

CSA 2010

There have been numerous inquiries from trucking companies in reference, of what CSA 2010 will do to our industry. Based upon my review of the standards:

1. It's going to reduce capacity.
2. It's going to impact our industry and force our industry to find ways to locate and employ qualified drivers.

For those of you who have reviewed the CSA initiatives, one area that will be affected is the pre employment screening;

- The FMCSA was mandated by Congress to provide motor carrier's access to driver information contained in the motor carrier management information system.
- That can be used when screening new applicants.
- The new program is called "The Pre Employment Screening Program (PSP).
- It can be challenging for motor carriers to fully understand how PSP and CSA 2010 inter-relate;

It's going to be difficult to learn how to navigate and manage them effectively, but it is critical that you do ensure that you hire the best and safest drivers; which is a key factor in maintaining an acceptable safety rating.

The PSP is designed to assist the trucking industry in assessing individual operator's crash and serious-safety violation history, as a pre employment condition;

- The PSP report will contain the most recent 5 years of "crash" data, and;
- 3 years of road side inspection data.

Currently, motor carriers are not mandated to use the PSP reports as part of the screening process as it is voluntary at this point. However, the report will provide very useful data regarding;

- Driver qualifications, and;
- It will provide the carrier a good idea of how it's going to affect their overall safety score.

When reviewing the CSA 2010 initiative, motor carriers will be able to review individual driver performance;

- The driver performances will be factored into the overall safety performance work for the company.
- In addition, the FMCSA will use the same data to address individual problem drivers to the carrier intervention process.

It's critical that employers maintain a strong focus on selecting and hiring the safest drivers to keep their safety scores low;

- The higher the score;
- The worse the carrier is performing, relative to its peers.

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July 28, 2010

It's important to understand that, under the new guidelines, the drivers performance data is factored into the motor carriers score only for the time period that a driver is employed by the carrier.

However, if a carrier hires a driver with a marginal driving history, there is a concern that the performance issues may continue, and there is a risk that FMCSA can target those drivers and carriers for enforcement action, fines and penalties.

To avoid these risks, motor carriers should continue to conduct thorough driver screening, incorporating the PSP report into the existing screening program, to gain visibility into a drivers history and safety performance.

Amid these changing regulation procedures, motor carriers must also keep in mind the competitive hiring environment and develop an efficient screening program with fast turnaround times to help improve hiring times. An effective screening program can speed up the hiring process, improve the candidate experience, help identify the most qualified candidates, and make the process more efficient, reducing cost in man hours.

The long and short; this is going to add to the capacity issues. Drivers will continue to become scarce, and;

- As drivers become harder to locate, wages for the drivers will increase.
- CSA requirements will force carriers to eliminate negligible drivers.

QUOTE OF THE WEEK: **“Real difficulties can be overcome, it is only the imaginary ones that are unconquerable”** (Theodore N. Vail)