

The Untold Story

“Reporting a work-related injury does not make professional drivers an expendable commodity.

This is not the case for the trucking industries' respected members and company officials as they see us as disposable and of no value to them.

We are still a strong contribution to the economic growth and prosperity of Canada, we are entitled to both employment standards and human rights acts and regulations protection and are in need of ongoing protection from an abusive culture and mentality from within this demanding industry and it must be addressed accordingly and prevented with effective measures with strong enforcement and harsher penalties to not allow this type of unethical and unprofessional behavior to continue.”

Bob Siluch

The Untold Story

Highlighting the need for an independent monitoring system with enforcement capabilities of government compliance and safety standards and against the lack of moral and ethical values in the trucking industry and respected members towards professional drivers.

Breaking the silence
Exposing a culture
Setting the record straight
Lessons to be learned and shared with others

How working for a professional trucking company in Alberta has permanently changed my life

I was a victim of Employment Standards & Human Rights Abuse

Educating fellow veteran professional drivers and the next generation of professional drivers who are considering the trucking industry as a career in Alberta.

Based on my experience as a professional driver while wearing a company uniform with pride and what officials claim it represents in an industry that I planned on making a career of.

In my opinion, I believe when it comes to treating an injured professional driver with equality, dignity, fairness, honesty, respect, and transparency (Full Disclosure) the company I worked for has sadly fallen short of their professionalism and high ethical standards, moral integrity and the loyalty that they claim to have and uphold for their valued employees in their charge.

After being personally welcomed into the company by the president, I went on to prove myself and earned a place within the company, received awards and recognition for being a valued employee with outstanding job performance and contribution to the growth of the company, these same senior officials ultimately betrayed my trust after reporting a work-related back injury.

The company received numerous awards and recognition from the trucking industry and the Alberta Motor Transportation Association for being a professional trucking company and the Federal Government for being one of Canada's 50 Best Private Companies and a well-respected and trusted company to work for and a role model for others to follow in their footsteps.

However, behind the scenes, the same company has discredited, disgraced and has shown a lack of respect for the trucking industry nationwide and what it stands for integrity and values by demonstrating a complete blatant disregard and incompetence in overseeing the safety, health, and well-being towards professional drivers in their charge who earn their living on the road and contribution to the successful growth of the company in this demanding and at times harsh environment.

"Moral Culpability" is the blame that is given to a person who understood that their actions and the consequences of those actions were evil at the time that the acts were committed. To be morally culpable, a person, businesses or government agencies also have to have had control over the situation in which the act was committed.

Holding those accountable and keeping them honest to a higher level of standards and responsibility for their actions by enforcing a Code of Professional Conduct Act to follow discouraging and exposing the "old school" trucker mentality in the industry.



TRANSPORTATION & PRODUCT HANDLING SPECIALISTS

October 31, 1997

Mr. Bob Siluch

Dear Bob,

I am sorry that your experience since your injury has been unpleasant.

I understand that it was not handled
to your satisfaction.

I understand that you have filed a claim with Alberta Human Rights

Yours truly,

Chief Operating Officer

THE ROADRUNNER



I KEEP SEEING THOSE "PERFORMANCE REPORTS" ALL OVER THE PLACE. WHAT EXACTLY ARE THEY USED FOR?

THESE FORMS ARE DESIGNED FOR REPORTING VARIOUS TYPES OF SAFETY, CUSTOMER SERVICE AND POLICY ISSUES. THESE CAN RELATE TO PUBLIC COMPLAINTS, COMPLIMENTS, TRAFFIC VIOLATIONS, AND ANY TYPES OF CONCERNS RELATING TO SAFETY, CUSTOMER SERVICE, OR ANY OTHER PRACTICES.

THE PURPOSE OF THE FORMS IS TO KEEP TRACK OF THE DIFFERENT TYPES OF ISSUES, DETERMINE IF THERE IS A CONTINUAL PROBLEM, AND DEVELOP A PLAN TO PREVENT PROBLEMS FROM OCCURRING IN THE FUTURE. THIS COULD MEAN CHANGING OR ADDING A COMPANY POLICY OR PROCEDURE, IMPROVING COMMUNICATION, OR CHANGING EXISTING TRAINING PROGRAMS. THE FORM IS ALSO A KEY COMPONENT IN ISO 9000 PROGRAM. IT'S A GREAT TOOL, BUT WE NEED EVERYONE TO TAKE THE TIME TO COMPLETE AND SEND THEM IN!

IF YOU HAVE A QUESTION YOU WOULD LIKE ANSWERED, PLEASE WRITE TO "ASK TAZ" AT HOME OFFICE.

Driving is Top Job in Canada

You guessed it! Of the top 10 most frequently reported jobs done by men, truck driving is #1 in Canada. It is estimated that 222,800 people are currently employed in this capacity. This figure is up from third place from 5 years ago.

Congrats Puzzle Winners!

Congratulations to and They are the winners for submitting the correct answers to the puzzles in the February and April Issues of the Roadrunner.

Thanks to everyone who sent us your entry. Keep your eyes open for more contests in the future!

Back Injuries - What Do They Mean to You?

As a company, any increase to lost time away from work increases overall costs, however how does it affect you?

Since tracking our injuries over the past 41 months, back related injuries alone have taken 63 of you away from your work. 46% of the injuries have been attributed to handling equipment on and around your truck; 11% while driving and 16% due to a fall. 1804 days were lost which meant you had to cover for your co-worker while they recovered! We are sure that anyone with a back injury will attest, they don't want back problems or the slow recovery process associated with it. Many of you have required surgery. Some of you could not return to your profession.

continued on reverse...

Back Injuries affect your family, your earnings are disrupted, and your regular routine is never quite the same. The things you took for granted...well you just can't do them anymore.

Back Safety Tips...

Here are some back safety tips, from our own resident physiologist!

As you can see from the statistics above, back pain and injuries are frequent among drivers. The following are the 3 most common reasons for back pain:

1. Poor posture while driving
2. Activities performed around the truck
3. Entering and exiting the vehicle

How does driving affect your back?

- Your risk of back pain is increased by 2 to 4 times if you routinely drive more than 30 km per day.
- Truck driving increases the risk of disc herniation (rupture) by 4 times.
- There is a direct link between vibration from a vehicle and low back pain, and as vibration is increased, so is tension, fatigue & pain.

How do back injuries happen?



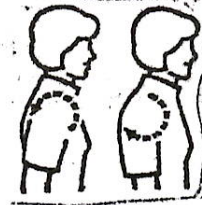
- Most injuries happen after years of accumulated stresses and strains from activities that you do on a daily basis. Very rarely do injuries occur due to a blow or fall.
- Back muscles tire quickly and become stiff and sore when the back is in one position.

Prevention

- Never jump out of the truck or off of the trailer. Use running boards and handles for support.
- Try using a small back rest like a rolled up towel for lower back support.
- Frequently adjust your seat angle to give your back a change of position.
- Try to get out of the vehicle every 1-2 hours.
- Avoid any twisting motions when lifting. Turn by moving your feet - not your back.

Stretches to do in and out of the truck

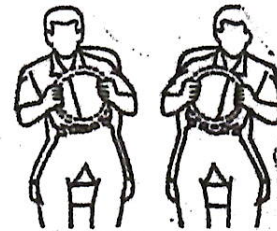
1. Shoulder Rolls - slowly roll the shoulder in both directions in small and large circles



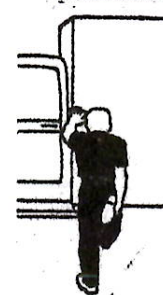
2. Low back Arches - push the small of the back into the seat and then arch or roll the small of the back away from the seat.



3. Hip Shifts - shift your weight on to the right buttock, then to the left. Repeat 3 times and then sit with equal weight on both buttocks



4. Thigh Stretch - standing, place your left hand on your vehicle. Slightly bend the standing leg. Grasp your right ankle or pant leg with your right hand. Tighten your stomach and slowly bring your right foot towards your buttocks. Keep knees close together and point bent knee down. Hold and breathe then repeat on opposite leg.



5. Hip Stretch - stand a good distance away from the vehicle. Place your foot on bumper or running board. Back foot is pointing straight ahead and the back knee is straight. Keep your body upright and move forwards over the bent leg. Hold, breathe and repeat on opposite side.



IN ALL CASES OF INJURY

THE EMPLOYER SHALL

- (1) Furnish first aid in accordance with regulations of *The Occupational Health and Safety Act*.
- (2) Keep a written record of all first aid treatment.
- (3) When required, provide immediate transportation to a hospital, doctor, or to any other place that is appropriate for the treatment of the worker's condition.
- (4) Promptly provide the WCB with an Employer's Report of Accident or *Industrial Disease* (Form C-040) and such other reports or information as are necessary. If the accident disables, or is likely to disable the worker for more than the day of the accident, the employer shall give notice of accident or the allegation of happening of the accident to the WCB within 72 hours after acquiring knowledge of the accident or the allegation and shall give a copy of that notice to the worker.
- *(5) If the worker is not disabled beyond the day of accident, the employer is not required to report the accident to the WCB UNLESS necessary Medical Aid is not included under basic health services as defined by the *Alberta Health Care Insurance (AHCIP) Act*. Examples of Medical Aid not included under the *AHCIP Act* are drugs and dressing, prosthetic replacement, naturopathic services, dental repair, eye glass replacement, etc.

If the accident disables a worker for the day of accident or part thereof, the employer shall, by the end of the next regularly scheduled pay period after that day, pay compensation to the worker for that day in an amount equal to the minimum normal net wage the worker would have received for that day if he or she had not been disabled and had been available for work in the normal course.
- (6) If the accident disabled a worker for longer than the day of the accident, compensation shall be paid to the worker from, and including, the day following the day the accident occurred.

THE WORKER SHALL

- (1) Promptly obtain necessary first aid treatment.
- (2) Notify the employer immediately of any injury requiring medical aid*, as required under Section 27 of the *Workers' Compensation Act*, and ask the doctor to complete a Doctor's First Report (Form C-050-90) to take to the employer if (6) above applies.
- (3) Have the initial choice of doctor or other qualified practitioner with the understanding that a change of doctor cannot be made without the permission of the WCB.
- (4) Complete and promptly return all report forms received from the WCB. The Workers' Report of Accident (Form C-060) is required to be given by a worker or dependent to the employer and the WCB under Section 27 of the Act. The worker shall give his/her full name and address, and state in ordinary language the cause of the injury, and the date, hour, and place the accident occurred.
- (5) Not leave the province without permission of the WCB. Failure to obtain such permission will place present and future compensation and medical aid entitlements in jeopardy. If a worker plans to leave the province during the disability period, the WCB should be consulted.

* All costs for basic health services, as defined in the *Alberta Health Care Insurance (AHCIP) Act*, will be paid through the *Alberta Health Care Insurance Plan (AHCIP)* subject to re-imbursement by the WCB. Costs for services under *The Alberta Hospitals (AH) Act* and costs not included under the AHCIP will be paid directly by the WCB.