Webcast Logistics

• Please note the start time of today’s webcast:

  **Driver Wellness**

  11:00 AM Eastern Time (New York)
  10:00 AM Central Time (Chicago)
  9:00 AM Mountain Time (Denver)
  8:00 AM Pacific Time (Los Angeles)

• The webcast “Driver Wellness” will be starting in a few moments.
• The handout is available to print. You’ll find it in the “Webcast Handouts” box on the lower right-hand side of your screen.

Webcast Logistics

• Participants’ phones will be muted during the webcast.
• Please use the “Q&A” function in the upper right corner of your screen to ask a question or if you need a dial in number.
• Additional Q&A time will be provided at the conclusion of the webcast.
Driver Wellness

Webcast Logistics

• The webcast will be recorded and posted within 7 days at: www.jjkeller.com/nptcinfo
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Webcast Logistics

• AUDIO: Participants’ phones will be muted during the webcast. Listen through your computer’s speakers or chat us through the Q&A for a dial in number.
• QUESTIONS: Send your questions through the “Q & A” box on your screen. We’ll get to as many questions as time permits.
• HANDOUTS: Download today’s handout in the “Webcast Handouts” box found on the bottom of your screen.
• Thank you for participating in today’s webinar!

Driver Wellness

Gary Petty
President & CEO
National Private Truck Council
Driver Wellness

This webcast will cover...
- A regulatory overview
- Best practices in compliance
- A case study in implementation
- Question & Answer

Housekeeping issues:
- You will be muted during the event. Please use the Q&A feature to send questions us. We'll try to answer them during the Q&A period if they are not covered in the presentation.

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Meet Your Presenters

Gary Petty
President & CEO
National Private Truck Council

Tom Moore, CTP
Senior Vice President
National Private Truck Council

Tom Bray
Senior Transportation Management Editor
J. J. Keller & Associates

Ruffin Price
Transportation Safety and Training Lead
Harris Teeter, Inc.

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The Regulatory Background

Thomas Bray
Sr. Editor, Transportation Management
J. J. Keller & Associates, Inc.
Health and Wellness Is a Qualification Issue!

- Driver must be examined at least once every two years
  - More often if driver has medical issues
  - If the driver does not pass, he/she cannot drive a CMV until condition improved (or waiver granted in some cases)
  - If driver's health deteriorates, might not be medically certified by examiner
- NTSB has driver medical issues on its most wanted (still)
- Health and wellness directly tied to physical qualifications

Driver Medical Qualifications

§391.41
- No loss or impairment of a foot, a leg, a hand, or an arm
- No diagnosis of insulin-dependent diabetes
- No current cardiovascular disease accompanied by syncope, dyspnea, collapse, or congestive cardiac failure
- No respiratory dysfunction

Driver Medical Qualifications

§391.41
- No current diagnosis of high blood pressure
- No rheumatic, arthritic, orthopedic, muscular, neuromuscular, or vascular disease which interferes with the ability to operate a CMV safely
- No epilepsy or any other condition likely to cause loss of consciousness
Driver Medical Qualification

- *No mental, nervous, organic, or functional disease or psychiatric disorder
- Distant visual acuity of at least 20/40 (corrected or uncorrected)
- Adequate hearing
  - Perceives a forced whispered at 5 feet (with or without hearing aid)
  - Passes hearing test on audiometric device

Driver Medical Qualification

- *Does not use any Schedule I drug, amphetamine, narcotic, or habit-forming drug
- *Does not use any controlled non-Schedule I drug except when prescribed by a licensed medical practitioner
- No current clinical diagnosis of alcoholism

More Rigorous Exams

- To address past issues NRCME created
  - Standardized training for examiners
  - Examiners must report all exams to agency
  - End result, it is harder for drivers with health issues to pass the exam
**Be Pre-emptive**

- Address driver health issues before or as they occur
- Do not wait for the driver to be disqualified
- Have programs to keep drivers healthy!

**Beyond Compliance**

Tom Moore CTP  
Sr. Vice President  
National Private Truck Council

**The Aging Driver Workforce**

- 2013: 46%  
- 2014: 56.1%  
- 2015: 56.3%  
- 2016: 51.2%

Typical Driver's Workweek

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Hiring Qualifications

- Minimum Age = 22.6
- Minimum Experience = 2.3 yrs.

Fleets Offering Driver Wellness Programs

- Yes: 89%
- No: 8%
- No Answer: 3%
Driver Wellness Components

- Sleep Management
- Nutritional Counseling
- Exercise Program
- Weight Management
- Smoking Cessation
- Mental Health Grief

How Fleets Are Raising the Bar

- Education and training of the driver workforce
- Improving driver wellness programs
- Enhancing the qualification standards
- Fitness competition

Education and Training

- FMCSA provides excellent resource
- Beyond the regs, drivers need to know that you care about their welfare
- Drivers need to take responsibility
- Consider incorporating as part of the hiring & screening process
The Fleet Perspective

Ruffin Price
Transportation Safety and Training Lead
Harris Teeter, Inc.

- Head Quarters Matthews, NC
- 239 Stores
- 128 Power Units
- 400+ Trailers mainly 53’
- 24/7 Slip Seat Operation
- 1400+ Routes/Week
- 25,000,000 Miles Annually

It Starts With the Hiring Process

- Setting proper expectation of the job
  - Long hours
  - Greater Expectations
  - Growing Business
  - Doing More with Less
  - We want you to retire here
- You have to make sure you are ready for the job each day you walk in that door

Years of Service

- Average: 6.8
- Median: 7
- Mode: 6.8
- Max: 25.8
- Min: 6.1

Driver Ages

- Average: 52.4
- Median: 77
- Mode: 50
- Range: 47-77

New Hires Last 12 Months
• We have hired 22 new Drivers in the last 12 months
• Average Age of new hires 47.1
• Five plus years CDL driving experience

Driver Workforce
• The job of a truck driver is much more demanding than most people can imagine
  • Stressful
  • Mentally draining
  • Up to 14-hour days
  • Poor eating habits
  • Limited or no physical activity
• Can lead to weight gain and tobacco dependence

Findings
Being new to the position I have spent the last six months trying to get an understanding of the needs of our fleet.
✓ 47 year spread in age
✓ Bad eating habits
✓ Increasing number of Sleep Apnea cases
✓ Tobacco use smoking and non
Medical Provider

- We work with one medical provider
- All drivers including new hires must use single provider
- Benefits:
  - Consistency
  - They know and understand the physical requirements of our drivers
  - We meet regularly to review issues and concerns

Medical Files

- I retain a copy of the medical exam long form
- I review and look for trends to assist in improving driver wellness programs
- I also review them to assist in providing appropriate training and education based on the drivers needs

Health Defects of Not Getting Enough Sleep

- Increased blood pressure
- Increased risk of heart disease
- Increased sick days
- Increased calorie consumption
- Weight gain
- Increased diabetes risk
- Reduced immune system functioning
- Irritability
- Disrupts relationships
- Decreased quality of life
Obstructive Sleep Apnea

• Apnea = breathing stops lasting 10+ seconds
• OSA = breathing stops repeatedly during sleep due to closures of the upper airway
• Apnea rate per hour:
  • <5 = normal
  • >5 = OSA
• OSA severity (mild, moderate, severe) based on rate
  • Some people with severe OSA can have 100 per hour!

Obstructive Sleep Apnea

• Higher risk:
  • Obese and overweight individuals
  • Male
  • 40+ years old
  • Large neck size (>17” for men, >16” for women)
  • Recessed chin, small jaw, or large overbite
  • Family history

• Physical effects and warning signs:
  • Excessive daytime sleepiness and reduced performance
  • Snoring
  • High blood pressure (hypertension)
  • Diabetes
  • OSA tends to worsen obesity

Obstructive Sleep Apnea

• Studies of non-CMV drivers suggest 2 to 7-fold crash risk
• Can result in medical disqualification (although often undiagnosed and undetected during qualification process)
• Estimated 28% of CMV drivers have mild to severe OSA
Screening and Treatment

- Screening
  - Assessment of risk
  - Sleep study
- Treatments can be very effective if followed; e.g.,
  - Continuous Positive Airway Pressure (CPAP) machine
  - Weight reduction and behavioral changes

What Have Done

- Based on observation, communicating with our medical provider and reading the long-forms
  - We were year over year gaining weight
  - Number of drivers with high blood pressure was increasing
  - Percent of 2-year medical cards was declining
  - Number of sick days increased

What Have We Done

- Working with our medical provider more sleep studies have been done
- Number of CPAP machines have increased
  - Drivers who were in denial are now my biggest supporters
  - Getting drivers in to take physicals early so they don’t miss time from work getting the sleep study completed
  - Worked with our insurance carrier to speed up the approval process
  - Education and training on sleep and the lack of
What Have We Done

- Installed a computerize Scale, BMI and blood pressure machine
- Changed to health fruits at our driver safety meetings
- Upgrading equipment in the exercise room
- Constantly evaluating our routes and bids to allow drivers to get home to be with family
- 3 major functions each year where family is invited

Effective Health and Wellness Goals

- Have to begin early, before bad habits ever materialize.
- Tiered approached getting to the ticking bombs, first
- ID those who have risk factors that may eventually lead to problems

Goals

- Have a nutritionist work with the drivers and their families
- Provide a fitness device where they can compete on steps taken in a day
- Have drivers concerned about their health and take ownership of their well being
J. J. Keller & NPTC Webcast

Driver Wellness

July 21, 2016

Question & Answer Session

Please continue to submit your questions.

Thank you for participating!

Join us for our next webinar series:

- Developing Effective Driver Onboarding Practices
  October 12th 10 AM CST
- Ensuring Driver Quality Through Effective Screening Protocol
  October 13th 10 AM CST

Visit www.jjkeller.com/nptcinfo for more information

Thank you for participating in today’s webcast!

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