

## Driver's Daily Log Book

*"How a company treats its employees can be judged by its commitment to honesty and loyalty only then will you see its true character."*

Bob Siluch

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# ATTENTION PROFESSIONAL DRIVERS

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*How about a driving job that pays well  
and still allows for a quality life style?*

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*Are you a professional who is tired of running North  
America, tired of low pay, tired of never being home?*

---

**is the newly  
established freight division**

**Currently we are looking for professional  
drivers who are interested in a positive change.**

**WE PROVIDE:**

- An opportunity to build a future with Canada's #1 transportation company
- An excellent wage and benefit package
- Profit sharing program
- Continuous employment that allows a quality lifestyle, that includes most weekends off
- A company committed to listening to our people

**YOU PROVIDE:**

- A good attitude, with the ability to be a customer oriented, team player
- Class 1 license
- Clean abstract
- Two years experience
- Willingness to work within the laws of the land, and the policies of the company

*To arrange for an interview please contact us in Edmonton at*

(BETWEEN 0800-1700, MONDAY-FRIDAY)



• Transportation and Product Handling Specialists

October 29, 1994

Dear Robert;

On behalf of management...welcome...and congratulations on becoming a permanent staff member of.

Until now, you have been employed as a temporary staff member on a three month probation period. During this time, your supervisors have had the opportunity to evaluate you, your knowledge of the Company's policies and procedures and your job performance. At the same time, you have had the opportunity to evaluate the Company and its' merits where you are concerned, both now, and in the future. We trust that you understand and recognize the reasons for the probation period.

Your successful completion of the probation period is the result of the positive evaluations of each of us and that in itself is most encouraging. It is encouraging because working together as a team has been one of the major reasons for the success of The over the past four decades and for the reputation we have earned within the trucking industry. Our motto: "Since 1947...A Family Affair" is one which we do our utmost to uphold.

You are now in a position to help us further promote our success and reputation with; a responsible attitude, teamwork spirit and the sincerity of your efforts. In return, the Company will provide you with fair monetary returns, an opportunity to participate in our Deferred Profit Sharing Plan and a secure future.

Again, I welcome you and your family to and wish you the best for the future.

Sincerely,

President





"Specialists In Liquid Bulk Transportation"

# **DRIVER'S DAILY LOG**

**PRESCRIBED BY FEDERAL HIGHWAY ADMINISTRATION • U. S. DEPARTMENT OF TRANSPORTATION**

**CONTAINS:**

**DAILY VEHICLE INSPECTION REPORT • REGULATIONS • INSTRUCTIONS • MONTHLY LOG SUMMARY**

MONTH: \_\_\_\_\_ YEAR: \_\_\_\_\_

DRIVER: \_\_\_\_\_



- Transportation and Product Handling Specialists

## **DRIVER'S DAILY VEHICLE INSPECTION REPORT**

- 2 Ply-31 Sets
- Detailed Vehicle Inspection Report
- Complies with the National Safety Code for Canada

**Month** \_\_\_\_\_ **Year** \_\_\_\_\_

**Carrier** \_\_\_\_\_

**Head Office  
Address** \_\_\_\_\_

**Tractor/Truck No.** \_\_\_\_\_

# Driver's Daily Log Book

July	1994	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18	8404/7602	541		Training			
19							
20							
21							
22							
23							
24							
25	8404			Training			
26							
27							
28							
29	5703	531		Highway	936014	936627	613
30							
31							

						Monthly Total kms	613
Comments						Total Monthly Hours	55.2

## Driver's Daily Log Book

August	1994	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1							
2	7712	4801	82432	Highway			
3							
4	7206	Multi Trailers	82474	City P/D	377167	377245	78
5	7206	4802	82484	City/Hi/City	377167	377848	603
6							
7							
8	7203	4522	82499	City P/D			
9	7818	Multi Trailers	82514	City P/D	977322	977401	79
10	7818/7709	Multi Trailers	82539	City P/D			
11	7709		82555				
12	5703	4830	82571/82567	City/Hi/City	940396	940577	181
13							
14							
15	7818 / Rental	Multi Trailers	82584	City P/D	979020	979030	10
16	7818	Multi Trailers	82608/82607	City P/D			
17	7818	532		City/Hi/City	979087	979601	514
18	7818	Multi Trailers	82646/82645	City P/D	979601	979665	64
19	7818	50	82663/82660	City/Hi/City	979665	980417	752
20							
21							
22	7818	Multi Trailers	82676/82675	City P/D	980417	980538	121
23	7818	Multi Trailers	82704/82645	City P/D	980554	980717	163
24	7818	Multi Trailers	8278/82717	City P/D	980717	980924	207
25	7206	Multi Trailers	82745/82746	City P/D			
26	Rental	Multi Trailers	82763/82762	City P/D			
27	7818	601	82772	Highway	982831	983307	476
28	Assist	Driver	Load Trailer	City P/D			
29	Rental	Multi Trailers	82781/82787	City P/D			
30	Rental	Multi Trailers	82799/82800	City P/D			
31							
Monthly Total kms						3248	
Total Monthly Hours						267.65	
Comments							

Driver's Daily Log Book

September	1994	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	Rental	Multi Trailers	82839/82843	City P/D			
2	Rental	Multi Trailers	82855	City P/D			
3							
4							
5							
6	Rental	Multi Trailers	82891	City P/D			
7	7709	Multi Trailers	82899/82906	City/Hi/City	293634	294022	388
8	7709	Multi Trailers	82922/82923	City P/D	294023	294081	58
9	7709	Multi Trailers	82937/82946	City/Hi/City	294081	294286	205
10	Communicat	ions	Meeting	Mayfeild	Inn	No Pay	
11							
12	7709	Multi Trailers	82964/82962	City/Hi/City	294285	294832	546
13	7709	Multi Trailers	82979/82980	City P/D	294832	294893	61
14	7709	Multi Trailers	83000/82955	City/Hi/City	294893	295271	378
15	7709	Multi Trailers	83018/83025	City P/D	295271	295386	115
16	7709	Multi Trailers	83035/83030	City/Hi/City	295386	296070	684
17							
18							
19	7709	Multi Trailers	83054/83059	City P/D	296071	296224	153
20	7709	Multi Trailers	83076/83077	City P/D	296225	296414	193
21	7709	Multi Trailers	83096/83095	City/Hi/City	296418	29874	456
22	7709	Multi Trailers	83116/83019	City P/D	296876	296998	112
23	8901	Multi Trailers	83131/83130	City/Hi/City			
24	Dangerous	Goods	WHIMIS	Course	Receive	Pay	
25							
26	7204/7206	Multi Trailers	83149/83146	City P/D			
27	5703	Multi Trailers	83168/83169	City P/D	961201	961301	100
28	8913	Multi Trailers	83184/83172	City/Hi/City	19558	20005	447
29			83203	City P/D			
30	7709	Multi Trailers	83215/83211	City/Hiway	259059	259796	737

					Monthly Total kms	4633
Comments					Total Monthly Hours	295.4

## Driver's Daily Log Book

October	1994	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1							
2							
3	7707	Multi Trailers	83232	City P/D	300712	300752	42
4	7709	Multi Trailers	83251/83088	City P/D	300752	300897	144
5	7206/7709	Multi Trailers	83274/83273	City P/D			
6	7709	Multi Trailers	83293/83252	City P/D	301319	30148	163
7	7709	Multi Trailers	83306/83314	City P/D	301482	301757	275
8							
9							
10							
11	7709	Multi Trailers	83328/83329	City P/D	301757	301838	81
12	7709	Multi Trailers	83343/83344	City P/D	301838	301877	39
13	7707/7709	Multi Trailers	83360/83332	City P/D			83
14	7709	Multi Trailers	83368/83368	City/Hiway	301882	302796	914
15*	7709	481	83368	Hi/Meeting	302796	302929	133
*	Communicat	ions	Meeting	Mayfeild	Inn	No Pay	
17	7709	Multi Trailers	83389	City P/D	302929	302975	46
18	7709	Multi Trailers	83421/83422	City P/D	302975	303115	140
19	7709	Multi Trailers	83422/83440	City/Hi/City	303115	303554	437
20	7709	Multi Trailers	83462/83461	City P/D	303554	303601	47
21	7709	Multi Trailers	83475/83477	City/Hi/City	303601	804317	716
22							
23							
24	7709	Multi Trailers	83497/83446	City P/D	303417	304426	109
25	7709	Multi Trailers	83525/83526	City P/D	304426	304548	122
26	7709	Multi Trailers	83540/83536	City/Hi/City	304548	304878	330
27	7709	Multi Trailers	83572/83573	City P/D	304878	304929	51
28	7709	Multi Trailers	83583	City P/D	304929	305046	117
29							
30							
31							
Monthly Total kms						3989	
Total Monthly Hours						261.75	
Comments							

# Driver's Daily Log Book

November	1994	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	7709	Multi Trailers	83628	City P/D	305357	305498	141
2	7709	Multi Trailers	83652	City P/D	305498	305633	135
3	7709	Multi Trailers		City P/D	305633	305757	124
4	7109	Multi Trailers	83688	City/Hi/City			
5							
6	7709	Mayfield	Inn	Show	Case	Booth	Receive Pay
7	7709	Multi Trailers	837000	City P/D	305760	305778	18
8	7709	Multi Trailers	83725/83629	City P/D	305778	305854	76
9	7709	Multi Trailers	83729	City P/D	305854	305954	100
10	7709	Multi Trailers	83754/83755	City P/D	305954	306012	48
11							
12							
13							
14	Rental	Multi Trailers	83769				
15	5703	Multi Trailers	83785/83786	City P/D	Train	Driver	
16	8901	Multi Trailers	83801	City/Hi/City	161567	161775	208
17	Rental	Multi Trailers	83809	City P/D			
18	5703	Multi Trailers	83835/83830	City/Hi/City	983458	984084	626
19							
20							
21	7206	Multi Trailers	83858	City P/D	394477	394578	101
22	5703	Multi Trailers	83877	City P/D	984321	98443	122
23	5703	Multi Trailers	83891	City P/D	984443	98491	148
24	5703	Multi Trailers	83914/83872	City P/D	984591	984661	70
25	5703	Multi Trailers	83925/83931	City P/D	984661	984961	300
26	5703	Multi Trailers	83937	City P/D	984961	985250	289
27	5703	Multi Trailers		City P/D	985250	985331	81
28	5703	Multi Trailers	83951/83979	City P/D	985331	985556	224
29	5703/7709	Multi Trailers	83972/83971	City P/D			68
30	5703	Multi Trailers	83985	City P/D	985589	985874	285

Monthly Total kms

3164

Comments

Total Monthly Hours

293.95

Driver's Daily Log Book

December	1994	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	5703	Multi Trailers	84007	City P/D	985874	985966	92
2	5703/8513	Multi Trailers	84016/84018	City/Hi/City	16046	16724	678
3							
4							
5							
6	5703	Multi Trailers	84049/84068	City P/D	986178	986419	241
7	5703	Multi Trailers	84066	City P/D	986419	986602	183
8	5703	Multi Trailers	84081/84050	City P/D	986602	986710	108
9	5703	Multi Trailers	84092	City/Hi/City	986710	987001	391
10							
11							
12	5703	Multi Trailers	84105	City P/D	987001	987088	87
13	5703	Multi Trailers	84127/84126	City/Hi/City	987137	987372	235
14	5703	Multi Trailers	84144/84150	City P/D	987371	987551	180
15	5703	Multi Trailers	84136/84128	City P/D	987551	987701	150
16	5703	Multi Trailers	84183	City/Hi/City	987701	987959	258
17							
18							
19	5703/7205	Multi Trailers	84198	City P/D			113
20	7709/7205	Multi Trailers	84220/84221	City P/D			108
21	7205	Multi Trailers	84236	City P/D	517922	518032	110
22	7205	Multi Trailers	84248	City P/D	518032	518141	109
23	7205	Multi Trailers	84266	City/Hi/City	518141	518817	676
24							
25	7205	Multi Trailers	84267	City/Hi/City	518817	519491	674
26	5103	Multi Trailers	84263	City P/D	988226	988243	17
27							
28	5703	Multi Trailers	84276	City P/D	988243	988319	76
29	5703	Multi Trailers	84290/84291	City P/D	988319	988429	110
30	5703	Multi Trailers	84301/84295	City P/D	988429	988548	119
31							

Monthly Total kms

4715

Comments

Total Monthly Hours

252.9

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## Driver's Daily Log Book

January	1995	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1							
2							
3	5703	Multi Trailers	84314/84315	City P/D	988548	988664	116
4	5703	Multi Trailers	84333/84334	City P/D	988664	988764	100
5	5703	Multi Trailers	84346/84347	City P/D	988761	988874	113
6	5703	Multi Trailers	84359/84363	City P/D	988874	988947	73
7							
8							
9	5703	Multi Trailers	84371	City P/D	988947	989058	111
10	5703	Multi Trailers	84389/84380	City P/D	989058	989197	139
11	5703	Multi Trailers	84401	City P/D	989197	989297	100
12	5703	Multi Trailers	84414	City P/D	989297	989341	44
13	5703/7207	Multi Trailers	80010/80009	City/Hi/City			431
14							
15							
16	5703	Multi Trailers	80022	City P/D	989585	989691	106
17	5703	Multi Trailers	80038/80039	City P/D	989691	989767	96
18	5703	Multi Trailers	80049	City P/D	989767	989837	70
19	5703	Multi Trailers	80061	City P/D	989837	989931	94
20	5703	Multi Trailers	80071/80073	City/Hi/City	989931	990300	369
21	Communicat	ions	Meeting	Mayfeild	Inn	No Pay	
22							
23	5703	Multi Trailers	80079	City P/D	990300	990415	115
24	5703	Multi Trailers	80105/80107	City P/D	990415	990506	91
25	7818	Multi Trailers	80122/80123	City P/D	33322	33439	117
26	7818	Multi Trailers	80134	City P/D	33440	33620	180
27	5703	Multi Trailers	80146	City P/D	990584	990725	141
28							
29							
30	5703	Multi Trailers	80167/80163	City/Hi/City	990725	991103	378
31	5703	Multi Trailers	80129/80130	City P/D	991103	991183	80
Monthly Total kms							3064
Total Monthly Hours							222.25

# Driver's Daily Log Book

Feburary	1995	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	5703	181	80192/80194	City/Hi/City	991183	991599	416
2	7204/5703	Multi Trailers	80209	City P/D			
3	5703/8913	Multi Trailers	80222/80223	City/Hi/City			308
4							
5							
6	5703	Multi Trailers	80234	City P/D	99172	99184	12
7	5703/8915	Multi Trailers	80251/80258	City P/D			88
8	5703	Multi Trailers	80724/80277	City P/D	991898	991973	75
9	5703	Multi Trailers	80287/80288	City P/D	992002	992097	95
10	5703/7206	Multi Trailers	80301	City P/D	992097	992149	52
11							
12							
13	8803	Multi Trailers	80314	City P/D	338014	338116	102
14	8803/8916	Multi Trailers	80323/80327	City P/D			82
15	8803	Multi Trailers	80335	City P/D	338117	338201	84
16	8803	Multi Trailers	80349	City P/D	338201	338325	124
17	8803	Multi Trailers	80359	City P/D	338325	338435	110
18							
19							
20							
21	8803	Multi Trailers	80371/80374	City P/D	338435	338569	134
22	8803	Multi Trailers	80386	City P/D	338569	338743	174
23	8803	Multi Trailers	80374/80382	City P/D	338743	338857	114
24	8803	Multi Trailers	80394/80435	City/Hi/City	338857	339491	634
25	Communicat	ions	Meeting	Mayfeild	Inn	No Pay	
26							
27	8803	Multi Trailers	80455	City P/D	339491	339653	162
28	8803	Multi Trailers	80469	City P/D	339653	339787	134

						Monthly Total kms	2900
Comments						Total Monthly Hours	209.9

Driver's Daily Log Book

March	1995	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	8803	Multi Trailers	80492	City P/D	339787	339846	59
2	8803	Multi Trailers	80508	City P/D	339846	340046	200
3	8803	Multi Trailers	80526/1 of 2	City P/D	340046	340156	110
4	8803		2 of 2	City P/D			
5							
6	8803	Multi Trailers	80541	City P/D	340156	340245	89
7	8803	Multi Trailers	80575	City P/D	340245	340414	169
8	8803	Multi Trailers	80606	City P/D	340414	340531	117
9	8803	Multi Trailers	80621	City P/D	340563	340713	150
10	8803	Multi Trailers	80656/80615	City/Hi/City	340741	341123	382
11							
12			80704		341296		
13	8803	Multi Trailers	80671	City P/D	341158	341249	91
14	8803	Multi Trailers	80704	City P/D	341296	341421	125
15	8803	521	80720/80721	City/Hi/City	341493	342007	514
16	8803	Multi Trailers	80749	City P/D	342093	342346	253
17	8803	Multi Trailers	80771	City P/D	342346	342406	60
18							
19							
20	8803	Multi Trailers	80777	City P/D	342400	342493	93
21	8803	Multi Trailers	80802	City P/D	342524	342614	90
22	8803/8916	Multi Trailers	80824	City P/D			
23	8803	Multi Trailers	80859/80947	City/Hi/City	342620	343273	653
24	8803		80885/80876	City/Hi/City	343273	343698	425
25							
26	Rental 51651		80893/80400	Hiway	9730		
27	Rental 51651	4530	80893/80400	Hiway			
28	Rental 51651	4530	80893/80400	Hiway		11042	1312
29							
30							
31							

Monthly Total kms

4892

Comments

Total Monthly Hours

244.65

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Driver's Daily Log Book

April	1995	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	Communicat	ions	Meeting	Mayfeild	Inn	No Pay	
2							
3	8803	Multi Trailers		City P/D	343936	344101	165
4	8803	Multi Trailers	81031	City P/D	344101	344214	113
5	8803	Multi Trailers	81052	City P/D	344214	344417	203
6	8803	Multi Trailers	81093	City P/D	344417	344536	119
7	8803	Multi Trailers	81124	City P/D	344536	344567	31
8							
9							
10	8803	Multi Trailers	81173/81177	City/Hi/City	344568	344723	155
11	8803	Multi Trailers	81190	City P/D	344723	344840	117
12	7818	Multi Trailers	81219	City P/D			
13	8803/Rental	Multi Trailers	81254	City P/D			
14							
15							
16							
17	8803	Multi Trailers	81273	City P/D			
18	8803	Multi Trailers	81301	City P/D	345049	345194	145
19	8803	Multi Trailers	81336	City P/D	345198	345238	40
20	8803	Multi Trailers	81348	City P/D	345239	345321	82
21	8803	Multi Trailers	81376	City P/D	345372	345492	120
22							
23							
24	8803	Multi Trailers	81404	City P/D	345492	345675	184
25	8803	Multi Trailers	81435/81430	City P/D	345723	345880	157
26	8803	Multi Trailers	81456	City P/D	345941	346021	80
27	8803	Multi Trailers	81514	City P/D	346023	346114	91
28	8803	Multi Trailers	81566	City P/D	346140	346338	198
29							
30							

Monthly Total kms 2000

Comments Total Monthly Hours 209.75

Driver's Daily Log Book

May	1995	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	8803	Multi Trailers	81576	City P/D	346339	346576	237
2	8803	Multi Trailers	81621	City P/D	346600	346727	127
3	8803	Multi Trailers	81640	City P/D	346751	347015	264
4	8901/8803	Multi Trailers	81663	City P/D	347065	347205	140
5							
6							
7	8803	Multi Trailers		City P/D			
8	8803	Multi Trailers	81728	City P/D	347289	347564	275
9	8803	Multi Trailers	81762	City P/D	347565	347710	145
10	8803	Multi Trailers	81836	City P/D	347710	347835	128
11	8803	Multi Trailers	81858	City P/D	347836	347916	80
12	8803	Multi Trailers	81882	City P/D	347916	348049	133
13	Communicat	ions	Meeting	Mayfeild	Inn	No Pay	
14							
15	8803	Multi Trailers	81904	City P/D	348046	348217	168
16	8803	Multi Trailers	81921	City P/D	348219	348289	70
17	8803	Multi Trailers	81975	City/Hi/City	348322	348834	517
18	8803	Multi Trailers	82005	City P/D	348841	348945	104
19	8525	Multi Trailers	82027	City/Hi/City	10901	11534	633
20							
21							
22							
23	8803	Multi Trailers	82049	City P/D	34940	350035	95
24	8803	Multi Trailers	82073	City P/D	350035	350165	138
25	8803	Multi Trailers	82101	City P/D	350165	350298	133
26	8803	Multi Trailers	82115	City P/D	350298	350379	81
27							
28							
29	8803	Multi Trailers	82129	City P/D	350411	350635	224
30	8803	Multi Trailers	350635	City P/D	350635	350753	118
31							

Monthly Total kms

3810

Comments

Total Monthly Hours

220.05

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Driver's Daily Log Book

June	1995	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	7818	Multi Trailers	82225	City P/D	54085	54171	86
2	7818	Multi Trailers	82226	City P/D	54171	54329	158
3							
4							
5	7818/8317	Multi Trailers	82278	City P/D			
6	8803	Multi Trailers	82312	City P/D	353340	353488	148
7	8803	Multi Trailers	82334	City P/D	35489	35595	106
8	7818	4818	82385	City/Hi/City	54598	54750	152
9	8914/8901	Multi Trailers	82402/82408	City P/D			510
10							
11							
12	8803	Multi Trailers	82442	City P/D	354924	355054	130
13	8803	Multi Trailers	82456	City P/D	355054	355132	78
14	8803	Multi Trailers	82481	City P/D	355153	355282	129
15	7818	Multi Trailers	82535	City P/D	55012	55137	125
16	7206	Multi Trailers	82541	City P/D	517139	517616	477
17							
18							
19	8803	Multi Trailers	82570	City P/D	356547	35764	217
20	8803	Multi Trailers	82594	City P/D	356764	356813	49
21	8803	Multi Trailers	82608	City P/D	356813	357263	450
22	8803	Multi Trailers	82636	City P/D	357263	357424	161
23							
24							
25							
26	8803	Multi Trailers	82679	City P/D	357446	357571	125
27	8803	Multi Trailers	82711	City P/D	357572	357679	107
28	8803	Multi Trailers	80738	City P/D	357679	357860	181
29	7818	Multi Trailers	82750	City P/D	55745	55784	39
30	8317	1103F	82758	City/Hi	601940		
Jul-01	8317	1104F		Hi/City		602590	650

Monthly Total kms

4078

Comments

Total Monthly Hours

224.3

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## Driver's Daily Log Book

July	1995	Driver: Bob Siluch				Odometer	
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	Refer	To	June	Log			
2							
3	8803	Multi Trailers	82799	City P/D	358801	358876	69
4	8803	Multi Trailers	82832/82797	City P/D	358871	359047	176
5	8803	Multi Trailers	82828	City P/D	359048	359178	130
6	8803	Multi Trailers	82854	City P/D	359179	359301	122
7	8803	Multi Trailers	82826	City P/D	359301	35938	80
8							
9							
10	8803	Multi Trailers	82917	City P/D	359381	359450	69
11	8803	Multi Trailers	82932	City P/D	359451	3594531	80
12	8901	Multi Trailers	82965	City P/D	258160	258229	69
13	8803	Multi Trailers	82982	City P/D	360342	360450	108
14	8803	Multi Trailers	83034	City P/D	360473	360518	45
15							
16							
17	8803	Multi Trailers	83044	City P/D	360519	360671	152
18	8803	Multi Trailers	83067	City P/D	360671	360728	57
19	8803	Multi Trailers	83105	City P/D	360729	360838	109
20	8803	Multi Trailers	83148	City P/D	360838	360902	64
21	8803	Multi Trailers	83168	City P/D	360902	360957	55
22							
23		PCB	Course	Truck Safe	Receive	Pay	
24	8803	Multi Trailers	83210	City P/D	360957	361031	74
25	8803	Multi Trailers	83236	City P/D	361064	361143	78
26	8803	Multi Trailers	83259	City P/D	361143	361351	208
27	8803	Multi Trailers	83301	City P/D	361354	361440	89
28	8803/8514	Multi Trailers	83308	City P/D			
29							
30							
31	8803	Multi Trailers	83326	City P/D	361465	361534	69
Monthly Total kms							1903
Total Monthly Hours							212.05
Comments							

# Driver's Daily Log Book

August	1995	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1	8803/7206	Multi Trailers	83378	City P/D	539781	539887	106
2	8913	Multi Trailers	833395	City P/D	142385	142489	104
3							
4							
5							
6							
7							
8	8803	Multi Trailers	83469	City P/D	361563	361739	176
9	8803	Multi Trailers	82503	City P/D	361739	36184	103
10	8553	Multi Trailers	83529	City P/D	47681	47740	59
11	8553	Multi Trailers	83557	City/Hi/City	47742	48122	380
12							
13							
14	8803	Multi Trailers	83589	City P/D	363630	363753	123
15	8803	Multi Trailers	83602	City P/D	363754	363792	38
16	8803	Multi Trailers	83636	City P/D	363792	363863	71
17	8803	Multi Trailers	83654	City P/D	363863	363981	118
18	8803	Multi Trailers	83687	City P/D	363981	364074	93
19							
20							
21	8803	Multi Trailers	83695	City P/D	364097	364238	141
22	8803	Multi Trailers	83732	City P/D	364238	364417	179
23	8553	Multi Trailers	83761	City P/D	53824	53952	123
24	8803	Multi Trailers	83779	City P/D	365148	365310	162
25	8803	Multi Trailers	83805	City P/D	365336	365570	234
26		Seek Medical	Attention	Doctor	confirms	work related	
27		Contact	Dispatch	at home	inform	work related	
28		Report Injury	to Employer	Request	WCB	Form	Denied
29							
30							
31							

Monthly Total kms 2210

Comments

Total Monthly Hours 175.3

August 25 - Suffer Lower Back Injury as a result of physically demanding job duties as a Professional Driver.

# Driver's Daily Log Book

January	1996	Driver: Bob Siluch					Odometer
Date	Tractor Unit	Trailer #	Bill of Lading	Description	Start km	Finish km	Total Kilometers
1				"Modified			
2				Duties"			
3							
4	1:00-4:30 pm			Telephone			
5				Survey			
6							
7							
8	8:30-11:30 am			Telephone			
9	8:00-11:30 am			Survey			
10	8:30-11:30 am			Telephone			
11	8:30-11:30 am			Survey			
12							
13							
14							
15	8:00-11:00 am			Telephone			
16	8:00-11:00 am			Survey			
17	8:00-10:30 am						
18			Receive	No	Pay		
19		Employer fails to accommodate for hearing impairment					
20							
21							
22							
23							
24							
25							
26							
27							
28							
29							
30							
31							

Monthly Total kms 0

## Comments

Total Monthly Hours 24

Company Officials fail to report Telephone Survey to their Insurance Provider and W.C.B. as required by law.



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



## ASK TAZ

**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 in 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 ECL's 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.

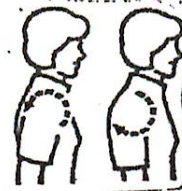


#### Prevention

- 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

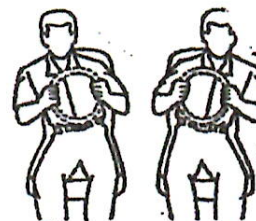
1. Shoulder Rolls - slowly roll the shoulder in both directions in small and large circles



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 (AHC) Act*. Examples of Medical Aid not included under the *AHC 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 (AHC) Act*, will be paid through the Alberta Health Care Insurance Plan (AHCIP) subject to reimbursement 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.

*I was instructed by my employer after seeking medical treatment not to report my back injury to the Workers' Compensation Board and my request for a Day of the Injury Report Claimant Form was denied instead provided with the Employee and Attending Physician Forms under the company's Group Benefits.*

Senior Official

August 28, 1995

*Occupation - Professional Driver "Employee's condition is work-related", "NOT entitled to W.C.B.", "no modified duties available.", "Injury happened off the job."*

Company Official

August 30, 1995

*Out-of-pocket medical expenses including a writeup of Day of Injury Report (non-compliance W.C.B. form) faxed directly to the company's Insurance Provider (Supervised)*

Senior Official

October 13, 1995

*"complete attached Long Term Disability form and return to head office A.S.A.P. Please note the doctor's portion is not required."*

*"employee off work since August 25, 1995, Absent for Medical Reasons - Lumbosacral Disc Herniation Left Side and employee is NOT entitled to W.C.B."*

*"we cannot provide an employer report as there is no evidence to support this was a work-related injury".*

Human Resources Department

February 27, May 9, June 13, 1996

#### TERMINATION OF EMPLOYMENT

Senior Official

October 18, 1996

*"Approved Rehabilitation Program (June 24, 1996) August 1 - December 10, was intended for you to return to the company", "that it would be the responsibility of you and your and physicians to arrange for any treatment or specialist's referrals and "you would be responsible for any costs related to a treatment program. Under the Provision of your policy Long Term Disability Plan, there are no benefits for medical expenses or treatment expenses."*

Company's Insurance Provider

January 31, 1997

*"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." (Seriously?)*

Chief Operating Officer

October 1, 1997

*"he was injured off the job on August 25, 1995, and began a Short Term disability Program for a back injury effective September 02, 1995."*

*"while on Short Term Disability the employee registered a claim with Workers' Compensation Board (May 9, 1996) to appeal for compensation for his disability the claim was denied and was continued through the company's insurance provider." (Long Term Disability accepted Effective March 1, 1996)*

*"the company is empathetic that as a result of the employee's physical condition he has experienced frustration and anxiety during his disability; however, we deny allegations that he was discriminated against and harassed at any time during or subsequent to his employment with the company."*

*"as with any professional organization we do our best to maintain and support clear and consistent communication. We believe we could have done a better job communicating with this employee however, at no time was there ever malice of intent. We believe we have made significant improvements to our policies and procedures that facilitate improved communications."*

*"Sincere apology has been made to this employee for any shortcomings at the company have had in meeting his expectations". "the termination from the company was solely based on medical evidence." (Seriously?)*

Human Resources Department

November 12, 1997

*Acknowledges the high risk of back injuries among their professional drivers having 63-Claims in 41 Months and is an occupational hazard within the trucking industry and the negative impact on one's personal life, co-workers, and family and financial hardship incurred.*

Claims Co-ordinator Compliance and Safety Department

May 1998

*3 Investigation letters confirm there is no medical evidence to support that I came to the company with a pre-existing back injury.*

Workers' Compensation Board

June 8, 11, November 6, 1998

*"he was instructed not to report to the Workers' Compensation Board because the incident was not work-related." (First Reported to Senior Official on August 28, 1995)*

Claims Co-ordinator Compliance and Safety Department

September 10, 1998

*"we had no evidence to support a work-related injury." (June 13, 1996)*

*"employee was terminated (October 18, 1996) from employment based on medical information."*

*"the company denies responsibility for the subject claim based on the following information and sequence of events recorded on files."*

*"review of our files and reliance upon the medical review taken we cannot support this claim to be work-related."*

*"the company takes pride in our efforts at ensuring claims are filed with the appropriate coverage."*

Claims Co-ordinator Compliance and Safety Department

January 26, June 1, 1999

Alberta Human Rights Commission investigation concludes: "termination of employment was based on physical disability."

It recommended that I receive damages for the breach of my human rights.

February 5, May 13, 1999

*"We reviewed the new medical information received on your claim for your disability your claim continues to meet the definition of disability on your plan."*

*You're Responsibilities:*

*Your plan requires that you participate and cooperate in a reasonable and customary treatment program performed by your physician or a medical specialist.*

*Under the provisions of your Long Term Disability Plan:*

*Medical expenses are not covered under this policy you will be responsible for any incurred costs.*

*It would remain the responsibility of you and your physician to arrange for any treatment or specialist referrals and you would be responsible for any costs incurred in that treatment program.*

*Under the Employee Group Long Term Disability Policy your CPP disability benefits are deducted – Retroactive August 31, 1999.*

Company's Insurance Provider

2005, 2008

*“Patient has no hope of returning to any Gainful Employment, progressively getting worse.”*

Family (Attending) Physician’s Medical Report

2018

## Principles and Values

### QHSE: The ABC’s of the company

*“Quality, Health, Safety, and Environmental form the foundation of the company’s business”*

*“QHSE has always been a focus at the company, We had one of the first safety programs back in the 1960’s I think it’s why a lot of people came to the company.”*

*“The trucking business has had a long-time reputation for long hours and hard work. We had restrictions on hours our drivers could work. Safety and quality of life have always been paramount.”*

### Safety

*“In a marketplace where so many companies pay lip service to safety, the company is a shining example of an organization whose absolute, the number-one priority is making sure each and every employee and their families are safe at work and at home.”*

### Health

*“While the company offers a top – of – the line health and benefits package, protecting its employees’ health wellbeing goes far beyond eye exams and dental coverage.*

*“We have a number of unique programs in place our employees’ health is important to us – not just at work, but in their daily lives.”*

### Attitude and Commitment

*“One of our mottoes is that safety is an attitude, And it’s a positive attitude towards safety we want to see in all of our employees, A senior management team that is 100 percent behind safety initiatives is key to the company’s impressive safety record and that it has created a culture in which everyone is constantly trying to improve.”*

*“We take our QHSE very seriously here at the company and have the safety record to prove it. We are proud of our people for being so dedicated to the health and safety of their customers, their coworkers, and of course, themselves.”*

### The Company’s Health, Safety and Environment Policy (HSE)

*“All of us at the company are responsible to support our Health, Environmental, Safety, and Loss Control programs which are designed to protect people, property, and the environment.”*

*We are committed to active safety culture through:*

*“Effective and Committed Leadership”*

*“The creation of awareness on health and wellness issues”*

*“To meet or exceed regulatory requirements and industry-standard practice in the areas in which we operate”*

*“Fostering an environment of open two – way communication with our employees”*

*“A secure working environment for all employees”*

*“Our HSE goals are clear, an injury-free workplace, an incident/accident-free workplace and to cause no harm to the environment.”*

*“As individuals, we must support whole-heartedly and participate in all aspects of Health, Safety, and Environmental programs so that, we as members of the company, may maintain leadership in our industries.”*

*“Through effective leadership, teamwork and continues improvement efforts, we will maintain, an important part of our culture – safety.”*

#### Safety

*“The company puts the highest priority on safety and the companies’ impressive record reflects the commitment.”*

*“It is not easy to achieve and maintain, so we are constantly using checks and balances to ensure we’re meeting and exceeding, not only our own standards, as well as industry regulations.”*

*“The company’s internal Quality, Health, Safety, and Environmental (QHSE) programs include the latest tools, training and dedicated surveillance to ensure the highest stands of safety are met.”*

#### People Priority

*“The company’s People Development and Culture department.”*

*“The transformation of the human resources department from a mainly administration division to a group of people dedicated to making the company a great place to work meant taking a number of existing programs and bring them all together as well as creating some new ones amid at celebrating people.”*

*“We had such a rich history to build on and so many programs already in place made it a lot of fun to create this department.”*

*“Today, the company’s people development and culture department offers a plethora of programs and initiatives that contribute to making an employer of choice.”*

#### Training and Development

*“When people are well trained, they are able to do their jobs efficiently and safely.”*

*"Whether it is in the classroom, online or on the job, we make sure they get the tools they need to do their jobs well."*

*"We concentrate on soft skills like communication. We not only want our employees to do well at their jobs, but we also want them to have skills they need to succeed in life."*

#### Family Involvement

*"We have always been a family-oriented company, and we feel it's important to include them in our activities."*

QHSE Director for the company

*"Our original family values of Respect, Integrity, Loyalty"*

*"We place a lot of emphasis on family"*

*"They say you can always count on family...and right they are", "It's all in the family."*

Vice President - Chief Operating Officer

President - Chief Executive Officer

Based on my lived experience for over 25 years at age 56 with an inadequate disability pension with the company that terminates at age 65 (2029) and I unable to set money aside for a retirement savings plan.

I am screwed!

I believe when department personnel and senior officials came to their conclusion based on an internal (biased and subjective) investigation that my back injury: Lumbosacral Disc Herniation Left Side, Extensive Lumbar Muscle Dysfunction and Ligament Damage with Nerve Impingement.

Is non-work related and not an occupational hazard or a result of my daily job duties and denied my request for a *Workers' Compensation Board Day of the Injury Report Claimant Form* citing I am not entitled to Workers' Compensation Benefits in their opinion, I was, therefore, not eligible for the company's number of unique QHSE: ABC programs that are offered to its valued employees'.

Instead, ultimately my employment was terminated in a most callous and unprofessional manner without just cause or providing a written explanation at the time while on medical leave following my family physician's instructions in an approved rehabilitation program and full compliance of the Employee Group Disability Policy a requirement in all disability policies including the government disability act.

The lack of "Effective, Committed Leadership and Teamwork" from company officials and department personnel and the comparable employee disability benefits to W.C.B. benefits I was led to believe by officials, in the beginning, was not accurate.

For example, the company's private insurance policy does not cover:

- 90 percent of net earnings including overtime;

- Benefits were not indexed for inflation. Each year I receive less in real money. I am living below the poverty line;
- I have not received any effective treatment nor retraining;
- There is no coverage for permanent partial disability benefits;
- No coverage for expert medical reports or specialist examinations;
- There is no coverage for certain out-of-pocket medical expenses;
- There is no coverage for standard rehabilitation and preventative treatments.

My CPP Disability Pension is also deducted from my monthly disability pension (this would not have been the case had I been on W.C.B. benefits) incurring further financial hardship resulting in the lack of a basic standard of quality of living. Screwed again!

The company's act of defiance to report my work-related back injury claim (after seeking medical treatment) to W.C.B. on August 28, 1995, and taking responsibility the lack of commitment to professionalism, respect and the selfishness that I encountered thereafter from department personnel, and senior officials and ultimately terminate my employment on October 18, 1996, via telephone conversation and failing to provide resources and support have resulted in my health progressively getting worse.

In the company's May 1998 monthly newsletter acknowledging 63 Claims in 41 Months of their own and recognizes that back injuries are an occupational hazard I find it is very concerning that a respected member of the Alberta Motor Transportation Association would not allow a professional driver in their charge to report a career-ending back injury to the Workers' Compensation Board then in return at a later date would claim that I did report it while on short term disability. This is not accurate. (Refer to page 5 November 12, 1997, on August 28, 1995 – Present)

In my opinion, this type of behavior from the company and officials demonstrates a lack of leadership/mentorship role is unacceptable and gives the industry an unprofessional reputation.

I believe it is very misleading that a "#1 professional trucking company" from Alberta promoting themselves to the public with employee safety a proud heritage of family values and professionalism since 1947 *"without grandstanding, without prejudice, without selfishness and carry an open mind, and a willingness to serve, we will create an opportunity to become real professionals"*.

With no hope of returning to gainful and productive employment in any capacity to earn an adequate and respectable living and with an uncertain future I believe is an example that speaks loud and clear about the entire trucking industry's treatment including lack of respect and support towards professional drivers after reporting a life-changing work-related back injury to one of its members.

This is a difficult and painful lesson learned by at least one professional driver at my expense with the company after putting my trust in department personnel and senior officials and I believe needs to be shared within the trucking community to help raise awareness through education to prevent this from happening to fellow professional drivers who earn an honest living behind the wheel.

I can no longer remain silent I also believe by coming forward sharing my personal experience in acknowledging and standing up to this malicious and abusive mentality it is my hope by writing my story and going public others will benefit from and share this information to help prevent what has occurred to me personally to not be repeated to others through knowledge and will lead to safer working conditions, respect for and protection for professional drivers' rights in the workplace.

No injured worker regardless of industry or occupation they are employed in deserves employment standards and human rights abuse let alone the trucking industry or a member claiming to be professional with family values since 1947 and a leader in the industry!

How does the Alberta Motor Transportation Association and Canadian Trucking Industry react to this type of malicious behavior from one of its respected members?

Will this abuse be allowed to go unchallenged and is it an example of what can be expected in the future from their respected members towards the next generation of professional drivers?

Is the trucking industry willing to build a bridge of trust between professional drivers and its members?

Would the Alberta Motor Transportation Association and Canadian Trucking Industry be willing to establish a 3<sup>rd</sup> Party Independent Governing and Monitoring System to hold their members accountable?

To keep all its respected members honest and accountable to the highest standards in this industry I further recommend strong enforcement and harsher penalties and calling out these members in public via media who knowingly violates government acts and regulations to discourage other members from behaving in the same disgraceful and unprofessional manner towards professional drivers.

This unprofessional and abusive behavior for refusing to take responsibility will most certainly have a profound impact on one's life that prevents one from earning a Gainful and Productive Life and Independent Living with Financial Security and have a corresponding long-lasting negative impact on one's personal life, health and well-being, quality of life, family life and social life with friends.

Certainly, a waste of a person's life after reporting a work-related back injury to a trucking company claiming to be a "1<sup>st</sup> class organization" and "professional" with "family values" a leader and setting an example for others to follow in this demanding industry. I am living proof of this "old school trucking" mentality!

These measures are intended to protect all professional drivers' rights with equality, fairness and follow the Workers' Compensation Board, Employment Standards, and Human Rights Acts and Regulations to the highest standards to protect workers' safety, health, and well-being on the worksite.

It is not intended to be based on (or at the discretion) of an employer's or a member's opinions, selfishness, and grandstanding the company's QHSE: ABC programs to the public via media to abuse or avoid the responsibility of due process and accountability by refusing to report a work-related back injury of a professional driver's claim while in their charge withhold supporting documentation and claiming there is nothing on record to support the injury is work-related.

As demonstrated in my case.

To Summarize:

- 1). I was instructed by my employer after seeking medical treatment not to report my back injury to the Workers' Compensation Board and my request for a *Day of the Injury Report Claimant Form* was denied.
- 2). Company Official acknowledges 2 days later - *Occupation - Professional Driver "Employee's condition is work-related", and "NOT entitled to W.C.B."*
- 3). Out-of-pocket medical expenses including a writeup of Day of Injury Report (non-compliance W.C.B. form) faxed directly to the company's Insurance Provider NOT the Workers' Compensation Board as a requirement in the act. (Supervised)
- 4). Employment is abruptly terminated while on medical leave following my family physician's instructions in an approved rehabilitation program and full compliance with the company's Group Disability Policy.
- 5). Chief Operating Officer - *"I am sorry that your experience since your injury has been unpleasant."*, *"I understand that it was not handled to your satisfaction."*
- 6). Human Resources Department - *"we deny allegations that he was discriminated against and harassed"*, *"Sincere apology has been made to this employee for any shortcomings at the company have had in meeting his expectations"*, *"the termination from the company was solely based on medical evidence."*
- 7). Claims Co-ordinator Compliance and Safety Department - *"he was instructed not to report to the Workers' Compensation Board"*, *"employee was terminated from employment based on medical information"*, *"the company denies responsibility"*, *"review of our files and reliance upon the medical review taken we cannot support this claim to be work-related."*, *"the company takes pride in our efforts at ensuring claims are filed with the appropriate coverage."*
- 8). Company's Employee Long Term Disability Benefits continues to this day.

Arrogance and Defiance from beginning to end as documented. Unbelievable!

Supporting documentation available with a written request.

Closing Statement and Recommendations:

In my opinion, I believe it is paramount for the trucking industry and its members to require visionary efforts and earn a trustworthy leadership role through hard honest work treating professional drivers with respect and take effective measures in protecting their rights, safety, health, and well-being with equality and fairness through action and not permit posturing, selfishness and no grandstanding!

I welcome feedback from the Alberta Motor Transportation Association and Canadian Trucking Industry and challenge all members to come forward and support a safer trucking industry and finally put an end to the "old school trucking" mentality instead, I encourage the entire trucking industry to become an advocate to help protect professional drivers in their charge that earn an honest living on the road in this demanding

and at often a harsh environment and is recognized not only as a strong contribution to the economic growth and prosperity of Canada but also an essential service by provincial and federal governments.

Something we can all be to be proud of.

Based on my personal experience and in my opinion, I believe the company fails to meet their definition of *“effective and committed leadership”, “professionalism and high standards”, “family principles and values”, “respect, integrity, loyalty, and commitment to listening to our people.”*

As quoted by company senior officials *“I understand that it was not handled to your satisfaction”, “We believe we could have done a better job communicating” and “Sincere apology has been made to this employee for any shortcomings at the company have had in meeting his expectations.”*

As a result, I now live with a pre-existing and permanent back injury that affects my legs and toes I suffer from sleep deprivation have limited mobility, and live daily with chronic pain.

With no hope for recovery and my health continues to deteriorate considerably and is progressively getting worse there is no possibility of returning to Gainful and Productive Employment to earn a decent living for myself with financial security, live a healthy and independent life and becoming a strong contributing member of society and set money aside for a retirement savings plan.

Is the Trucking Industry in Alberta a career for you?

Bob Siluch