰੇਕ ਜਿਊਰਿਸਡਿਕਸ਼ਨ ਦਾ ਆਪਣਾ ਕਾਨੂੰਨ ਹੋਣਾ ਲਾਜ਼ਮੀ ਹੈ। ਇਸ ਸਮੇਂ ਚਾਰ ਪ੍ਰੋਵਿੰਸਾਂ ਕੋਲ ਤਾਂ ਲੇਡੀਜ਼ ਦਾ ਕਾਨੂੰਨ ਜਾਂ ਰੈਗੂਲੇਸ਼ਨਜ਼ ਹੀ ਨਹੀਂ ਹਨ ਜਿਨ੍ਹਾਂ ਸਦਕਾ ਇਨ੍ਹਾਂ ਦੀਆਂ ਇੰਡਸਟਰੀਜ਼ ਦੀ ਸਫਲਤਾਪੂਰਬਕ ਈਐਲਡੀ ਵਾਲੇ ਨਿਯਮ ਵਿੱਚ ਤਬਦੀਲੀ ਕੀਤੀ ਜਾ ਸਕੇ। ਇਨ੍ਹਾਂ ਪ੍ਰੋਵਿੰਸਾਂ ਵਿੱਚ ਬ੍ਰਿਟਿਸ਼ ਕੋਲੰਬੀਆ, ਕਿਊਬਿਕ, ਨੇਵਾ ਸਕੋਸ਼ੀਆ ਤੇ ਨਿਊਫਾਊਂਡਲੈਂਡ ਸ਼ਾਮਲ ਹਨ।

ਸੀਟੀਏ ਦਾ ਮੰਨਣਾ ਹੈ ਕਿ ਜਿਹੜੀਆਂ ਸਰਕਾਰਾਂ ਇਸ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਤਿਆਰ-ਬਰ-ਤਿਆਰ ਹਨ ਤੇ ਉਨ੍ਹਾਂ ਤੋਂ ਜੂਨ 2022 ਤੋਂ ਹੀ ਇਸ ਕਾਨੂੰਨ ਦੀ ਪਾਲਣਾ ਸ਼ੁਰੂ ਕਰਵਾ ਲੈਣੀ ਚਾਹੀਦੀ ਹੈ। ਕੌਮੀ ਏਕਤਾ ਦੇ ਨਾਂ ਉੱਤੇ ਸਾਰੀਆਂ ਜਿਊਰਿਸਡਿਕਸ਼ਨਜ਼ ਦੇ ਤਿਆਰ ਹਪਣ ਤੱਕ, ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਨਾ ਕਰਨਾ ਜਨਤਕ ਸੁਰੱਖਿਆ ਤੇ ਟਰੱਕਿੰਗ ਇੰਡਸਟਰੀ ਦੇ ਹਿੱਤ ਵਿੱਚ ਨਹੀਂ ਹੋਵੇਗਾ। ਇੰਡਸਟਰੀ ਪਹਿਲਾਂ ਹੀ ਈਐਲਡੀ ਦੇ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਸਹੀ ਨਿਵੇਸ਼ ਕਰ ਚੁੱਕੀ ਹੈ। ਫੈਡਰਲ ਪੱਧਰ ਉੱਤੇ ਨਿਯੰਤਰਿਤ ਫਲੀਟਸ ਵਿੱਚ ਪਹਿਲਾਂ ਹੀ ਈਐਲਡੀ ਤਕਨਾਲੋਜੀ ਹੈ ਤੇ ਇਸ ਦੇ ਨਾਲ ਹੀ ਟਰਾਂਸਪੋਰਟ ਕੈਨੇਡਾ ਵੱਲੋਂ ਮਨਜ਼ੂਰਸ਼ੁਦਾ ਤਿੰਨ ਸਰਟੀਫਿਕੇਸ਼ਨ ਬਾਡੀਜ਼ ਵੀ ਹਨ। ਸਟੈਂਡਰਡਜ਼ ਕਾਉਂਸਲ ਆਫ ਕੈਨੇਡਾ ਵੱਲੋਂ ਕਈ ਈਐਲਡੀਜ਼ ਨਿਰਮਾਤਾਵਾਂ ਦੀਆਂ ਈਐਲਡੀਜ਼ ਨੂੰ ਮਾਨਤਾ ਦਿੱਤੀ ਗਈ ਹੈ, ਇਨ੍ਹਾਂ ਵਿੱਚ 15 ਵੈਂਡਰਜ਼ ਦੀਆਂ 22 ਡਿਵਾਇਸਿਜ਼ ਸ਼ਾਮਲ ਹਨ। ਸੀਟੀਏ ਇਸ ਗੱਲ ਉੱਤੇ ਦ੍ਰਿੜ ਹੈ ਕਿ ਕੈਨੇਡੀਅਨਜ਼ ਵੱਲੋਂ ਈਐਲਡੀਜ਼ ਲਈ ਲੰਮੇਂ ਸਮੇਂ ਇੰਤਜ਼ਾਰ ਕੀਤਾ ਗਿਆ ਹੈ, ਜਿਸ ਨਾਲ ਹਾਈਵੇਅ ਸੇਫਟੀ ਲਈ ਰਾਹ ਪੱਧਰਾ ਹੋ ਜਾਵੇਗਾ। ਇਸ ਨਾਲ ਹੰਬੋਲਡਟ ਬੁੱਕਸ ਬੱਸ ਹਾਦਸੇ, ਜਿਵੇਂ ਕਿ ਸਸਕੇਚਵਨ ਕੋਰੋਨਰ ਸਰਵਿਸ ਵੱਲੋਂ 2019 ਵਿੱਚ ਨੋਟ ਕੀਤਾ ਗਿਆ, ਵਰਗੇ ਕਈ ਆਰਜ਼ ਆਫ ਸਰਵਿਸ ਉਲੰਘਣਾਵਾਂ ਨੂੰ ਵੀ ਵਾਚਿਆ ਜਾਵੇਗਾ।

ਸੀਟੀਏ ਦੇ ਪ੍ਰੈਜ਼ੀਡੈਂਟ ਸਟੀਫਨ ਲਾਸਕੋਵਸਕੀ ਨੇ ਆਖਿਆ ਕਿ ਈਐਲਡੀਜ਼ ਨਾਲ ਸੇਫਟੀ ਵਿੱਚ ਸੁਧਾਰ ਹੁੰਦਾ ਹੈ, ਫਲੀਟ ਤੇ ਡਰਾਈਵਰ ਦੀ ਕਾਰਗੁਜ਼ਾਰੀ ਵਿੱਚ ਵਾਧਾ ਹੁੰਦਾ ਹੈ ਤੇ ਸੱਭ ਤੋਂ ਵੱਡੀ ਗੱਲ ਕਿ ਇਹ ਮੌਜੂਦਾ ਪੇਪਰ ਲਾਗਬੁੱਕ ਮਾਧਿਅਮ ਦੇ ਮੁਕਾਬਲੇ ਸਸਤਾ ਬਦਲ ਹੈ। ਪੇਪਰ ਲਾਗਬੁੱਕ ਭਾਰੀ ਤੇ ਪੁਰਾਣਾ ਮਾਧਿਅਮ ਹੈ ਤੇ ਇਸ ਵਿੱਚ ਆਸਾਨੀ ਨਾਲ ਗੜਬੜ ਕੀਤੀ ਜਾ ਸਕਦੀ ਹੈ। ਟਰੱਕਿੰਗ ਫਲੀਟਸ ਤੇ ਡਰਾਈਵਰਾਂ ਦੇ ਆਪਰੇਸ਼ਨ, ਲਾਗਤ ਜਾ ਸੇਫਟੀ ਨੂੰ ਧਿਆਨ ਵਿੱਚ ਰੱਖਦਿਆਂ ਹੋਇਆਂ ਜੂਨ 2022 ਵਿੱਚ ਇਸ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਨਾ ਕੀਤੇ ਜਾਣ ਦਾ ਕੋਈ ਹੋਰ ਕਾਰਨ ਨਜ਼ਰ ਨਹੀਂ ਆਉਂਦਾ।

ਜਿਹੜੇ ਪ੍ਰੋਵਿੰਸ ਅਜੇ ਤੱਕ ਤਿਆਰ ਹੀ ਨਹੀਂ ਹਨ ਉਨ੍ਹਾਂ ਨੂੰ ਈਐਲਡੀ ਸਬੰਧੀ ਨਿਯਮ ਸਬੰਧੀ ਕਾਨੂੰਨੀ ਪ੍ਰਕਿਰਿਆ ਪਹਿਲ ਦੇ ਆਧਾਰ ਉੱਤੇ ਸ਼ੁਰੂ ਕਰ ਦੇਣੀ ਚਾਹੀਦੀ ਹੈ ਤੇ ਉਨ੍ਹਾਂ ਨੂੰ ਫੋਰੀ ਇੰਡਸਟਰੀ ਤੇ ਜਨਤਾ ਨਾਲ ਇਸ ਬਾਬਤ ਵਾਅਦਾ ਕਰਨਾ ਚਾਹੀਦਾ ਹੈ ਕਿ ਉਹ ਪਹਿਲੀ ਜਨਵਰੀ, 2023 ਤੋਂ ਇਸ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਸਖ਼ਤ ਕਦਮ ਚੁੱਕਣਗੇ। ਜੇ ਇਹ ਚਾਰ ਪ੍ਰੋਵਿੰਸ ਇਸ ਤਰ੍ਹਾਂ ਦੀ ਗਾਰੰਟੀ ਨਹੀਂ ਦਿੰਦੇ ਤਾਂ ਫਿਰ ਬਾਕੀ ਦੀਆਂ ਜਿਊਰਿਸਡਿਕਸ਼ਨਜ਼, ਜਿਹੜੀਆਂ ਇਸ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਤਿਆਰ ਹਨ, ਨੂੰ ਇਸ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਹਰੀ ਝੰਡੀ ਦੇ ਦਿੱਤੀ ਜਾਣੀ ਚਾਹੀਦੀ ਹੈ।

ਲਾਸਕੋਵਸਕੀ ਨੇ ਆਖਿਆ ਕਿ ਇਨ੍ਹਾਂ ਵਿੱਚੋਂ ਇੱਕ ਜਾਂ ਦੋਵਾਂ ਵਚਨਬੱਧਤਾਵਾਂ ਤੋਂ ਬਿਨਾਂ, ਸੀਸੀਐਮਟੀਏਜ਼ ਦੀ ਜਨਵਰੀ 2023 ਵਾਲੀ ਵੈਲੀਡਿਟੀ ਉੱਤੇ ਵੀ ਸਵਾਲੀਆ ਨਿਸ਼ਾਨ ਲੱਗ ਸਕਦਾ ਹੈ। ਸਮਾਂ ਆ ਗਿਆ ਹੈ ਜਦੋਂ ਸਾਡੀ ਇੰਡਸਟਰੀ ਤੇ ਜਿਹੜੇ ਪ੍ਰੋਵਿੰਸ ਫੈਡਰਲ ਈਐਲਡੀ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਤਿਆਰ ਹਨ ਉਹ ਕਮਰ ਕੱਸ ਲੈਣ ਉਨ੍ਹਾਂ ਆਖਿਆ ਕਿ ਇਹ ਕੈਨੇਡੀਅਨ ਟਰੱਕਿੰਗ ਇੰਡਸਟਰੀ ਦੇ ਇਤਿਹਾਸ ਦਾ ਸੱਭ ਤੋਂ ਅਹਿਮ ਰੋਡ ਸੇਫਟੀ ਨਿਯਮ ਹੈ। ਇਹ ਗੱਡੀਆਂ ਚਲਾਉਣ ਵਾਲੀ ਜਨਤਾ ਲਈ ਵੀ ਓਨਾ ਹੀ ਜ਼ਰੂਰੀ ਹੈ। ਸਬੰਧਤ ਧਿਰਾਂ ਵੱਲੋਂ ਇਹ ਯਕੀਨੀ ਬਣਾਇਆ ਜਾਣਾ ਚਾਹੀਦਾ ਹੈ ਕਿ ਇਨ੍ਹਾਂ ਤਰੀਕਾਂ ਵਿੱਚ ਹੋਰ ਦੇਰ ਨਹੀਂ ਹੋਵੇਗੀ ਕਿਉਂਕਿ ਪਹਿਲਾਂ ਹੀ ਇਸ ਨਿਯਮ ਨੂੰ ਲਾਗੂ ਕਰਨ ਵਿੱਚ ਦੇਰ ਹੋ ਚੁੱਕੀ ਹੈ।

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# ਲੇਬਰ ਦੀ ਘਾਟ ਸਬੰਧੀ ਮਸਲੇ ਦਾ ਫੈਡਰਲ ਸਰਕਾਰ ਨਾਲ ਰਲ ਕੇ ਹੱਲ ਕੱਢਣਾ ਚਾਹੁੰਦੀ ਹੈ ਸੀਟੀਏ

ਬੀਤੇ ਦਿਨੀਂ ਟਰਾਂਸਪੋਰਟੇਸ਼ਨ ਮੰਤਰੀ ਉਮਰ ਅਲਘਬਰਾ ਵੱਲੋਂ ਆਯੋਜਿਤ ਕੀਤੀ ਗਈ ਨੈਸ਼ਨਲ ਸਪਲਾਈ ਚੇਨ ਦੀ ਸਿਖਰ ਵਾਰਤਾ ਵਿੱਚ ਕੈਨੇਡੀਅਨ ਟਰੱਕਿੰਗ ਅਲਾਇੰਸ (ਸੀਟੀਏ) ਤੇ ਹੋਰਨਾਂ ਸਟੇਕਹੋਲਡਰਜ਼ ਵੱਲੋਂ ਹਿੱਸਾ ਲਿਆ ਗਿਆ। ਇਸ ਦੌਰਾਨ ਕੈਨੇਡਾ ਦੀ ਸਪਲਾਈ ਚੇਨ ਨੂੰ ਦਰਪੇਸ਼ ਚੁਣੌਤੀਆਂ ਤੇ ਅਹਿਮ ਮੌਕਿਆਂ ਦਾ ਮੁਲਾਂਕਣ ਕੀਤਾ ਗਿਆ। ਇਸ ਦੇ ਨਾਲ ਹੀ ਸਪਲਾਈ ਚੇਨ ਨੂੰ ਦਰੁਸਤ ਕਰਨ ਲਈ ਅਤੇ ਆਰਥਿਕ ਰਿਕਵਰੀ ਲਈ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਕਰਨ ਤੇ ਰਣਨੀਤੀ ਉਲੀਕਣ ਦੀ ਲੋੜ ਉੱਤੇ ਵੀ ਜ਼ੋਰ ਦਿੱਤਾ ਗਿਆ।

ਸੀਟੀਏ ਵੱਲੋਂ ਕੈਨੇਡਾ ਸਰਕਾਰ ਨੂੰ ਸਪਲਾਈ ਚੇਨ ਨਾਲ ਜੁੜੇ ਅੜਿੱਕਿਆਂ ਤੇ ਲੇਬਰ ਦੀ ਘਾਟ ਨੂੰ ਠੱਲ੍ਹ ਪਾਉਣ ਲਈ ਪਹਿਲ ਦੇ ਆਧਾਰ ਉੱਤੇ ਕੀਤੇ ਜਾਣ ਵਾਲੇ ਕੰਮਾਂ ਦਾ ਵੇਰਵਾ ਮੁਹੱਈਆ ਕਰਵਾਇਆ :

## ਲੇਬਰ ਦੀ ਘਾਟ :

ਇੰਡਸਟਰੀ ਨੂੰ ਇਸ ਸੈਕਟਰ ਵੱਲ ਕੈਨੇਡੀਅਨਜ਼ ਨੂੰ ਵੀ ਆਕਰਸ਼ਿਤ ਕਰਨਾ ਹੋਵੇਗਾ। ਸੀਟੀਏ ਚਾਹੁੰਦੀ ਹੈ ਕਿ ਪਿਛਲੇ ਸਾਲ ਉਸ ਵੱਲੋਂ ਸ਼ੁਰੂ ਕੀਤੀ ਗਈ ਤਿੰਨ ਸਾਲਾ ਨੈਸ਼ਨਲ ਪਬਲਿਕ ਰਿਲੇਸ਼ਨਜ਼ ਤੇ ਸੇਸ਼ਲ ਮੀਡੀਆ ਕੈਂਪੇਨ ਦੇ ਪਸਾਰ ਲਈ ਕੈਨੇਡਾ ਸਰਕਾਰ ਨਾਲ ਰਲ ਕੇ ਕੰਮ ਕਰੇ। ਇਸ ਦੌਰਾਨ, ਟਰੱਕਿੰਗ ਇੰਡਸਟਰੀ ਆਪਣੀਆਂ ਵੈਕਸੀਨੇਸ਼ਨ ਦਰਾਂ, ਜੋ ਕਿ ਕੈਨੇਡੀਅਨ ਅਬਾਦੀ/ਰੀਜ਼ਨ-ਜਿਸ ਨੂੰ ਉਹ ਆਪਣੇ ਕਰਦੇ ਹਨ- ਦੀ ਨੁਮਾਇੰਦਗੀ ਕਰਦੀਆਂ ਹਨ, ਵਿੱਚ ਵਾਧਾ ਕਰਨਾ ਜਾਰੀ ਰੱਖੇਗੀ।

ਇੰਡਸਟਰੀ ਸਰਕਾਰ ਨਾਲ ਰਲ ਕੇ ਸਾਡੇ ਸੈਕਟਰ ਲਈ ਟਰੇਨਿੰਗ ਸਪੋਰਟ ਫੰਡ ਵਿਕਸਤ ਕਰਨ ਵਾਸਤੇ ਕੰਮ ਕਰਨਾ ਚਾਹੁੰਦੀ ਹੈ, ਇਹ ਸਾਡੇ ਭਰੋਸੇਮੰਦ, ਜਾਣਕਾਰ ਇੰਪਲੋਇਰਜ਼ ਲਈ ਹੀ ਯੋਗ ਹੋਵੇਗਾ। ਇਸ ਤੋਂ ਇਲਾਵਾ ਇੰਡਸਟਰੀ ਪ੍ਰੀ-ਲਾਇਸੈਂਸਿੰਗ ਟਰੇਨਿੰਗ ਤੇ ਆਨ ਬੋਰਡਿੰਗ/ਕਮਰਸ਼ੀਅਲ ਡਰਾਈਵਰਾਂ ਲਈ ਕੰਮ ਉੱਤੇ ਟਰੇਨਿੰਗ ਦਾ ਸਮਰਥਨ ਵੀ ਚਾਹੁੰਦੀ ਹੈ।

ਇੰਡਸਟਰੀ ਟੈਂਪਰੇਰੀ ਫੋਰਨ ਵਰਕਰ ਪ੍ਰੋਗਰਾਮ (ਟੀਐਫਡਬਲਿਊਪੀ) ਤੇ ਹੋਰ ਇਮੀਗ੍ਰੇਸ਼ਨ ਪ੍ਰੋਗਰਾਮਾਂ ਲਈ ਕੈਨੇਡਾ ਸਰਕਾਰ ਨਾਲ ਰਲ ਕੇ ਇੰਪਲੋਇਰ ਪ੍ਰੋਗਰਾਮ ਵੀ ਤਿਆਰ ਕਰਨਾ ਚਾਹੁੰਦੀ ਹੈ। ਟੀਐਫਡਬਲਿਊਪੀ ਤਹਿਤ ਜਦੋਂ ਲੇਬਰ ਮਾਰਕਿਟ ਇੰਪੈਕਟ ਅਸੈਸਮੈਂਟਸ (ਐਲਐਮਆਈਏਜ਼) ਦੀ ਗੱਲ ਆਉਂਦੀ ਹੈ ਤਾਂ , ਸੀਟੀਏ ਅਰਜ਼ੀਆਂ ਦੀ ਪ੍ਰਕਿਰਿਆ ਨੂੰ ਹੋਰ ਤੇਜ਼ ਕਰਨ ਦੇ ਹੱਕ ਵਿੱਚ ਹੈ। ਸੀਟੀਏ ਇਹ ਵੀ ਚਾਹੁੰਦੀ ਹੈ ਕਿ ਇਸ ਪ੍ਰੋਗਰਾਮ ਤਹਿਤ ਦਾਖਲ ਹੋਣ ਵਾਲੇ ਵਿਅਕਤੀਆਂ ਨੂੰ ਪਰਮਾਨੈਂਟ ਰੈਜ਼ੀਡੈਂਸੀ ਵੀ ਬਿਨਾਂ ਕਿਸੇ ਅੜਿੱਕੇ ਦੇ ਜਲਦ ਹਾਸਲ ਹੋ ਜਾਵੇ।

## ਸਪਲਾਈ ਚੇਨ ਪਾਬੰਦੀਆਂ :

ਕੈਨੇਡੀਅਨ ਕੈਰੀਅਰਜ਼ ਨੂੰ ਕੈਨੇਡਾ ਤੇ ਅਮਰੀਕਾ ਦਰਮਿਆਨ ਟਰਾਂਜ਼ਿਟ ਕਰਨ ਦੀ ਇਜਾਜ਼ਤ ਦਿੱਤੀ ਜਾਵੇ। ਇਹ ਦੁਵੱਲਾ ਮਸਲਾ ਹੈ ਤੇ ਅਸੀਂ ਕੈਨੇਡਾ ਸਰਕਾਰ ਨਾਲ ਰਲ ਕੇ ਇਸ ਨੂੰ ਹੱਲ ਕਰਨ ਲਈ ਕੋਸ਼ਿਸ਼ਾਂ ਜਾਰੀ ਰੱਖਾਂਗੇ।

ਸਾਡੇ ਕਸਟਮਰਜ਼ ਵੱਲੋਂ ਟਰੱਕਿੰਗ ਇਕਿਉਪਮੈਂਟ ਦੀ ਬਿਹਤਰ ਵਰਤੋਂ। ਇਹ ਕੈਰੀਅਰਜ਼ ਤੇ ਉਨ੍ਹਾਂ ਦੇ ਕਸਟਮਰਜ਼ ਵਿਚਲਾ ਮਸਲਾ ਹੈ, ਜਿਸ ਨੂੰ ਪ੍ਰਮੋਟ ਕਰਨ ਲਈ ਕੈਨੇਡਾ ਸਰਕਾਰ ਮਦਦ ਕਰ ਸਕਦੀ ਹੈ। ਸਾਡੇ ਮੌਜੂਦਾ ਡਰਾਈਵਰ ਨੂੰ ਅਕਸਰ ਹੀ ਲੋਡਿੰਗ/ਅਨਲੋਡਿੰਗ ਕਰਦਿਆਂ ਦੇਰ ਹੋ ਜਾਂਦੀ ਹੈ। ਸਾਡੇ

ਡਰਾਈਵਰਾਂ ਦੇ ਮੌਜੂਦਾ ਪੂਲ ਨਾਲ ਵਧੇਰੇ ਮਹਾਰਤ ਹਾਸਲ ਕਰਨ ਨਾਲ ਸਾਡੀਆਂ ਸਾਂਝੀਆਂ ਚੁਣੌਤੀਆਂ ਨੂੰ ਹੱਲ ਕਰਨ ਵਿੱਚ ਮਦਦ ਮਿਲੇਗੀ।

ਅੰਡਰਗ੍ਰਾਊਂਡ ਅਰਥਚਾਰੇ ( ਡਰਾਈਵਰ ਇੱਕ) ਉੱਤੇ ਵੀ ਨਕੇਲ ਕੱਸਣ ਦੀ ਲੋੜ ਹੈ। ਕੁੱਝ ਕੈਰੀਅਰਜ਼ ਡਰਾਈਵਰਾਂ ਨੂੰ ਅੰਡਰਗ੍ਰਾਊਂਡ ਅਰਥਚਾਰੇ ਲਈ ਕੰਮ ਕਰਨ ਵਾਸਤੇ ਗੁੰਮਰਾਹ ਕਰਨ/ ਹੱਲਾਸ਼ੇਰੀ ਦੇਣ ਲਈ ਅਚੁਕਵੀਆਂ ਪੇਅਮੈਂਟ ਸਕੀਮਾਂ ਦੀ ਵਰਤੋਂ ਕਰ ਰਹੇ ਹਨ। ਇਨ੍ਹਾਂ ਕੈਰੀਅਰਜ਼ ਤੇ ਸਕੀਮਾਂ ਦੀ ਹੋਂਦ ਕਾਰਨ ਸਪਲਾਈ ਚੇਨ ਦੇ ਰਾਹ ਵਿੱਚ ਅੜਿੱਕਾ ਪੈਦਾ ਹੈ ਤੇ ਡਰਾਈਵਰ ਆਪਣੇ ਅਧਿਕਾਰਾਂ ਤੋਂ ਵਾਂਝੇ ਹੋ ਜਾਂਦੇ ਹਨ। ਕੌਮੀ ਪੱਧਰ ਉੱਤੇ ਅੰਡਰਗ੍ਰਾਊਂਡ ਅਰਥਚਾਰੇ ਉੱਤੇ ਕੌਮੀ ਜਾਣ ਵਾਲੀ ਨਕੇਲ ਨਾਲ ਸਪਲਾਈ ਚੇਨ ਵਿੱਚ ਸਥਿਰਤਾ ਅਤੇ ਮਜ਼ਬੂਤੀ ਆਵੇਗੀ ਤੇ ਇਸ ਨਾਲ ਲੇਬਰ ਪੂਲ ਦੀ ਹਿਫਾਜ਼ਤ ਵੀ ਹੋ ਸਕੇਗੀ।

ਇੰਪਲੋਇਮੈਂਟ ਐਂਡ ਸੇਸ਼ਲ ਡਿਵੈਲਪਮੈਂਟ ਕੈਨੇਡਾ (ਈਐਸਡੀਸੀ) ਇਸ ਮਾਮਲੇ ਵਿੱਚ ਓਨਟਾਰੀਓ ਪ੍ਰੋਵਿੰਸ ਵਿੱਚ ਕੰਮ ਕਰ ਰਹੀ ਹੈ। ਸੀਟੀਏ ਵੱਲੋਂ ਘਰੇਲੂ ਤੇ ਬਾਰਡਰ ਇਨਫਰਾਸਟ੍ਰਕਚਰ ਲਈ ਸੁਬਾਅ ਵੀ ਦਿੱਤੇ ਗਏ। ਇਨ੍ਹਾਂ ਸੁਬਾਅ ਨਾਲ ਆਉਣ ਵਾਲੇ ਲੰਮੇ ਅਰਸੇ ਤੱਕ ਸਪਲਾਈ ਚੇਨ ਤੇ ਵਸਤਾਂ ਦੀ ਢੇਆ ਢੁਆਈ ਵਿੱਚ ਮਦਦ ਮਿਲੇਗੀ।

ਕੈਨੇਡੀਅਨ ਟਰੱਕਿੰਗ ਅਲਾਇੰਸ ਦੇ ਪ੍ਰੈਜ਼ੀਡੈਂਟ ਸਟੀਫਨ ਲਾਸਕੋਵਸਕੀ ਨੇ ਆਖਿਆ ਕਿ ਇੱਕ ਪੁਰਾਣੀ ਕਹਾਵਤ ਹੈ ਕਿ ਕੈਨੇਡਾ ਟਰੱਕਾਂ ਦੇ ਸਹਾਰੇ ਚੱਲਦਾ ਹੈ ; ਪਰ ਇਸ ਦਾ ਅਸਲੀ ਮਤਲਬ ਹੈ ਕਿ ਕੈਨੇਡਾ ਟਰੱਕ ਡਰਾਈਵਰਾਂ ਦੇ ਸਿਰ ਉੱਤੇ ਚੱਲਦਾ ਹੈ। ਇਸ ਲਈ ਟਰੱਕਿੰਗ ਵਿੱਚ ਲੇਬਰ ਦੀ ਘਾਟ ਨੂੰ ਹੱਲ ਕਰਨਾ ਕੈਨੇਡਾ ਸਰਕਾਰ ਦੀ ਮੁੱਖ ਤਰਜੀਹ ਹੋਣੀ ਚਾਹੀਦੀ ਹੈ ਤਾਂ ਕਿ ਸਪਲਾਈ ਚੇਨ ਨੂੰ ਨਿਰਵਿਘਣ ਚੱਲਦਾ ਰੱਖਿਆ ਜਾ ਸਕੇ ਤੇ ਕੈਨੇਡਾ ਦੇ ਅਰਥਚਾਰੇ ਨੂੰ ਲੀਹ ਉੱਤੇ ਲਿਆਂਦਾ ਜਾ ਸਕੇ।

ਟਰੱਕਿੰਗ ਇੰਡਸਟਰੀ ਵਿੱਚ ਲੇਬਰ ਦੀ ਘਾਟ ਕੋਵਿਡ-19 ਮਹਾਂਮਾਰੀ ਤੋਂ ਪਹਿਲਾਂ ਹੀ ਵੱਡੀ ਸਮੱਸਿਆ ਸੀ ਤੇ ਇਸ ਸਮੇਂ 2023 ਦੇ ਅੰਤ ਤੱਕ 55,000 ਡਰਾਈਵਰਾਂ ਦੀ ਘਾਟ ਦੀ ਤਲਵਾਰ ਇੰਡਸਟਰੀ ਦੇ ਸਿਰ ਉੱਤੇ ਲਟਕ ਰਹੀ ਹੈ। ਮੌਜੂਦਾ ਅੰਕੜਿਆਂ ਅਨੁਸਾਰ ਇੰਡਸਟਰੀ ਨੂੰ ਜਲਦ ਹੀ ਇਸ ਭਵਿੱਖਬਾਣੀ ਦੀ ਸੱਚਾਈ ਨਾਲ ਦੋ ਚਾਰ ਹੋਣਾ ਪਵੇਗਾ ਤੇ 2021 ਦੀ ਚੌਥੀ ਤਿਮਾਹੀ ਵਿੱਚ ਹੀ ਇੰਡਸਟਰੀ ਨੂੰ 23,000 ਟਰੱਕ ਡਰਾਈਵਰਾਂ ਦਾ ਘਾਟਾ ਸਹਿਣਾ ਪਿਆ। ਇਹ ਨੋਟ ਕਰਨਾ ਵੀ ਬੇਹੱਦ ਜ਼ਰੂਰੀ ਹੈ ਕਿ ਕੋਵਿਡ ਨਾਲ ਲੜਨ ਲਈ ਵੈਕਸੀਨਜ਼ ਟੂਲਬੈਕਸ ਵਿੱਚ ਬਿਹਤਰ ਟੂਲ ਹਨ ਤੇ ਇਹ ਅਰਥਚਾਰੇ ਵਿੱਚ ਸਥਿਰਤਾ ਵੀ ਲਿਆਉਣਗੀਆਂ। ਪਰ ਵੈਕਸੀਨ ਲਾਜ਼ਮੀ ਕੀਤੇ ਜਾਣ ਨਾਲ ਟਰੱਕਿੰਗ ਇੰਡਸਟਰੀ ਸਮੇਤ ਹੋਰਨਾਂ ਸੈਕਟਰਜ਼ ਵਿੱਚ ਵੀ ਲੇਬਰ ਦੀ ਉਪਲਬਧਤਾ ਘਟੀ ਹੈ।

ਸਪਲਾਈ ਚੇਨ ਨੂੰ ਦਰਪੇਸ਼ ਚੁਣੌਤੀਆਂ ਬਾਰੇ ਗੱਲਬਾਤ ਲਈ ਮੰਤਰੀ ਅਲਘਬਰਾ ਨੇ ਕੁੱਝ ਹੋਰ ਫੈਡਰਲ ਮੰਤਰੀਆਂ ਨੂੰ ਵੀ ਸੱਦਾ ਦਿੱਤਾ ਇਨ੍ਹਾਂ ਵਿੱਚ ਇਨੋਵੇਸ਼ਨ, ਸਾਇੰਸ ਐਂਡ ਇੰਡਸਟਰੀ ਮੰਤਰੀ ਫਰੈਂਕੋਇਸ-ਫਿਲਿਪ ਸ਼ੈਪੇਨ; ਐਗਰੀਕਲਚਰ ਐਂਡ ਐਗਰੀ-ਫੂਡ ਮੰਤਰੀ ਮੈਰੀ ਕਲੋਡੇ ਬਿਬਿਉ ; ਇੰਟਰਨੈਸ਼ਨਲ ਟਰੇਡ, ਐਕਸਪੋਰਟ ਪ੍ਰਮੋਸ਼ਨ, ਸਮਾਲ ਬਿਜ਼ਨਸ ਐਂਡ ਇਕਨੌਮਿਕ ਡਿਵੈਲਪਮੈਂਟ ਮੰਤਰੀ ਮੈਰੀ ਐਨਜੀ; ਇੰਪਲੋਇਮੈਂਟ, ਵਰਕਫੋਰਸ ਡਿਵੈਲਪਮੈਂਟ ਐਂਡ ਡਿਸਐਬਿਲਿਟੀ ਮੰਤਰੀ ਕਾਰਲਾ ਕੁਆਲਤਰੋ ਸ਼ਾਮਲ ਸਨ। ਸਪਲਾਈ ਚੇਨ ਨੂੰ ਦਰਪੇਸ਼ ਚੁਣੌਤੀਆਂ ਤੇ ਉਨ੍ਹਾਂ ਦੇ ਮਜ਼ਬੂਤ ਹੱਲ ਲੱਭਣ ਲਈ ਸੀਟੀਏ ਆਪਣੇ ਮੈਂਬਰਾਂ ਨਾਲ ਰਲ ਕੇ ਫੈਡਰਲ ਸਰਕਾਰ ਨਾਲ ਇਸ ਬਾਬਤ ਰਾਬਤਾ ਕਾਇਮ ਰੱਖਦੀ ਰਹੇਗੀ।

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# ਕੀਪਿੰਗ ਓਨਟਾਰੀਓ ਓਪਨ ਫੌਰ ਬਿਜ਼ਨਸ ਐਕਟ ਦਾ ਓਨਟਾਰੀਓ ਟਰੱਕਿੰਗ ਐਸੋਸਿਏਸ਼ਨ ਵੱਲੋਂ ਸਵਾਗਤ

ਪ੍ਰੋਵਿੰਸ਼ੀਅਲ-ਯੂਐਸ ਬਾਰਡਰ ਕਰੌਸਿੰਗਜ਼ ਉੱਤੇ ਭਵਿੱਖ ਵਿੱਚ ਕਿਸੇ ਵੀ ਤਰ੍ਹਾਂ ਦੇ ਅੜਿੱਕਿਆਂ ਨੂੰ ਖ਼ਤਮ ਕਰਨ ਲਈ ਪ੍ਰੋਵਿੰਸ਼ ਨੂੰ ਹੋਰ ਯੋਗ ਬਣਾਉਣ ਵਾਸਤੇ ਓਨਟਾਰੀਓ ਸਰਕਾਰ ਵੱਲੋਂ ਐਮਰਜੰਸੀ ਐਕਟ ਤੋਂ ਬਾਹਰ ਐਨਫੋਰਸਮੈਂਟ ਅਧਿਕਾਰੀਆਂ ਨੂੰ ਹੋਰ ਸ਼ਕਤੀਆਂ ਦੇਣ ਲਈ ਲਿਆਂਦੇ ਨਵੇਂ ਬਿੱਲ ਦਾ ਓਨਟਾਰੀਓ ਟਰੱਕਿੰਗ ਐਸੋਸਿਏਸ਼ਨ (ਓਟੀਏ) ਵੱਲੋਂ ਸਵਾਗਤ ਕੀਤਾ ਗਿਆ ਹੈ।

ਇਸ ਪ੍ਰਸਤਾਵਿਤ ਬਿੱਲ ਰਾਹੀਂ ਪੁਲਿਸ ਅਧਿਕਾਰੀਆਂ ਨੂੰ ਇਹ ਸ਼ਕਤੀ ਹੋਵੇਗੀ ਕਿ ਉਹ ਅਜਿਹੇ ਵਾਹਨ, ਜਿਸ ਨੂੰ ਗੈਰਕਾਨੂੰਨੀ ਬਲਾਕੇਡ ਪੈਦਾ ਕਰਨ ਲਈ ਵਰਤਿਆ ਜਾ ਰਿਹਾ ਹੋਵੇਗਾ, ਉਸ ਦੀ ਲਾਇਸੈਂਸ ਪਲੇਟਜ਼ ਨੂੰ ਸੀਜ਼ ਕਰ ਸਕਣਗੇ, ਡਰਾਈਵਰ ਦੇ ਲਾਇਸੈਂਸ ਅਤੇ ਵ੍ਹੀਕਲ ਪਰਮਿਟ ਨੂੰ ਮੌਕੇ ਉੱਤੇ ਹੀ ਸਸਪੈਂਡ ਕਰ ਸਕਣਗੇ ਅਤੇ ਗੈਰਕਾਨੂੰਨੀ ਅੜਿੱਕੇ ਪੈਦਾ ਕਰਨ ਵਾਲੀ ਕਿਸੇ ਵੀ ਚੀਜ਼ ਨੂੰ ਹਟਾ ਸਕਣਗੇ ਤੇ ਸਟੋਰ ਕਰ ਸਕਣਗੇ।

ਓਟੀਏ ਦੇ ਪ੍ਰੈਜ਼ੀਡੈਂਟ ਤੇ ਸੀਈਓ ਸਟੀਫਨ ਲਾਸਕੋਵਸਕੀ ਨੇ ਆਖਿਆ ਕਿ ਹਰ ਰੋਜ਼ 16000 ਤੋਂ ਵੱਧ ਕਮਰਸ਼ੀਅਲ ਟਰੱਕ ਓਨਟਾਰੀਓ-ਯੂਐਸ ਬਾਰਡਰ ਪਾਰ ਕਰਦੇ ਹਨ। ਇਨ੍ਹਾਂ ਟਰੱਕਾਂ ਦੇ ਸਿਰ ਉੱਤੇ ਓਨਟਾਰੀਓ ਦਾ ਅਰਥਚਾਰਾ ਵੀ ਬਹੁਤੀ ਹੱਦ ਤੱਕ ਚੱਲਦਾ ਹੈ ਤੇ ਜਦੋਂ ਇਨ੍ਹਾਂ ਟਰੱਕਾਂ

ਨੂੰ ਮਾਰਕਿਟ ਵਿੱਚ ਪਹੁੰਚਣ ਵਿੱਚ ਦੇਰ ਹੁੰਦੀ ਹੈ ਤਾਂ ਸਾਡੇ ਅਰਥਚਾਰੇ ਤੇ ਟਰੱਕਿੰਗ ਸੈਕਟਰ ਉੱਤੇ ਨਿਰਭਰ ਕਰਨ ਵਾਲੀਆਂ ਇੰਡਸਟਰੀਜ਼ ਉੱਤੇ ਨਕਾਰਾਤਮਕ ਅਸਰ ਪੈਂਦਾ ਹੈ। ਕੀਪਿੰਗ ਓਨਟਾਰੀਓ ਓਪਨ ਫੌਰ ਬਿਜ਼ਨਸ ਐਕਟ ਓਨਟਾਰੀਓ ਦੇ ਅਰਥਚਾਰੇ ਦੀ ਹਿਫਾਜ਼ਤ ਕਰੇਗਾ ਤੇ ਇਸ ਨਾਲ ਸਾਡੇ ਅਮੈਰੀਕਨ ਕਸਟਮਰਜ਼ ਨੂੰ ਇਹ ਸੁਨੇਹਾ ਜਾਵੇਗਾ ਕਿ ਸਾਡੇ ਬਾਰਡਰਜ਼ ਪੂਰੀ ਤਰ੍ਹਾਂ ਸੁਰੱਖਿਅਤ ਹਨ। ਆਰਥਿਕ ਫਾਇਦਿਆਂ ਤੋਂ ਇਲਾਵਾ ਇਹ ਐਕਟ ਕਮਰਸ਼ੀਅਲ ਟਰੱਕ ਡਰਾਈਵਰਾਂ ਦੀ ਹਿਫਾਜ਼ਤ ਵੀ ਕਰੇਗਾ।

ਲਾਸਕੋਵਸਕੀ ਨੇ ਆਖਿਆ ਕਿ ਗੈਰਕਾਨੂੰਨੀ ਬਲਾਕੇਡਜ਼ ਕਾਰਨ ਕਈ ਘੰਟਿਆਂ ਦੀ ਹੋਈ ਦੇਰ ਕਾਰਨ ਸਾਡੇ ਮਿਹਨਤਕਸ਼ ਟਰੱਕ ਡਰਾਈਵਰਾਂ ਦੀਆਂ ਨਿਜੀ ਤੇ ਪੇਸ਼ੇਵਰਾਨਾ ਜ਼ਿੰਦਗੀਆਂ ਵਿੱਚ ਵੀ ਕਾਫੀ ਵਿਘਣ ਪਿਆ। ਇਸ ਕਾਨੂੰਨ ਦੇ ਲਾਗੂ ਹੋਣ ਨਾਲ ਟਰੱਕ ਡਰਾਈਵਰ ਬਾਰਡਰ ਬਲਾਕੇਡਜ਼, ਜਿਸ ਕਾਰਨ ਉਨ੍ਹਾਂ ਦੇ ਕੰਮਕਾਰ ਵਿੱਚ ਵਿਘਣ ਪੈਂਦਾ ਹੈ, ਖਿਲਾਫ ਸਖ਼ਤ ਤੇ ਫੌਰੀ ਕਾਰਵਾਈ ਦੀ ਉਮੀਦ ਕਰ ਸਕਣਗੇ, ਮਾਲ ਨੂੰ ਸਮੇਂ ਸਿਰ ਥਾਂ ਟਿਕਾਣੇ ਪਹੁੰਚਾ ਸਕਣਗੇ ਤੇ ਆਪਣਾ ਕੰਮ ਤੇ ਸਿਫਟ ਮੁੱਕਣ ਉਪਰੰਤ ਆਪਣੇ ਪਰਿਵਾਰਾਂ ਕੋਲ ਸੁਰੱਖਿਅਤ ਢੰਗ ਨਾਲ ਪਹੁੰਚ ਸਕਣਗੇ।

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# ITEMS TO ADDRESS PRIOR TO THE JANUARY 2023 FEDERAL ELD ENFORCEMENT DATE



**MIKE MILLIAN**

President of the Private Motor Truck Council of Canada, CITT Certified Logistics Professional. (CCLP)

The Private Motor Truck Council of Canada (PMTTC) has worked in collaboration with Transport Canada, (TC) the CCMTA as well as the Provinces & Territories (PT's) for more than 10 years, to shape an electronic logging device mandate that will improve health and safety for the general public, as well as improve compliance with the regulations, and thus level the playing field and improve conditions for the entire Canadian Trucking Industry. Working together, we learned from the mistakes made in the US, and introduced an independent 3rd party certification process, to ensure ELD's that are approved, go through a rigorous process to ensure they are compliant with the regulations.

In March of 2021 CCMTA, TC and the Provinces and Territories all agreed to delay full enforcement of the Federal ELD regulation until June 12th of 2022. This change had to be made, in part, as there were

no certified devices that existed at the time. While we all hoped the delay in full enforcement would allow enough time for a fulsome list of devices to be approved, as well as solve other compliance and enforcement related issues, the fact is we still have many items to address. For these reasons, the PMTC was pleased to hear of a further delay in enforcement until January 1, 2023. We believe this was a prudent and responsible decision to allow enough time for issues to be rectified and provide a smoother roll out of full enforcement.

## Saturation of approved devices

As of writing this on March 15th, we have 25 certified ELD's on the marketplace, from 14 different suppliers. While still more will be needed to provide a good saturation and options for carriers to select from, we believe the extra time provided allows ELD providers

with enough time to get their devices submitted for approval in advance of the new date and allow carriers to select from a fulsome list and transition to ensure compliance by January of 2023. The PMTC would not be in favour of any further delays in enforcement as a result of a lack of devices. We believe, with this most recent delay in full enforcement, enough time has now been provided for suppliers & industry.

## Items that need addressed prior to January 1, 2023

□ As we understand it currently, a total of 8 Provinces and Territories have regulations in place or will have them in place in time to enforce the federal regulation on January 1st of 2023. As National uniformity in enforcement is important, we believe the remaining jurisdictions need to take the steps necessary to ensure they can enforce the mandate by January 1st as well. While we believe uniformity is important, regardless of the readiness of the remaining jurisdictions, we believe we must move forward with enforcement for those that are ready by January of 2023 with no further delays.

□ To ensure a driver's Records of Duty Status (RODS) is securely transmitted over the air from the truck to law enforcement, a Public Key Infrastructure (PKI) infrastructure is required. We have learned that TC just recently selected a vendor to develop and implement a system that allows an encrypted ELD Output File transferred securely from truck to the officer, as required by the Technical Standards (TS), to decrypt the message and allow the content to be viewed. The vendor now must ensure the system is in place in a timely fashion to ensure the system is functional & understood well in advance of the new full enforcement date.

□ We have heard from concerned parties that analyzing RODS at roadside to verify HOS compliance is going to be very challenging. The ELD Output File is required to provide a driver's RODS in two standard file formats, PDF and CSV. Currently Canada does not have a method like the United States' ERODS system for translating the CSV file to a format usable by enforcement. Therefore, to verify 15 days of RODS, enforcement is currently limited to reviewing the PDF, which can be 50 pages or more in length. In addition, certain ELD event codes such as Event Record of Origin and Event Record Status, are not explained in words, but remain in code format otherwise found

only in the TS. This means enforcement officers need to understand the meaning of codes wherever such code appears in the PDF.

There is a significant concern if RODS verification is too time consuming and difficult to understand, enforcement may simply look at the graph grid on the display and make assumptions regarding a driver's HOS compliance without looking at event details. We need to ensure these issues are rectified, and significant enforcement training of the items in the TS displayed on the device and in the PDF occurs well in advance of full enforcement taking hold. The main purpose of mandating the use of ELDs is to ensure easier and more accurate verification of HOS compliance leading to a reduction in the instances of operating a commercial motor vehicle while fatigued. We need to ensure the proper tools are in place to ensure this is what occurs.

□ We need to ensure ELD violations are applied onto a carrier's Provincial safety rating no matter which jurisdiction they are based out of or charged in. As we understand it, currently no such system is in place with ELD violations to ensure this occurs.

□ Ontario has a robust exemption for Drive-away tow away operators, which are also exempt in the US Federal regulations. Quebec is also indicating they may exempt this. PMTC has learned through discussions with regulators and drive-away tow away operators that it appears the remaining provinces and territories will not exempt this, which will lead to massive confusion and harm to this industry. Can Transport Canada adopt this exemption in the federal regulations, or address it in another manner to ensure we have uniformity across jurisdictions?

The PMTC and its members are appreciative of the common-sense approach to this delay in full enforcement. We know significant pressure existed to move forward with the June 12th enforcement date, however we are in full support of the delay and believe it was the only decision that could be made to ensure a smooth rollout. At the same time, we need to ensure this extra time is not wasted, and work needs to begin immediately to remedy the issues raised above to ensure we have everything in place required to ensure we are prepared for full enforcement well in advance of what we hope is the final delay in enforcement that will be required.



# Russia, Ukraine and The Rising Costs of Fuel

By **TTN** Writer

**P**resident Biden boldly announced that The United States would no longer import Russian oil. It was one more wooden nail into Putin's evil heart. But we are all paying for Putin's madness at the pump.

Although the U.S. receives about 7% of its oil from Russia, it can adjust. Europe that depends heavily on Russia, about 40 percent of its natural gas and more than a quarter of its oil from Russia. Canada gets next to nothing from Russia in oil products, but our prices at the pump are taking off like a rocket.

World oil products are a complicated game of supply and demand. When Russia invaded Ukraine, it caused the scales to tip wildly on fuel prices around the globe. Including Canada.

Canada has the world's third-largest oil reserves. Canadian companies refine most of our crude oil. But with Canadians consuming tens of billions of litres of oil each year, Canada also imports crude oil from other countries to meet demand. We supply the U.S. with 61% of their imported oil. But, more than 77% of Canada's total crude oil imports in 2020 came from the United States.

Europe says they will drastically cut back on the oil and gas they import from Russia. Russia is the world's third-biggest oil producer, behind the US and Saudi Arabia.

By removing Russian oil and gas from the marketplace, world supply is severely cut. This is just when the pandemic is easing, and pent-up demand for oil and gas is hitting the marketplace. It's the combination of a supply cut and an increase in demand that raises fuel costs for us.

During the pandemic, there was decreased demand for oil products, production was cut back, further reducing global supply, which is suddenly needed now.

The U.S. is asking Saudi Arabia to increase production, they are the leading producer in OPEC (The Organization of the Petroleum Exporting Countries), they influence pricing. The U.S. is also looking at Venezuela for more production. The U.S. cut Venezuela off, placing sanctions on them due to their questionable national politics.

These multiple factors that lead to a smaller global supply of oil mean Canada is now competing for oil in an ever-more competitive market.

With global oil prices skyrocketing, we have little alternative than to go along for the ride. We could easily see gasoline prices of \$2.20 per litre in Canada, say the experts.

This would affect an economy that is already feeling rising inflation. This newest pressure in fuel prices will only cause the price of just about everything you can imagine to rise, fueling inflation more and putting a damper on economic recovery from the pandemic.

If there is good news to be found in this, it's, that Canada has the world's third-largest oil reserves. More than likely we will see more Canadian oil production, which will boost our economy.

The tragedy is not the rising cost of fuel. The tragedy is the evil and horror taking place on innocent lives in Ukraine.



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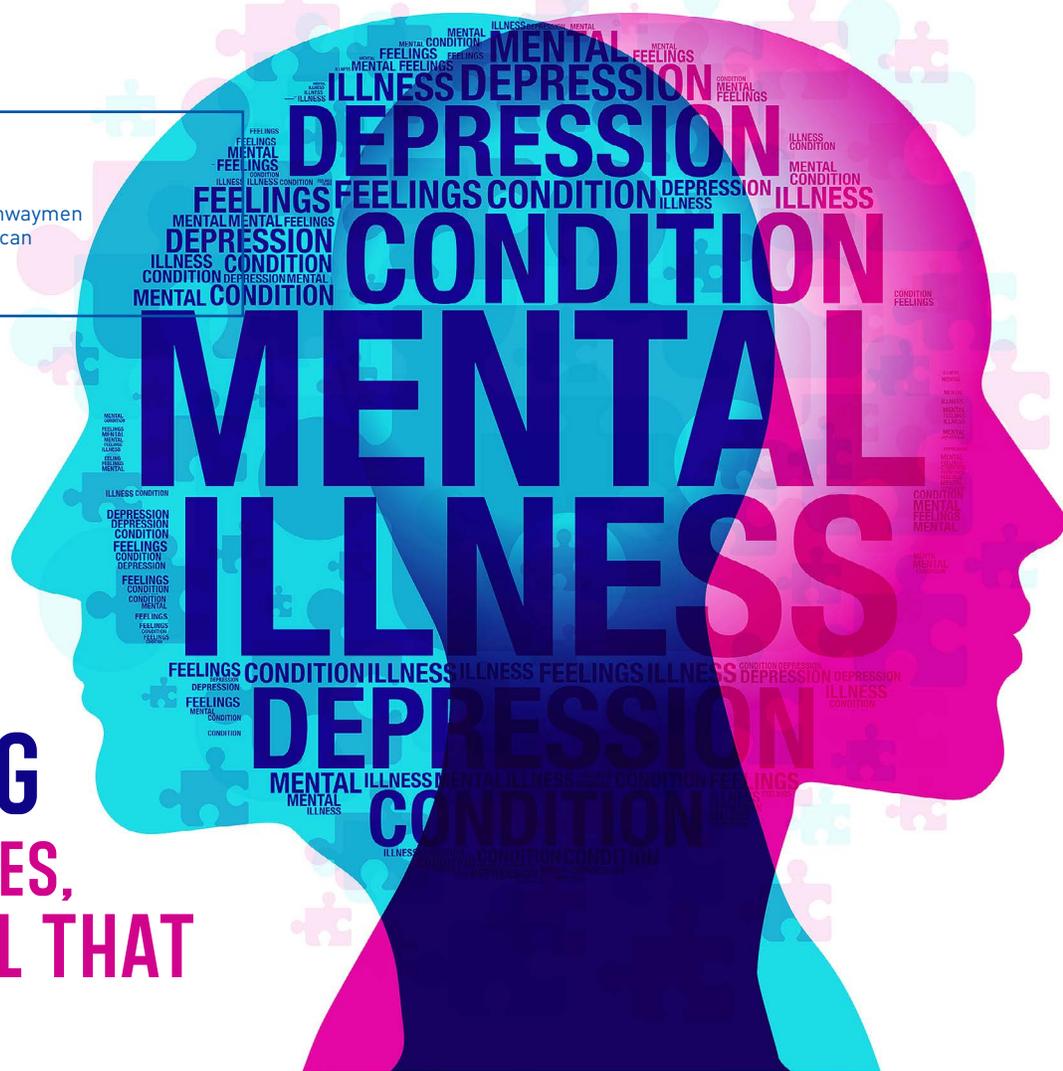
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# CONTROLLING THE CONTROLLABLES, ELIMINATING ALL THAT STRESS

## Inflation, Housing affordability, Food crisis, Russia, Supply Chain issues

**C** OVID still not over. We need some good news to make us smile. Yet this year ahead looks challenging, full of change, and filled with the potential of more stress. For most of us, the stress levels are through the rough. We need a break.

The American Psychological Association says we continue to struggle with the strain of the prolonged pandemic. A recent survey says that almost two-thirds of adults (63%) say their life has been forever changed by the pandemic. Many feel widespread grief and a sense of loss, Many of us have become entrenched and developed unhealthy coping habits.

For many, 2022 has brought money worries. Careers may have changed or even been lost. The February inflation rate reached its highest level since 1991. Housing and food costs are spiraling to unprecedented levels. More Canadians than ever are unable to afford the purchase of a home.

New food and supply chain problems will be with us for the foreseeable future.

Topping all this stress is the Russian invasion of Ukraine. Presented live on TV in our living rooms, spurring mass fear and anxiety as we watch in horror. The American Psychological Association says, 80% of adults report are worried about the invasion of Ukraine and 70% fear it may lead to nuclear war or the beginning of World War III.

These findings make it clear that adults appear to be emotionally overwhelmed and showing signs of fatigue. 87% of adults feel there has been a constant stream of crises over the last two years.

Younger generations have never experienced such global concerns.

Our bodies react poorly under constant stress. Releasing cortisol over extended periods lowers our immune system. Too much constant stress can and will make us unhealthy.



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**So, what is the menu to overcome all this anxiety and stress, And who can help us through all of these difficult times?**

Helplines and psychologists are in place to help those having difficulty coping. But the demand for mental help has developed into a national crisis. Dr. Peter Liu, a clinical psychologist in Ottawa, said the system is unable to keep up with the mental health-care needs that have grown dramatically in the pandemic.

An Alberta psychologist **Dr. Christopher Rose** suggests we all become more proactive and practice healthy lifestyles, in essence, we need to learn to fix ourselves.

He says we need to start to socialize again, that the pandemic has isolated us. We have cocooned, which has led to uncertainty, paranoia, and agoraphobia. We have developed what he calls pervasive uncertainty. We need to put down the phone and the computer and get out and interact with other humans. Become social again, join clubs, and visit friends and family, get out there. Spring and summer should help us to reconnect.

We need to be aware that self-help does not always work in the best ways. There has been lots of self-medication, alcohol and marijuana consumption is way up. Our eating habits are not good either. More people are taking prescription drugs, anti-depressants, and anti-anxiety medications. Connective behaviour therapy (CBT), or talking therapy is an effective tool against anxiety. The trick is finding a psychologist to help in times of demand.

Which gets us back to social interaction. Dr. Rose says the best things we can do for ourselves right now are to develop structure, resocialize and exercise. Work on achieving a healthy lifestyle.

Self-discipline is the trick to developing structure, concentrating on creating a day-to-day routine. This is most surely the simplest and most important thing we can do, almost programming ourselves. Wake up and eat meals on a regular schedule, walking, exercising, whatever it is, to set it up as a daily schedule, a structure. We focus

on forming good daily habits and taking command of our health. This makes us feel more productive, more focused, more in control. We are focusing on things we can control.

Dr. Rachel Goodman says, "A good place to start with creating a new routine is to set wake-up and bedtimes, as well as meal and activity times."

Dr. Rose says we almost must become OCD, obsessive and compulsive. Setting these goals and achieving them makes us feel good about ourselves. Staying active and getting regular daily exercise is important.

Make sure that we are well-rested. Eat healthy meals on a regular schedule. Set realistic goals and try to stay positive. Prepare for challenges but don't ruminate on things you can't control. Stay in touch with friends and family members and set aside time for activities that you enjoy.

Remember, our mental health is connected to our physical health. Almost 2/3 of us put on weight during the pandemic. Our coping mechanisms suffered, for many, that resulted in unhealthy weight gains and increased drinking. Thankfully we can lower stress and lose weight with exercise, which reduces levels of the body's stress hormones, such as adrenaline and cortisol. It also stimulates the production of endorphins, chemicals in the brain that are the body's natural painkillers and mood elevators. Importantly, exercise makes us feel good about ourselves.

Dr. Rose suggests many of us may feel rudderless, and some may have lost jobs. For those, imposing structure helps. Many have used the pandemic or the loss of their career to become online entrepreneurs and create online businesses. Changing the focus, or creating a new one is an excellent way to forget your stress levels. New careers do create some new other stresses, perhaps healthy ones.

Definitely, we can see that stress and anxiety play hand and hand with our mental and physical health. We may not be able to change where the stress originates, but we can change how we handle it. That means we need to be our own self-advocate. Stress is created by uncontrollable outside influences. The best way to deal with stress is to control the controllable, us. Our routine, our personal interactions, exercise, diet are all key. As Dr. Rose says, we are social animals, it is time to reconnect with others and feel happier about them and ourselves. Life is too short for stress.



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BOOTH # 86

# Trying to make old, NEW again

By **TTN** Writer

## Fleets struggle to keep older trucks on the road

**A** diversity seems around each corner for the Canadian trucking industry. Faced with enormous deficiencies during the pandemic fleet/private operations have struggled to stay on the road. Supply chain networks have been more like Morse Code symbols with a mixture of inconsistent stop and go signals triggering a severe shortage of parts. Which in turn has driven up the costs of both new and used trucks. In addition, truck technology is moving faster than ever maybe too fast for owners of older trucks/fleets. If your truck is more than a few years old, you have likely missed out on multiple generations of software, telematics, and uptime services—and won't be able to access future versions either. So, keeping your truck longer may not be an option.

A Fleet Advantage survey released earlier this year found that 32% of trucks currently on the road are being run in a six- to eight-year lifecycle, 20% are being run for nine to 10 years, and 4% even longer than that. All in all, roughly 56% of trucks on the road are unable to take advantage of many of the latest advances in technology such as remote diagnostics.

Surveys are also showing the lack of new truck/trailer inventory has driven the demand for older vehicles to waiting lists not seen before. This leaves owners motivated to get more from older trucks. However, the bottom line continues to drive many upgrade decisions, and fleet executives and owner/operators are paying closer attention to the costs



associated with servicing an aging vehicle. Considering ... parts shortages, safety standards (Fleets with newer trucks benefit from more advanced safety features), repair costs and fuel economy. Not to mention the lack of available used truck inventory which is extremely low.

“There remains a distinct correlation between aging trucks resulting in higher service and repair costs, as well as reduced fuel economy,” said John Flynn, CEO of Fleet Advantage. “This survey tells us that many fleets see these as critical areas in not only operating their fleets, but also the impact they have on an organization’s bottom line.”

### **Keeping your current fleet fully functioning with a preventative maintenance program**

By instituting best practices in preventative maintenance schedule, big repairs can be kept at bay and when those can't be avoided, a maintenance program makes

sure the repairs are done correctly and charged fairly. In properly managing the assets you currently use, your fleet can be regularly monitored and maintained to not only remain safe but to be more cost-effective.

Good maintenance programs also include protocols for emergency roadside assistance, scheduled maintenance, vendor vetting programs, rental vehicle management, warranty disputes, and billing mistakes.

### **The real adversity details:**

Parts shortages, microchips, rubber, drivers, and trailers are impacting the entire trucking sector. In response to this and ongoing labour shortages, some manufacturers have shifted their focus to the consumer market. This has limited the availability of new commercial trucks causing a rise in prices for new equipment. Used trucks have also sharply increased in price as companies increasingly turn their attention to the



used truck options. Used truck tractor prices rose in Canada by 14% this year, while used vocational trucks cost an additional 20%, according to used truck dealers Ritchie Bros.

Unfortunately, shortages are happening just as trucking companies could increase capacity and expand fleets to improve the supply chain issues. However instead, many are committing additional resources towards sourcing the parts needed to keep their older equipment alive as orders are reduced, delayed, or even cancelled outright.

### **Parts shortages hit fleets hard and fleet managers are using unconventional methods to find parts**

Robert Braswell, executive director of the American Trucking Associations' Technology & Maintenance Council, said some fleets have had to behave as if they own rare cars whose OEMs no longer make the parts and accessories. Fleets with larger budgets are snapping up what they can early when they find parts. Some are even turning to their own trucks as parts sources. Others are hunting on eBay or Craig's List to scoop up new or used parts they cannot order from their regular suppliers. Even going into rural centres looking for parts.

Factories in Asia and North America are open producing parts and trucks. But as fleets look to catch up on their material needs, there have been shortages from driveshafts to wheels, caused by issues related to the pandemic.

Braswell said two issues, virus-related labor shortages and the related parts shortage, have loomed larger than others in the supply chain, frustrating fleets and causing some trucks and trailers to be sidelined because they lack parts to run safely.

The parts shortage has grown over the past year and has sent shivers through the trucking industry's spine, unlike the delay in new Class 8 models. If a fleet cannot take

delivery of a truck soon, it can always try to buy a used truck or make do with what it has. But parts shortages threaten to force fleets to park and sideline trucks.

Larger fleets targeting specific parts are much to the dismay of smaller fleets and Independent owners. "One of the problems is the larger companies are buying up retread rubber and casings," said Vincent Fortuna, a long-time trucking executive who now works as a partner in PR Business Consulting, which advises fleets.

Fortuna said the shortages have fallen to raw materials, and that will lead soon to another price increase in tires. Braswell agreed the truck-tire market is particularly hard hit, although he sees labor issues as the main problem. "There's a shortage of wheels, because there's not enough people to make the wheels," said Braswell.

The problem of parts would normally have fleets looking at new or used trucks. But OEMs experienced pandemic-related problems first, slowing down production in early and mid-2020 because of shutdowns and staggered production to prevent viral spread. The delays mean smaller fleets may have to wait until 2024 for new trucks.

"Prices are through the roof and there's nothing really available," said Fortuna.

Making what is old - new again presents familiar challenges to us all. We have done this before and rose to the challenge through the adversity better for it. Past decades show how resilient/inventive we can be with other product challenges by retrofitting, streamlining, conforming, repurposing, recycling, and advancing. The Canadian trucking industry could progress from these adversities with better best practices and efficiencies never realized before.



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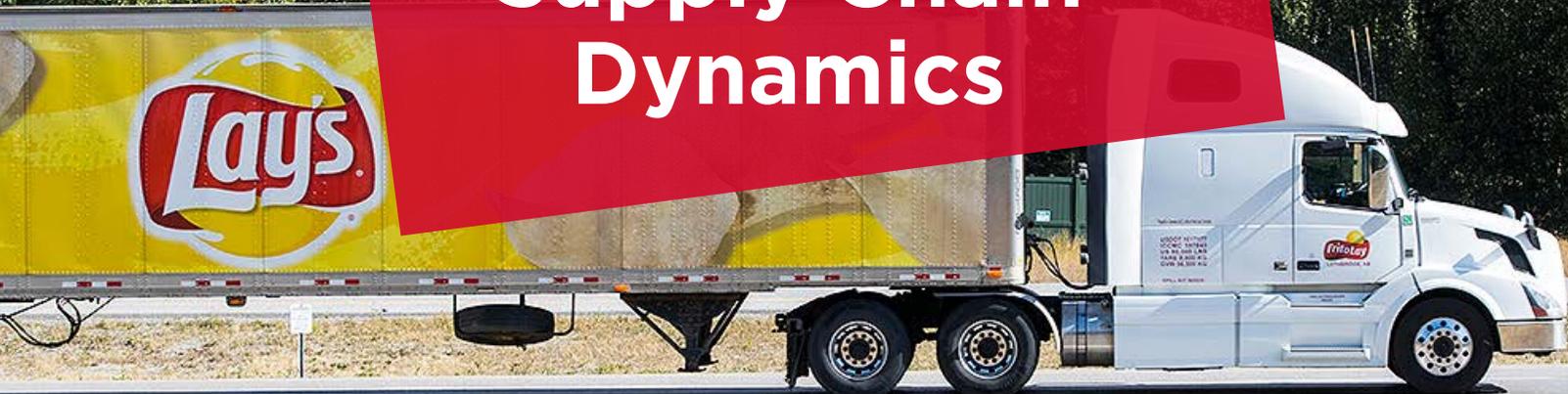
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TTN MEGA JOB FAIR, APRIL 09, 2022 | BOOTH # 15

# Price War in the Potato Chip Aisle: Supply Chain Dynamics



By Karan Sharma

**B**y the time we get to March, the majority of Canadians have had their fill of winter and are suffering severe bouts of “cabin fever.” Worse yet, this winter seems particularly long, perhaps made worse by pandemic burnout. I am sure we all have winter coping mechanisms and survival tools. Home projects, exercise routines, renovations, food! Yes, food as in cravings and comfort foods and unhealthy foods. Choices such as cookies, cake, and worse yet, potato chips. Today I am learning, with some horror, that Canada may be facing a potato chip crisis. Suddenly supply chain issues have become all too real.

One of Canada’s largest food manufacturers (Frito-Lay) has halted shipments to the country’s biggest grocer (Loblaws) in an extreme example of how inflation is impacting the food industry and driving a wedge between some retailers and suppliers.

Swaths of Loblaw’s potato chip aisle will be empty for a while. The issue is a pricing dispute between Loblaw Companies Ltd. and Frito-Lay, the maker of Cheetos, Doritos, Lays, Ruffles, and Sunchips, attempting to recoup higher costs while Loblaws is trying to hold the line on what price it charges its customers.

The issue is not limited to the aisles at Loblaws. It is a spinoff from global supply chain problems. Frito-Lay explains they face the pressure of rising costs on ingredients, packaging, and transportation. Add a global shortage of potatoes, and you have a perfect storm affecting the price of potato chips.

Digging deeper (yes, potatoes grow underground), Loblaw’s (and our) problems are just part of the latest potato supply

problems. Shortages of North American potatoes in Japan are causing the rationing of fries at fast-food restaurants. There are disruptions in Kenya and South Africa where customers struggle to find their favourite potato chips on retailers’ shelves.

In Australia, 20 percent of distribution centres workers (the workers transporting the food) were absent, and more than 10 percent of supermarket store staff were off work due to COVID. Slowdowns and empty shelves were the results of insufficient workers.

Crop shortages, climate change, increased transportation and manufacturing costs, rising demand for the product, any of these can trigger a spike in prices.

It would seem that we have all become aware of the complexities of global supply chains in the last two years.

Transportation costs will continue to rise due to war in Ukraine which will spike the already rising cost of fuel. Fuel costs will cause rising prices in almost everything we use or consume. In January, Canada’s inflation rate hit a 30 year high of 5.7%. Inflation, like supply chain issues, has become a global phenomenon. We may have to make difficult choices on what we use or consume, and food items will be near the top of that list.

Globally we have seen weather affecting the price of many food items. That includes Brazilian coffee and Belgian potatoes. In Canadian yellow peas (in demand as a protein substitute



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in plant-based foods) rose sharply last year in response to extreme temperatures and flooding. Scientists have warned that these conditions will become more frequent and intense as climate change accelerates. Logistical issues and changes to consumption habits resulting from the pandemic also drove up the price of staple goods such as sugar and wheat last year.

But what about our crispy chip addiction? Potatoes are the number one non-grain food product. Originally grown in the Andes, the Spanish introduced Europe to the potato in the 16th century, and the starchy crop hasn't looked back since. Surprisingly China is now the world's largest potato producer.

Used to be that chip manufacturers had to give price incentives for their products. But with a decreasing supply and strong demand, that was no longer a need to sweeten the deal. Just like the global crisis for computer chips in cars that drove the price up, the lack of potato chips is driving their price up. Manufacturers now have greater control of the wholesale price, not as much, the store.

The battle between Frito Lay and Loblaws is where the manufacturer is trying to protect its margin, and Loblaws is trying to protect pricing for their consumer. But the reality is they are also trying to protect their profit margin as prices keep rising at unconventional rates.

Food experts say this scenario will begin to play out elsewhere in the grocery store. **"This is not just about chips,"** said Charlebois, Dalhousie University professor of food distribution and policy. "We're going to be seeing this in other food categories like bakery and dairy as well.

In December, the Canada Food Price Report said that for 2022, food price inflation is on track to be higher, with a likely increase of between five and seven percent, or an extra \$966 a year for the typical family grocery bill.

**"Betcha can't eat just one?"** is a famous ad slogan from non-other than Lays potato chips. They are betting our addiction to their product will cause Loblaws to buckle under their new prices. Experts say potato chips have little nutrient value and are a high-calorie food, which is also high in sodium. Perhaps our food dollar is better spent on healthier products?

There are two sayings one, **"when the chips are down,"** the other, "let the chips fall where they may." It sure is beginning to look like the chips are down, meaning we will all have to tighten our spending waistslines. We may have to let the chips fall where they may, as we won't have any alternative to the rising costs at the grocery store. I'm afraid it looks like we may have run out of bargaining chips.



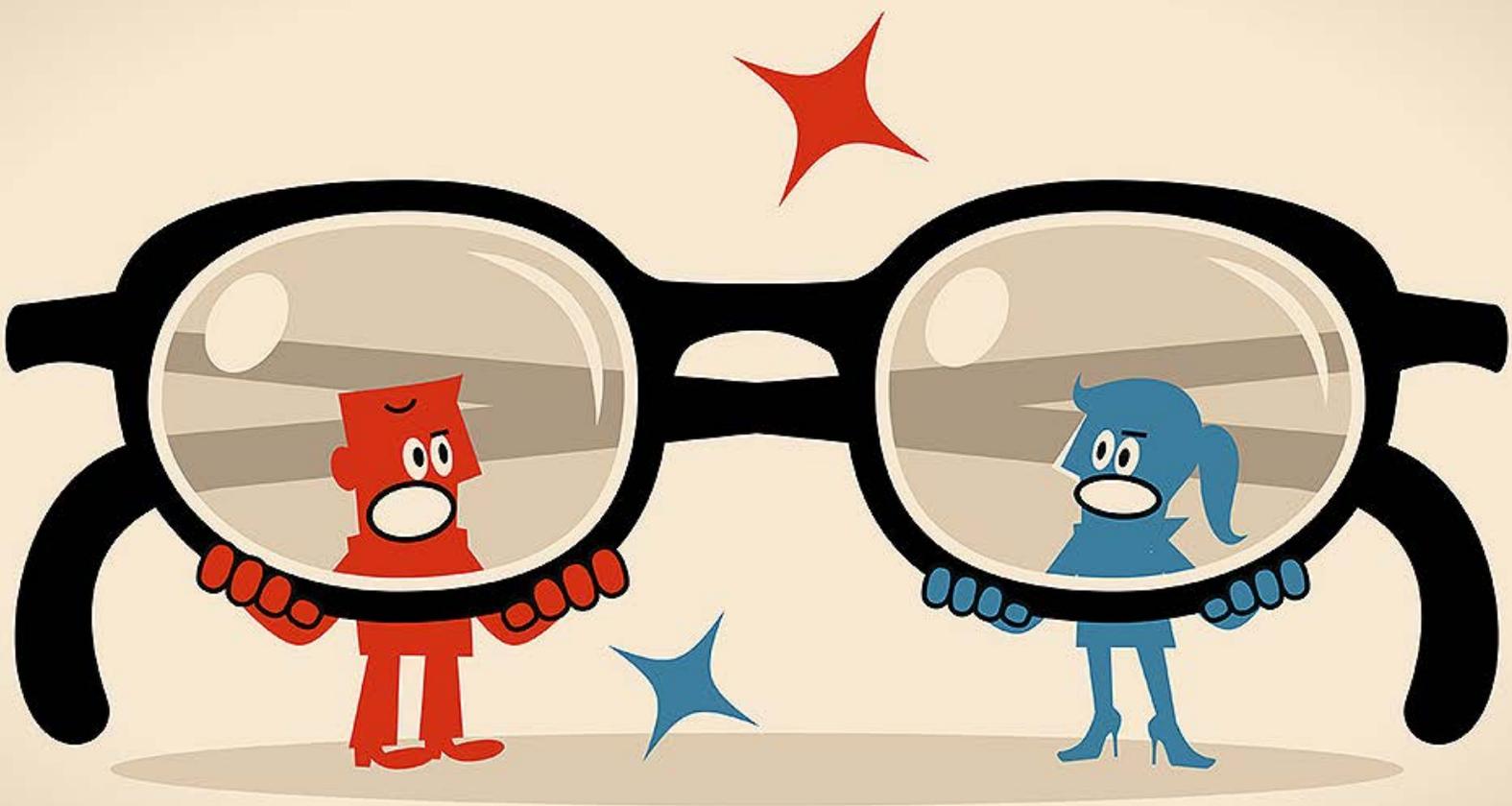
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## WHAT IS UNCONSCIOUS BIAS?



**Ellen Voie CAE**  
President /CEO,  
Women In Trucking Association, Inc.

**H**as anyone ever told you that in order to succeed you need to lower your voice tone, speak up more often and brag about your accomplishments? If you are a woman working in a male populated environment, these are some of the things you could do to advance your career and earn more money.

**Wait! What?** Yes, these are all forms of unconscious bias that you may be using to limit women's empowerment. What is unconscious bias? Also known as implicit bias, it is an unintentional way of stereotyping or discriminating against a person or group. It could be a learned bias or systematically ingrained in our brains.

Since it is unconscious, we aren't aware that we're judging or categorizing someone based on the framework our brain provides. However, by understanding this tendency we can first recognize it as bias and then work to remove it from our thought process. You cannot eliminate unconscious bias, but you can learn to mitigate it and its effect on the people around you.

Let me give you some examples of unconscious bias. Managers often assume that a young woman who is growing her family is less eager to travel for her job. We form opinions about someone based on the car they drive or the clothes they wear, but this doesn't always hold true (maybe they borrowed the car, or their luggage was lost on the plane.

We've all heard assumptions about millennials and their work ethic. Maybe that's coming from the baby boomer generation, but a lot of stereotyping is evident when hiring from other generations. In the trucking industry, unconscious bias occurs when recruiters assume a woman won't apply for a job pulling a flatbed or a car carrier. I've often heard people say that automated transmissions more attractive to female drivers. Since when is learning how to shift easier for men?

So, what about the tone of your voice? Researchers at Northwestern University found that "vocal masculinity" was associated with a nearly seven percent increase in overall

pay. Men who speak more often, regardless of their voice resonance, are viewed as having higher competence than women, who are viewed by both genders as being less competent.

One study found that “overconfident” decision makers are more likely to be appointed to the CEO position. On the opposite end of that bias, research has shown that not only do women minimize their accomplishments, but they are also more likely to downplay their identity on the job. This includes changing hairstyles or covering tattoos.

Women are also held back from promotions when they are deemed too bossy. Assertiveness is okay, but intimidation and aggressiveness are not. Be nice! This creates challenges for female executives, who have higher education levels and greater income but often suffer from chronic stress from being judged as “unfeminine.”

A recent article in Inc. claimed women are 25 percent less likely to share a dissenting option at work. Researchers at Bucknell University found the female college students would downplay their grade point average to be liked in an effort

to protect the other person’s feelings. A Wharton study reported that women systematically rated themselves lower when it came to self-promotion, even when their work was objectively better than men’s.

Why are we limiting ourselves when it comes to advancing our careers? It’s not intentional and it’s not warranted. It’s the way we’re wired. Women are driven by estrogen which promotes bonding and team building and encourages collaboration. It’s often called a maternal instinct, but it’s not related to being mothers as much as it is due to being women.

We want to be liked, and we want everyone on our team to feel important and included. There’s nothing wrong with that, but if your work environment doesn’t value these goals, women will suffer in the process.

Unconscious bias is holding us back, but we’re not blaming just men, as we ALL share these stereotypes. We learn to categorize and then we try to fit people into these roles. By understanding and addressing our own bias, we can learn to avoid it, minimize its effect, or maybe even eliminate it.



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# Global Supply Chain Worker Watiigue

**A** survey was conducted online August 2020 to March 2021 for various trucking organizations across Canada to collect data on health and wellness during COVID-19. Participants reported similar challenges around fatigue. Compared with before COVID-19, truck drivers have worked significantly more hours and consumed more caffeine. More than 50% reported being fatigued.

## The supply chain and the weakest link - Fatigue

Global Supply chains – are vast world networks of resources, money, information, goods, and people that we rely on to get goods/services to us. These networks must be dependable, productive, and efficient. However, given we were already in disarray because of the COVID-19 pandemic, resulting in massive shortages, disruptions, and price inflation the chain is broken. Add to it...the Russian war against Ukraine and the rightful global sanctions have immediately put further strains on the supply lines, prompting skyrocketing energy prices and even fears of famine in some countries. The global supply chain is adapting by asking for more from all of us.

Each truck driver .... each dock worker.... each trucking office worker have been called upon to give more. But at what cost? Burnout? Beyond these short-term effects, it is believed the war in Ukraine could drastically reshape global supply chains in a way the pandemic never did. New transitions and changes involving an even greater loss of time until new conduits and processes are formed. Trucking companies have only partly addressed the weaknesses in global supply chains exposed by the coronavirus pandemic. In the face of these new challenges, finishing the job is even more urgent. We grow weary from change and solutions must be found soon to keep pace. Fatigue is high on this list of the weakest link in the global supply chain.

## How do we keep going?

In the trucking industry some root causes of driver fatigue under general trucking operations. In March 2019, drivers, supervisors, and employers from Ontario's trucking industry identified driver fatigue as a top risk in the trucking sector during a risk assessment workshop.



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In 2020, a follow up workshop – with the support of the Ministry of Labour, Training and Skills Development (MLTSD) in partnership with IHSA – gathered drivers, supervisors, and employers again to examine the causes of driver fatigue.

A list of the top 5 critical root causes of driver fatigue resulted in this list...

**1 Traffic Conditions:** construction zones, road design and weather.

**2 Health conditions & unhealthy lifestyle:** limited or poor food choices; lack of rest and irregular sleep; not enough exercise

**3 Work-life balance:** long hours on the road; time away from friends and family Stress pressure from management, dispatch, and customers; wait times at customer's locations; meeting deadlines Mental health anxiety, depression, substance abuse

**4 Hypnotic effects during:** periods of drowsiness snow or rain coming at the windshield; driving long hours on open highways Not enough truck/rest stops long distances between safe rest areas; not enough quality amenities Lack of education & training to recognize driver fatigue myths about fatigue; use of inappropriate (instead of safe) ways to deal with fatigue

**5 Licensing doesn't align with skill requirements:** some vehicles are more difficult to operate (i.e., automatic vs. manual transmission, different forms of vehicles); lack of experience and training provided through licensing  
What can employers and workers do to prevent driver fatigue on the job?

#### Employers:

- ☞ Implement policies that set overtime limits and maximum allowable consecutive shifts.
- ☞ Ensure sufficient staffing levels across operations.
- ☞ Provide employee training on sleep health and fatigue management.
- ☞ Implement a workplace sleep disorder screening and management program.
- ☞ Allow for rest breaks and napping during extended work shifts.
- ☞ Give supervisors and workers fatigue-symptom checklists and encourage self-reporting.
- ☞ Encourage peer monitoring of fatigue symptoms among co-workers.
- ☞ Review data from in-vehicle monitoring systems to detect signs of possible fatigue episodes, such as lane departures.
- ☞ Consider using wearables such as an instrumented wristband to monitor driver fatigue.

- ☞ Train incident investigators to assess the role of fatigue in incidents and near-miss incidents.

#### Workers:

- ☞ Get enough sleep (7-9 hours each day). If fatigue persists after adequate sleep, get screened for health problems that may be affecting your sleep.
- ☞ Plan your activities outside work to allow enough time for adequate sleep.
- ☞ Create a sleeping environment that helps you sleep well: a dark, quiet, cool room with no electronics.
- ☞ If you feel fatigued while driving: pull over, drink a cup of coffee, and take a 15-30 minute nap before continuing. The effects are only temporary – the only “cure” for fatigue is sleep.
- ☞ Watch yourself and your co-workers for signs of fatigue.
- ☞ Report instances of fatigue in yourself and others to your direct supervisor, who can help to determine the safest course of action.
- ☞ Speak honestly if you are questioned about a fatigue-related incident. Fatigue is a normal biological response – it is not a reflection of how well you do your job.

#### The bottom line:

No amount of experience, motivation, or professionalism can overcome your body's biological need to sleep/rest. However, employers and workers can take steps to prevent the chain of events that could lead to a fatigue-related outcomes. Employers, learn more about implementing a fatigue risk management system. It should be noted ...The trucking industry also suffers huge absenteeism from illness, anxiety, fatigue and uncertainty.

#### Update...

On June 12, 2022, updates to the provincial Highway Traffic Act Regulation 555/06 (Hours of Service) will come into force. These changes will make it mandatory for commercial motor vehicle drivers who operate within Ontario to use an Electronic Logging Device (ELD) to record their hours of service (HoS). Drivers of commercial motor vehicles who are currently required to maintain a daily log will be required to use a certified ELD.

To simplify operating requirements for Ontario commercial truck and bus carriers that operate both inside and outside of the province, Ontario's ELD mandate closely matches the federal ELD mandate and will take effect for commercial truck carriers on June 12, 2022. This date aligns with the rollout of ELD enforcement for federally regulated commercial truck and bus carriers. Bus carriers who operate in Ontario only will be required to use a certified ELD as of July 1, 2023.

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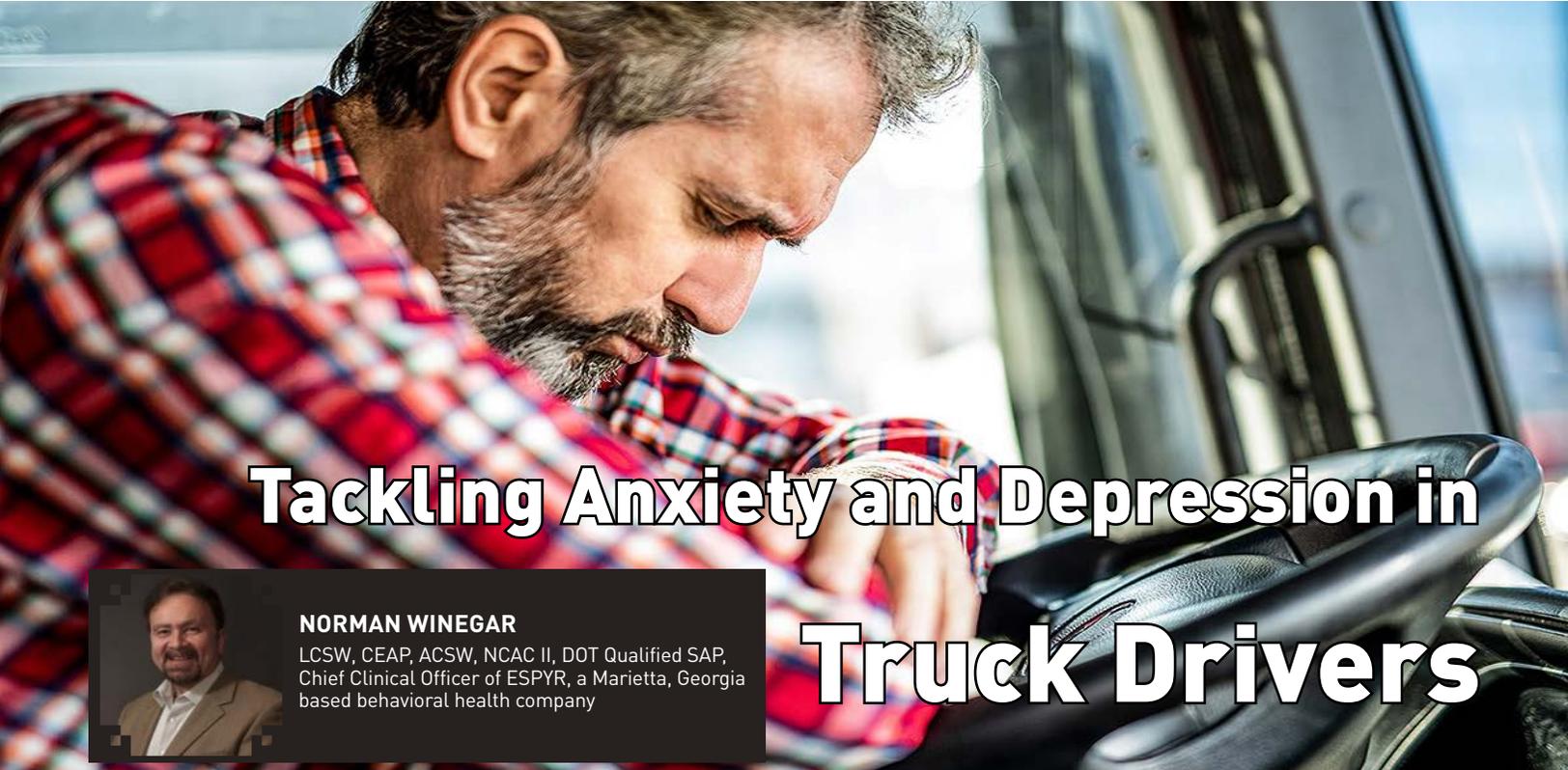


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# Tackling Anxiety and Depression in

# Truck Drivers



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LCSW, CEAP, ACSW, NCAC II, DOT Qualified SAP, Chief Clinical Officer of ESPYR, a Marietta, Georgia based behavioral health company

**D**id you know that anxiety disorders are the most common mental illness in the U.S., affecting 40 million adults? What does that mean for our road warriors? The National Center for Biotechnology Information (NCBI) conducted a study of 316 truckers operating within a 100-mile radius of Greensboro, North Carolina and for many, it confirmed that truckers are part of the struggling population: 27.9% struggled with loneliness, 26.9% suffered some form of depression, 20.6% indicated sleeping problems, and 14.5% had symptoms of anxiety.

This confirms that depression and anxiety are common, and nothing to be ashamed of. However, it impacts a variety of factors such as your physical health, productivity and focus, and the ability to pass the DOT physical. Addressing driver health and wellness has always been an issue in the trucking industry due to low driver engagement and reach however, with a collaborative effort between the carrier and driver combined with a driver-centric health and wellness program, transformation can happen.

### What does a collaborative approach look like to improve a driver's mental health?

As a trucker, your risk of developing a mental health condition is higher than that of the general population. You spend a lot of time alone and away from your loved ones. You may have trouble sleeping. You won't be able to move around and exercise as much as you may be used to. You'll have to adapt your eating habits to your new lifestyle. Fortunately, there are ways to combat depression and anxiety on the road, and we're here to provide some practical solutions:

#### For Drivers: Establish Healthy Habits and Routines

From the very beginning, establish a routine of good habits so that it becomes second nature. This means scheduling routes so you have time for at least 7 hours of sleep, designating time for relaxation, setting aside a few minutes to stretch your legs, and

reserving time in the day to call and reconnect with friends and family.

#### For Carriers: Provide Drivers with Navigation Systems

Truck drivers have a lot of control over what's going on with their trucks, but there's also a lot of things going on around them that's out of their control. Using systems that can alert the driver of traffic slowdowns, road hazards, and the best route to take will allow them to improve their safety and get to their destination on time (and get to bed on time).

#### For Drivers: Create a Comfortable Sleeping Environment

Make your sleeper a cozy and inviting place conducive to sleep by supplying yourself with earplugs, a white noise machine, a warm blanket, a memory foam sleeping pad, and anything else that may make it easier for you to fall asleep and stay asleep.

**For Carriers: Provide your Road Warriors with Better Mattresses** Sleep improves with a 3-to 6-inch-thick memory foam pad or a higher quality mattress. Truckers already feel undervalued so why not provide them with a high-quality mattress to help them sleep. The better the sleep, the better the mind.

#### For Drivers: Stock Up on Easily Accessible Healthy Foods

Truck drivers grab whatever food is quick and easy. Make sure to always have healthy foods within reach. Apples, bananas, trail mix, and beef jerky are all healthy snacks available at truck stops, and they take no effort to prepare.

#### For Carriers: Provide Education about How to Live a Healthier Lifestyle

Education is key to drive awareness and change. If carriers can implement health programs that know how to reach and engage drivers on how to live a healthier lifestyle and offer tips on diet, it could have life-changing results. There are loads of benefits to eating healthier, not just losing weight!

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# Driving on Cannabis

**W**hat is the difference between medical cannabis and recreational cannabis, and how is the truck industry affected by the laws governing the use of Cannabis products?

Medical marijuana is a term for derivatives of the Cannabis plant that ease symptoms caused by certain medical conditions. Medical marijuana is also known as medical cannabis.

Cannabis sativa contains many active compounds, the best known are THC and cannabidiol (CBD). THC is the primary ingredient in marijuana that makes people "high." CBD is used in many medicinal cannabis products.

Researchers are studying whether medical marijuana can help treat many conditions, including:

- Alzheimer's disease
- Appetite loss
- Cancer
- Crohn's disease
- Diseases affecting the immune system like HIV/AIDS
- Multiple Sclerosis (MS)
- Eating disorders such as anorexia
- Epilepsy
- Glaucoma
- Mental health conditions like schizophrenia
- Posttraumatic stress disorder (PTSD)
- Muscle spasms
- Nausea
- Pain
- Seizures
- Wasting syndrome (cachexia)

Cannabinoids, the active chemicals in medical marijuana, are similar to chemicals the body makes and are involved in appetite, memory, movement, and pain. But, the drug can also affect judgment and coordination and the potential for accidents and injuries.

That means that medical marijuana can impair those who use it. Therefore, just like recreational marijuana, it is illegal for truck drivers to drive if they are impaired by a medical cannabis product.

It can seem confusing. Cannabis use was once illegal but became legal in Canada on Oct. 17, 2018. It is now a commonly used and still dangerous recreational drug. Driving a truck "high", while under the influence of marijuana has always been and will always be illegal. It can also be cause for discipline by employers in both Canada and the United States.

Worrisome is news from two recent studies. One, recreational cannabis use has been on the rise during covid. The second by the Conference Board of Canada report on Alcohol and Drug testing in Canadian Workplaces stating that cannabis use is increasing and

half a million current users admit consumption before and during work.

That means the potential for truck drivers to be driving under the influence of recreational cannabis may also be on the rise. Discretion in the use of both medicinal and recreational cannabis is required. If you are impaired by either and operate a vehicle it is illegal.

The laws regarding the use of medical cannabis can be somewhat confusing. In Canada, truck drivers legally authorized to use medical cannabis will not be subject to Ontario's zero-tolerance drug requirements for commercial drivers as long as they are not impaired by the medicinal drug. But, penalties and criminal charges will be laid if the driver is impaired.

The Human Rights Code says an employee who has a medical cannabis prescription must be "accommodated" unless they are employed in a safety-sensitive position. Canadian employers have no duty to accommodate an employee regarding the use of recreational cannabis.

What does, "a duty to accommodate mean?" Under our charter of human rights, accommodation is a word used to describe the duties of an employer, to give equal access and treatment to people who are protected by Ontario's Human Rights Code. It sounds complicated and in some ways it is.

For truck drivers, who use medicinal cannabis, that use should be "accommodated" or allowed by their employer as long as it does not cause impairment and does not interfere with health and safety or performance.

The duty to accommodate does not apply to recreational cannabis use. Except when someone with a cannabis addiction might need an "accommodation" such as an employee assistance program (EAP), time off to attend a rehabilitation program, or have access to other job-related supports.

Employers should routinely inform employees who work in safety-sensitive positions about the need to disclose if they are using a drug that could lead to on-the-job impairment and to ask for disability-related accommodation before harmful incidents happen.

The increased use of cannabis products for recreational or medicinal use means that employers and employees must become more vigilant in their use. Truck drivers and their employees are in an industry that has no shortcuts to safety. There can be no tolerance to the impaired operation of a truck regardless if the impairment is caused by alcohol, recreational drugs, or prescription drugs.

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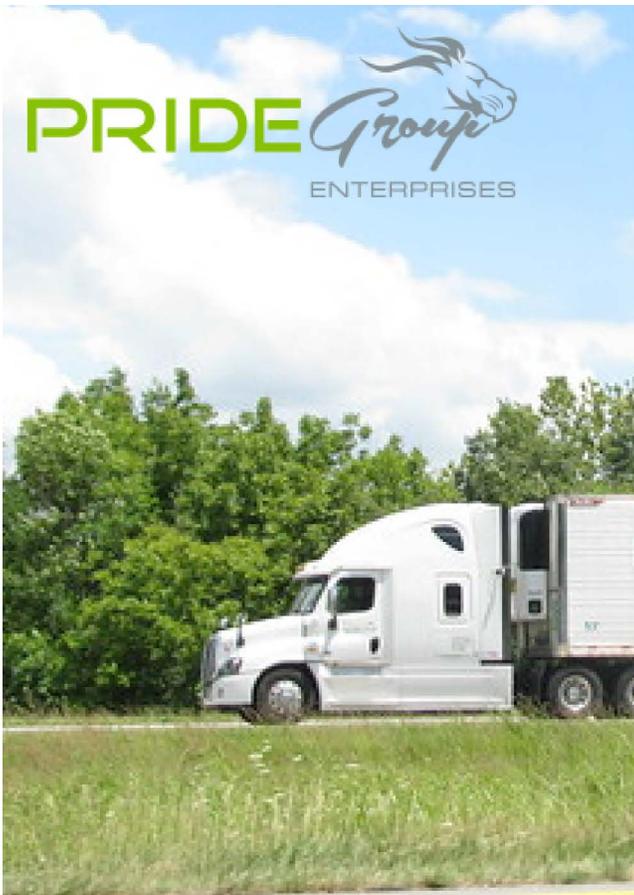
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## The Merits of MELT:

By Tony Hayton

# Truck Driver Safety In Canada

In 2019 Federal Transport Minister Marc Garneau announced that Canada was introducing minimum standards for new truck drivers. MELT or mandatory entry-level training in response to the Humboldt bus/truck disaster. It was to make trucking safer for all. But, the elephant is still in the room, many believe that MELT is a stopgap and does not go far enough to improve truck safety on our roads

Statistics from 2018, show almost 2,000 Canadians killed each year, and another 10,000 seriously injured in collisions involving a heavy truck (one with a gross vehicle weight greater than 12,000 pounds). Trucks have a fatality rate double the rate for all other vehicles.

Imagine if 2,000 Canadians were dying each year in airline crashes? Would we stop flying?

That is not a fair analogy and is like comparing apples to oranges. The point is that the trucking industry in Canada is killing 5 people every day, and that is just not acceptable.

It would be easy to blame the truck drivers. But if you were to peel back the onion, we begin to see that they must deal with, an onerous, stressful, underpaid, sleep-deprived job. Safety starts with those at the top of the industry and trickles down to everyone. That means the trucking companies and the government need to own it. Offloading responsibility to drivers is totally irre-sponsible to the point of criminal.

Against that backdrop, we hear a constant cry, the truck driving population is aging. A new crop of drivers is needed. Beginners

who require learning road safety from the ground up before they hit the road.

Truck driving is a job of intuitive behaviour. Knowing ahead of time what can happen or where danger lurks as drivers assess events on the road ahead. With an understanding of both their own and the truck's limitations. The number one asset that career drivers and those that have been around the block, is something you can't teach, experience. The savvy and the ingrained know-how of doing things and avoiding potentially unsafe events.

Something that new truck drivers lack. Combined with the fact new drivers have only very minimal training when they begin. They are entering a job full of stress, physical deprivation, and loneliness. Truck driving consistently rates as one of the most dangerous jobs. That dream of driving a big machine and hitting the road to new and exciting places is not necessarily the reality, one that is lonely, tedious, sedentary, and underpaid.

The 2018 Humboldt crash exposed a gaping hole in truck safety. The absolute lack of training and experience of the truck driver, Jaskirat Sidhu, and so many others like him. Sidhu completed a one-week training course. He then drove supervised for two weeks. When Sidhu got behind the wheel on that April day in 2018, it was one of his first solo long-haul jobs. "The accident was caused only by one thing. Lack of experience," one retired trucker told the National Post. Many say Sidhu became a scapegoat for an industry that was evading change.

Experts say, **"make the truck driving a profession, a registered trade with apprenticeship and one that adheres to national standards."**

After the crash in 2019, Minister of Transport Marc Garneau announced new national standards for semi-truck driver training. MELT, "will ensure that future truck drivers across Canada have the knowledge and skills needed to safely operate these vehicles," Garneau said.

In Canada, electricians, plumbers, and even painters are considered skilled trades. Truckers have no such requirement as they drive along at 100 km/h in a 70 foot long, 40 ton loaded vehicle with such immense deadly force. There is nothing else like it on the road. It needs skilled and sure hands.

Truck drivers are mandated by each province, not the country. Drivers crossing from one province to another have different levels of training. Those that have made the truck industry a life-long career consider the provincial levels of training barely adequate.

Roy Craigen of Transcom Fleet Services Inc. in Edmonton specializes in programs to improve trucking operations throughout North America, with over 30 years in trucking. Roy says, "MELT is a low-end training program our industry should be ashamed of. A responsible entry-level driver training course should have greater requirements. Transport Canada and the Provincial Transport Departments rushed the MELT Program across to appease society after the Humboldt crash. Now we have schools charging \$8000 to \$10000 to take a 120-hour MELT course. MELT and a National Standard cannot be used in the same sentence. The program has significantly different hours of curriculum from one

province to another, and a National Standard cannot have that. Training new Professional Drivers to a true professional standard is the only way we will improve highway safety, have manageable insurance rates, be able to attract new people to the job, and have the Professional Driving Job recognized as a Skilled Occupation."

Ray Gompf, Team Member at International Driver Placement, and who has 40 years in Trucking has this to say. "The MELT program was a minuscule good start but it's totally ineffective if no one takes the next step. How do you recruit young people into trucking and not offer them a career path? Sure MELT gives them two things, MINIMUM training that allows them entry-level. But seriously is there any advanced training that happens. All the advanced training is learned on the job and usually because some authoritarian wrote them up and they had to pay a fine to learn a lesson. In my opinion, yes, we need MELT to establish the baseline that everybody must know to start their career training in the industry. We need to have truck driving as a red seal registered trade with the apprenticeship, mentoring, testable advances, pay commensurate with their earned level of competence, meaningful HAZMAT training, and much more."

Nothing can be more important for the trucking industry than safety. MELT has set a bar, albeit a low bar for truck safety. It is now up to the industry to raise that bar to a higher level for everyone's safety and wellbeing.



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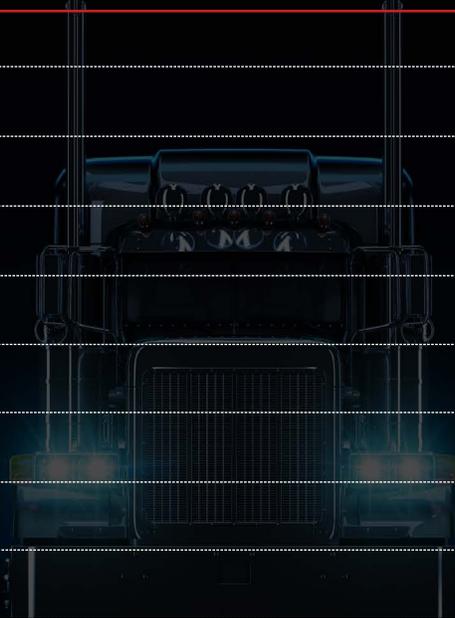
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**2022**

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March 25

Pearson Convention  
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**2023**

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