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ME OR WE? TRAITS OF A TEAM-ORIENTED LEADER

If you grew up playing sports, you probably heard the phrase “there is no ‘I’ in team” a million times from your coaches. It perfectly captures the ‘me or we?’ approach to leadership that can be the difference between a team’s success and failure. The ‘me’ approach stems from a person’s inward focus, putting personal gain above the team. While this leadership style might achieve desired results, it may come at a cost, such as decreased morale, increased absenteeism, and higher turnover. However, a team-oriented leader is better positioned to see their team through the company’s highs and lows because the leader’s ‘we’ approach inspires others to follow them. Take a moment to read the traits of a team-oriented leader below and reflect on your personal leadership style. Are there areas where you can improve? Which traits can you adopt? Consider this and try the ‘Call to Action’ tasks.

OPEN-MINDED

Being open to the opinions and ideas of others is the first trait of a team-oriented leader. Seeking input from your team and others—even outside your organization and industry—can provide insights and perspectives not previously considered. A team-oriented leader will value diversity of thought, weigh options objectively, and be secure enough to accept a better approach suggested by others.

ACTIVE LISTENING

Team-oriented leaders are great active listeners, which means they are in the moment when team members approach them to share ideas. They listen to understand and ask questions to reinforce their understanding. Asking questions also helps subordinates think through their perspectives to solve a problem on their own.

RESPONSIBLE

An unreliable person in a leadership role can lose credibility fast. Team-oriented leaders focus on the team’s success. To achieve this, they hold themselves accountable and accept responsibility when the team fails to meet goals. A responsible

team leader is reliable, responsive, and present, not only on a daily basis, but also in the moment.

EFFECTIVE COMMUNICATION

Team-oriented leaders are great communicators. They listen more and talk less, choosing their words wisely. These types of leaders know when to stop speaking and when to ask questions to clarify or to help the other person think through their idea more. Effective communicators are also approachable and are always mindful of their body language, tone, and inflection.

SERVICE-ORIENTED

A servant leader is people-oriented. They focus on empowering others over their own personal gain and helping others shine. People will naturally gravitate toward servant leaders because they feel safe with this type of leader and know the leader is genuinely interested in their development.

CALL TO ACTION

- Practice pausing five seconds to gather your thoughts before responding.
- Practice honoring the efforts of your team publicly.
- Practice soliciting input from others before making key decisions.
- Practice active listening by paraphrasing and asking questions.

Submitted by:

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PROPOSED CHANGES TO IMPROVE SMS

The Federal Motor Carrier Safety Administration (FMCSA) announced proposed changes to the Safety Measurement System (SMS) methodology to help improve the fairness, accuracy, and clarity of its prioritization system. Below is a brief overview of the proposed changes. More details can be found on the FMCSA's website: <https://csa.fmcsa.dot.gov/PrioritizationPreview>.

REORGANIZED "BASICS"

The BASICS would be called "safety categories." Vehicle Maintenance (VM) would be divided into two safety categories: Vehicle Maintenance and VM: Driver Observed. Controlled Substances/Alcohol violations would no longer be in their own standalone category, but integrated into other safety categories.

REORGANIZED ROADSIDE VIOLATIONS

Roadside violations would be reorganized into 116 violation groups of similar safety behaviors to prevent inconsistencies that occur when multiple violations are cited for a single or very similar underlying issue.

SIMPLIFIED SEVERITY WEIGHTS

The new methodology would replace the "1-10" weighting scale for violations in SMS with a two-value scale: a severity weight of either 1 or 2.

IMPROVED INTERVENTION THRESHOLDS

The new methodology would adjust the intervention thresholds in the Driver Fitness and Hazardous Materials (HM) Compliance safety categories.

PROPORTIONATE PERCENTILES

The proposed percentile changes would improve FMCSA's ability to compare carriers with similar carriers. This change would better indicate how a carrier's performance is trending from month to month.

GREATER FOCUS ON RECENT VIOLATIONS

A motor carrier with violations in a safety category that are all 12 months or older would not be assigned a percentile and would not be prioritized in that category based on roadside inspection data alone.

UPDATED UTILIZATION FACTOR

The new methodology would extend the Utilization Factor to carriers that drive up to 250,000 vehicle miles traveled (VMT) per average power unit. This change would more accurately account for the on-road exposure of motor carriers with the most VMT per vehicle.

NEW SEGMENTATION

The prior SMS segmentation would remain. However, the HM Compliance and Driver Fitness safety categories would have additional segmentation pertaining to cargo tanks and straight and combination carriers.

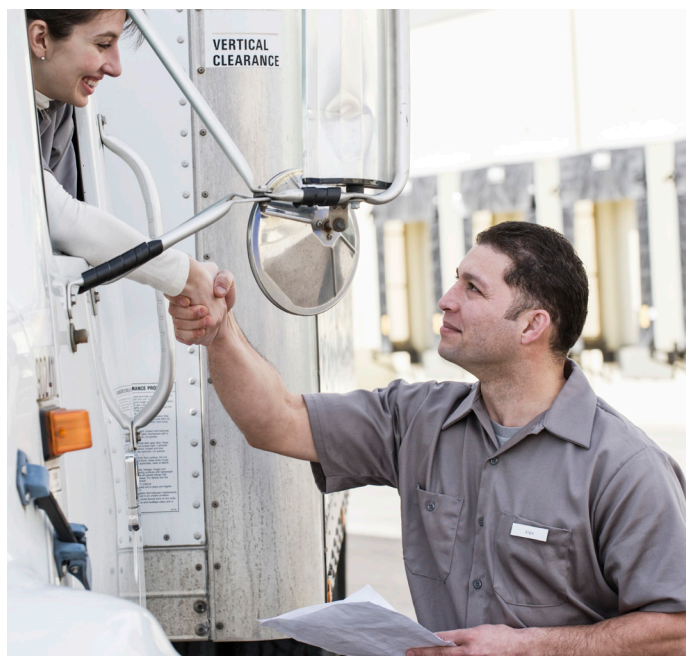
CALL TO ACTION

- Train operations staff on the proposed SMS changes and on the way they impact operations.
- Ensure drivers and mechanics know the importance of proper vehicle inspections and repairs.
- Conduct crash prevention training with all staff.
- Measure factors like severe violations, crashes, and other metrics; and take corrective action.

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SUBSTANCE ABUSE

Substance abuse involves more than taking illegal drugs. It also includes misusing alcohol, prescription medications, and other legal substances if too much is taken or taken in the wrong way. Unlike an addiction – which is a disease – individuals can stop abusing substances if they choose to before their unhealthy behavior becomes an addiction or causes serious health problems. Read the information below about commonly abused substances and the health risks each poses. If you feel you might have a substance abuse problem, seek assistance immediately.

COMMONLY ABUSED SUBSTANCES

ALCOHOL

According to the Government of Canada, a standard alcoholic drink is 17.05 millilitres or 13.45 grams of pure alcohol. This amount is generally found in 341 ml of beer (5% alcohol), 341 ml of cider (5% alcohol), a 142 ml glass of wine (12% alcohol), or 43 ml of spirits (40% alcohol). Alcohol affects men and women differently. Drinking alcohol in excess can lead to short-term health risks such as alcohol poisoning, injuries from falling, and crashing a vehicle. Excessive drinking over time can lead to more serious health problems, including alcohol dependence; liver disease; cancers of the mouth, throat, and colon; stroke; and heart disease.

MARIJUANA

Despite being legal in Canada, there is a zero tolerance policy for Marijuana use for commercial motor vehicles. It is illegal for truck drivers to drive if they are impaired by a cannabis product including any for medical usage. Cannabis can be smoked or eaten in food. The use of marijuana can lead to health problems, including asthma, memory loss, lung damage, brain damage, etc.

TOBACCO PRODUCTS

Cigarettes, chewing tobacco, and e-cigarettes used for vaping contain a highly addictive drug called nicotine. Nicotine is a chemical that can increase blood pressure, heart rate, and narrowing of the arteries; use can lead to coronary heart disease, strokes, lung cancer, etc.

PRESCRIPTION MEDICATIONS

Prescription drug abuse is common in young people because of the drugs' mind-altering properties, but adults are equally susceptible. Commonly abused prescription drugs include opioids, which are used to treat pain and include medications like Oxycontin and Percocet. Other medicines like Xanax, Valium, and Ambien are used to treat anxiety or sleep disorders. Likewise, stimulants like Ritalin that are used to treat attention-deficit/hyperactivity disorder (ADHD), are commonly abused.

WHEN & WHERE TO GET HELP

Prior to performing a safety-sensitive function, like operating a commercial motor vehicle, talk with your doctor and/ or employer if you think you may have a substance abuse problem. Voluntarily self-identify that you may have a problem and seek help. A number of resources are available to help you get treatment.

Note: These lists are not intended to be all-inclusive.

Submitted by:

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CARGO IDENTITY THEFT

We are seeing a continued trend of theft of Cargo by means of identity theft. High value loads are being targeted. To avoid being a victim of identity theft, consistently take steps to confirm the identity of the caller who wants to ship your Cargo.

The scam commences when thieves steal the identity of a carrier. These carriers are usually small operations with one or two trucks. In many cases the company has ceased operations. Thieves search through load boards like LoadLink where shippers and load brokerages post ads for goods to be shipped which are then responded to by thieves using stolen identity.



Thieves prepare a package which often includes a cover page with phone numbers from burner phones. They use emails which resemble the carrier's and are typically from a "Hotmail" or similar account. Fraudulent or forged certificate of insurance, Worker's Compensation verification, a Safety Certificate or other documents are designed to make the shipper/broker feel comfortable with their choice of carrier. Then they pick-up the load as requested and disappear. They will often field calls for about a week to explain various false delays in transit, in an attempt to delay the reporting of the crime to authorities. Generally, once the freight is picked-up, they will never answer any more calls.

Efforts to thwart these scams are not complicated. For instance, documents should be scrutinized thoroughly upon receipt and compared to what information is available in the public domain. This is a well-known, standard process in the industry. Take a few minutes to call the insurance broker listed on the Certificate of Insurance to verify the facts provided. These include the name of insurance company, policy number & coverage.

Verify the information of the potential carrier and contact person. Search the company name and call their main phone number. Ask if the person who contacted you, actually works at that company and if so, ask to speak to that person. Verify that it is the same person that contacted you about the load. Verify the address. Determine what type of freight this company normally hauls. If for example this carrier hauls refrigerated produce but you have posted a load of copper tubing, consider this a red flag.

Your Contingent Cargo Coverage protects you for liability imposed against your company for your actions as a load broker. If you broker a load to imposters, you could be found negligent and expose yourself to a claim.

We encourage you to be vigilant. It is incumbent upon anyone who is entrusted to deliver freight to undertake due diligence. The extra work to safeguard your freight will pay dividends and will protect your reputation as a professional carrier.

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RAILROAD CROSSINGS

Side-impact collisions between a semi-truck and train can result in devastating losses. The key to preventing a crash is to be able to recognize the hazards that can lead to a collision and take appropriate defensive measures. Read the information below and ask yourself if there are actions you can take to improve your driving skills and reduce the risk of a crash at a railroad crossing.

RECOGNIZE THE HAZARDS

ENVIRONMENT

Railroad crossings create unique hazards for truck drivers. The width of the crossing and the grade/slope of the road leading up to the tracks can make startups challenging. Missing or inoperable warning signs, as well as obstructions, adverse weather, and poor lighting, can make an approaching train challenging to spot.

EQUIPMENT

If the trailer's landing gear is not fully raised or if pulling a lowboy-type trailer with low ground clearance, the trailer could get stuck on the tracks and prevent the driver from moving the truck and avoiding an oncoming train.

PERSONAL BEHAVIORS

Crashes at railroad crossings can result from a driver's poor judgment (i.e., misjudging the approaching train's speed), impatience (i.e., trying to beat the train), stopping or getting stuck on the tracks, or stopping too close to the tracks and being unaware of the train's width.

KNOW THE DEFENSE

QUICK TIPS

- Crank the trailer's landing gear up entirely before driving.
- Refer to 49 CFR Part 392.10-11 and 383.51 (Table 3) for railroad crossing regulations.
- Visit the Operation Lifesaver website (oli.org) for additional safety trips for truck drivers.

CROSSING PROCEDURES

If a railroad crossing has missing or inoperable warning signs/crossing arms:

- Approach with caution and stop within 15 feet but not more than 50 feet from the nearest rail.
- Turn ON the four-way flashers and turn OFF all devices (i.e., radio, air conditioner, etc.).
- Roll down the windows and look in both directions for an approaching train.

When it is safe to cross:

- Do not cross until there is room on the opposite side of the tracks to fit the entire length of your truck.
- Cross the tracks using the highest gear that will let you cross all the tracks without shifting gears.
- NEVER stop on the tracks.

EMERGENCY PROCEDURES

If the truck stalls or gets hung up on the tracks:

- Get out of the truck and move to a safe location.
- Call 911 immediately and notify law enforcement of the crossing's identification number.

Note: These lists are not intended to be all-inclusive.

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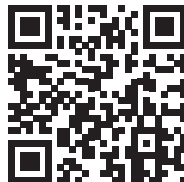


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