Debunking CSA 2010

Clear Talk and Examples from an Industry Subject Matter Expert - The DOT Doctor

Clear explanation and overview of CSA 2010 highlights. Straight talk on how this new system affects drivers as well as their companies. Understand how data is collected and used as well as the adverse effects this new scoring system has on smaller companies and Owner-Operators. Learn the new DAC alternative. Straight talk on how a driver can protect himself/herself and their company. Useful links. NOTE: Includes personal comments on the subject by the author.



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Introduction

CSA 2010 is a new minefield that the government has created for truckers and trucking companies to traverse. This one can stop you dead in your tracts. So be prepared!

O/Os remember you are the carrier, the fleet, the driver. Remember DOT does not care if you have 1 truck or 1,000,001 trucks. As long as you have a DOT number, you are bound by DOT regulations and therefore CSA 2010 standards.

CSA 2010 claims to not directly rate drivers as to put them out of work. This is true and false at the same time. It will provide enhanced tools for Safety Investigators (SIs) to identify drivers with safety performance problems during motor carrier investigations. As a result, motor carriers and drivers will have the opportunity to correct the specific safety performance problems. (This is not an "opportunity" but a requirement. Drivers are noted, by name, as to their infractions.) CSA 2010 is designed to meet one overriding objective: to increase safety on the Nation's roads. (If this were totally true, it will target all vehicles not just commercial vehicles.) Therefore, it is, by design, a positive program for drivers and carriers with strong safety performance records. Also, it will send a strong message that drivers and carriers with poor safety performance histories need to improve. (CSA 2010) In short, low scorers will have black boxes (On-board recording devices) put in their trucks for full monitoring by Big Brother. CSA 2010 is the answer for allowing the government to "invisibly" ride along side you in the cab of your truck and your only recourse is to outsmart the DOT at their own game.

If drivers are not "directly" rated then explain - driver interventions and notifications.

- 1. **Driver Interventions** Any driver violations identified and addressed during carrier investigations that are not corrected may result in a driver Notice of Violation (NOV) or Notice of Claim (NOC). These are the only driver interventions at this time.
- 2. **Driver Notifications** Drivers will be notified by mail and may be contacted by a FMCSA investigator.

Let's demystify the CSA 2010 initiative. Learn how this new data collection system directly affects you as a driver or carrier.

What is CSA 2010?

CSA 2010 has changed the way data is collected as well as what is collected. There are two categories examined: Carrier Safety Measurement System (CSMS) and Driver Safety Measurement Systems (DSMS). Each inspection, incident or accident is weighted by date and severity. Severity is defined as the likelihood to contribute or cause an accident. Rating is on a scale of 1-10 with lower being less severe. No longer are companies only affected. Under CSA 2010 the score directly affect both the driver and the company. A driver can make him/herself unemployable under these new standards.

<u>Driver data collected</u>: Roadside inspections, violations (e.g. speeding tickets, seat belt tickets, overweight fines, etc...), accidents and **all** interaction (in the case of court appearance required; data is added once proven guilty) with law enforcement officials become part of this data system.

<u>Carrier data collected</u>: Inspections, violation, and crash data are collected from a variety of sources. This data is then classified, time weighted and severity weighted. This number is then placed into a complex mathematical equation (algorithm) to form a quantifiable measure. No more simple percentage. That result is than compared to peer data and a percentile rank assigned.

The number of power units registered to a DOT number is the relevant factor in weighting these measurements. Example: an O/O with one unit who has one inspection is at 100% whereas a company with 100 units and 10 inspections is at 10%. Folks, for this calculation - size does matter. On the flip side, the tiered approach helps to offset these numbers by grouping fleets into tiers of like sizes. The goal - less is more. The lower your score, the higher you rank in safety. Again, just the opposite of what you learned in school. I call this government math.

Sound confusing? When I hear this, I think of Wall Street and a group of bureaucrats convening to make a simple situation highly complex so that the average American has no clue as to how our money is spent or safety is rated. The DOT has implemented this complex measurement system under the facade of "highway safety" so that only they can control and understand the final result. It is like buying a derivative on a stock. Only the broker has a clue on what you were sold. So how do you protect yourself against this new system? You do so through diligence and playing what I call the "CSA 2010 game".

Let's Compare Safer Stats to CSA 2010 Stats

USDOT Number:	1174337	<u>s</u>	tate Carrier ID Number:	
MC or MX Number:	MC-465450		<u>DUNS Number</u>	-
Power Units:	15 Number of trucks	in fleet	<u>Drivers:</u>	17Number of drivers operating under this DOT nu
MCS-150 Form Date:	67/09/2009 Biennial form filed b	y company	CS-150 Mileage (Year):	1,515,000 (2008) Number of miles fleet ran in 1 ye
peration Classification.	Date form was filed			Generally from IFTA fling data
	x Auth. For Hire	Priv. Pass (Non-business)	State Govt	
Type of operation	Exempt For Hire	Migrant	Local Gov't	
	Private(Property)	U.S. Mail	Indian Nation	
	Priv. Pass. (Business)	Fed. Gov't		
rrier Operation:	30% 52.5			1
Area operated	x Interstate	Intrastate Only (HM)	Intrastate Only (7	Non-HM)
argo Carried			South	
	x General Freight	Liquids/Gases	Chemicals	
	Household Goods	Intermodal Cont.	Commodities	Dry Bulk
Type of cargo	Metal: sheets, coils, rolls	Passengers	x Refrigerated F	Food
	Motor Vehicles	Oilfield Equipment	Beverages	
	Drive/Tow away	Livestock	Paper Produc	ts
	Logs, Poles, Beams, Lumber	Grain, Feed, Hay	Utilities	
	Building Materials	Coal/Coke	Agricultural/Farm Supplies	
	Mobile Homes	Meat	Construction	
	Machinery, Large Objects	Garbage/Refuse	Water Well	
	Fresh Produce	US Mail		

Here we see the number of power units and drivers that operate under this DOT number per form MCS-150. This form the carrier is required to file biennially. The form also includes the annual mileage of the fleet. The data collected reflects the cargo hauled, type of operation and area. Very basic snap shot of the company represented by this DOT number. Data was statistical and served no other purpose under SAFERSTAT.



Each time a driver is stopped for an inspection, it is noted. If the vehicle is inspected as well, that too is noted. Each inspection counts as one point during the two-year period represented by the MCS-150 form. If the driver or vehicle is in violation and placed out of service (OOS), it is noted in the next row. A simple math equation allows you to divide the OOS by the inspections to gain the percentage (%). This number is compared to the national average. You want your percentage to be <u>LOWER</u> than average. In short, the lower the number; the safer the fleet per SAFER statistics. Accidents are noted below this data. Fatalities raised red flags.

CSA 2010 replaces this simple math with a series of algorithms for their safety standards calculation. In CSA 2010 standards, these 111 inspections would each hold a different weight based on violations found and date of incident. That weighted data would then be compared against fleet size (number of power units) as calculated by three different time period comparisons, not a two year snapshot (MCS-150 form), and averaged to determine fleet size. This would then yield the percentage calculation. The fleet would be compared to other fleets in its size tier for ranking the standings of this DOT number.

Fewer inspections could result in higher percentages based upon the findings in the inspection. Example: A vehicle found to have poor brakes would weight out higher than one found with a marker light out of service due to the weighting system. A driver who has violated the 70-hour rule over the 11-hour rule would weight higher due to the assumed probability that such a violation leads to greater fatigue and therefore a more severe accident.

The Federal safety rating does not necessarily reflect the safety of the carrier when operating in intrastate commerce.

Carrier Safety Rating:

The rating below is current as of: 06/24/2010

Review Information:

Rating date: 83/38/2010 Review Date: 03/28/2010

Type

Compliance Review

In general, under SAFERSTAT, if the persons who operate under this DOT number can remain below National Averages, their odds of being audited are low. The fleet is considered safe and awarded satisfactory status.

Company effect was high and this data was monitored by company personnel. Drivers rarely cared about this data because it had little effect on them personally. Drivers would feel the effect via loss of Pre-Pass status or excessive inspections in a particular state. While this was inconvenient, it was not relevant to any one driver.

Driver Effect

Rating:

Satistactory

Company status

Under CSA 2010, drivers will undergo a series of health and wellness checks. This can be initiated through a variety of methods. New hires are already experiencing agility testing when they change jobs, return to work or enter the trucking market. While these tests vary greatly by company and more importantly, insurance carrier, but they consist of the same basic tests. Aspiring drivers are tested to be sure they can climb up and dismount the rear of the truck, lift 60-100 pounds on a repetitive basis (simulating unload/load scenario), move 75 pounds vertically (simulating the pulling of the 5th wheel), basic motor skills and other tests as deemed appropriate. Blood pressure readings are taken prior to testing to ensure one is fit enough to be tested and in many cases after testing to note the effects of the activity. One must pass these tests to move onto the DOT physical exam, drug/alcohol testing, driving test and other pre-employment assessments.

Just like random selection for drug or alcohol testing, sleep apnea testing is now rearing its head. Drivers are being selected for this testing based on body mass index (BMI) and neck measurement. Anyone falling outside the DOT guidelines is slated for testing. These guidelines give no compensation for weight lifters or other issues that would result in a larger than normal neck size.

Drivers who are found to snore are also being placed into these tests since it is considered that no one who snores sleeps properly. I strongly disagree to this statement since I snore and sleep just fine. Anyone else in the room may have an issue but I am not directly affected.

Sleep apnea testing is expensive. Some companies are covering the cost while other companies are only covering the cost of those who passed the test. Driver who do not pass are required to purchase expensive sleeping masks that monitor your sleep. These operate much like the breathalyzer placed on the vehicles of convicted drunk drivers. You <u>MUST</u> sleep with this uncomfortable mask in place to monitor your sleep or lose your right to drive.

Blood pressure standards are becoming stricter. Gone are the days of the doctor "helping" you pass your BP test. Standards are raising and enforcement is here.

Ladies and gents, Big Brother is watching every move you make as a CDL driver. This is true in both your professional commercial vehicle and your private home vehicle. As a commercial driver, you are held to higher standards both on and off the job. It is like being a professional fighter. If you end up in a bar fight, you are going to prison due to your hands being classified as lethal weapons. This is unfair, unjust and a dual standard but it is the way the system works once you make the choice to become a CDL holder.

Yes, your actions, health and wellness are all subjective to monitoring under these new standards. Each infraction is recorded, weighted and marked against you. Both you and the company are penalized each time you interact with law enforcement officials of any nature.

<u>DSMS</u> is a component of the overall Safety Measurement System (SMS). At present, DSMS is simply a tool that enables enforcement personnel to assess individual drivers in the Behavior Analysis and Safety Improvement Categories (BASICs) using <u>36 months of roadside</u> <u>performance</u> data, across employers. Generally, it is used by enforcement personnel to focus on individual drivers as part of investigations of employing motor carriers. (CSA 2010)

Scenario for Self Protection

Let me give you a scenario. When you begin your day, you <u>MUST</u> do a <u>thorough</u> pre-trip. The days of thumping the tires and driving off are gone. No longer can you crawl from the bunk, half-asleep and head down the road without a walk around. If you do, the risk you take is high. When you pull into that chicken coop and the DOT man sees your marker light out, you are sent to the inspection bay. This inspection counts against the company and against you. <u>YOU</u> allowed the operation of said vehicle in this condition. Even if your company pays the ticket, the stats are under your name. Additionally, you as well as the company can receive tickets for

this violation. If this violation was brakes in poor adjustment, that mark on your record just went from 1 to somewhere between 8-10. Same for poor load securement. Why? Both are leading contributors to accidents and therefore are weighted with a higher rating number.

Now you leave the chicken coop with your marker light ticket and are mad for being delayed. You are now behind schedule and need to make up time. To do so, you decide to set the cruise for 68 mph in the 65mph zone. While 3 miles per hour makes minimal difference at the end of the day, you physiologically feel better for "going faster". Heck, you're not speeding. We are all allowed a few over, right? Wrong! About 2 hours down the road and the CB rings out about a bear trap. Too late, they already clocked you as you were coming down that hill full speed. The cop lights go on and over to the shoulder you both proceed.

Now you are further detained as the officer approaches. 82 mph on the radar. No way, the cruise was set at 68. Then you remember you have a heavy load on and gravity pushed you down the hill. You wanted to make time so you "let her fly". Mark 2 on the record. Now you have a ticket that is over 15 mph over the limit and risk losing your CDL. This makes you marked as a careless and unsafe driver.

Cha ching! Dollars for the police department. Car insurance premium just rose. CSA 2010 stat just rose big time. He checks your logbook and you did not record the DOT check you left 2 hours ago that is showing in the system. Your log is not current. Mark 3.

You remember you had a bad roadside inspection from a few months ago in which you were placed out of service. Dispatch had a "hot load" and asked you to "do them a favor". You were low on hours but the load was pre-loaded on another driver's trailer. You looked at the paperwork and saw it was overweight. Dispatch said they would pay the ticket if you got one just "get it delivered".

You were leery but could use the extra money. Work had been slow the last couple of months and your daughter's birthday was next week. Playing the odds that the scale would be closed this late in the day, you swapped trailers and headed out. It wasn't and when you crossed the scales, they signaled for you to go around back. They found you short on hours but not in violation...yet. You were cited for overweight and they found a bad tire. This would not have been too bad had it not been on a load of JP-4. Being hazmat, flammable and overloaded; the marks just stacked up against you and your company. Sure, they paid the fine but the CSA 2010 score is on both records now.

Realizing this mark is on **your** file this new strike is really Mark 4. Oh no, weighted value just made you an unfit driver. (Now remember, the CSA 2010 does not rate drivers. Hmmm! Looks suspiciously like driver rating mixed with company rating to me.) Your new boss loves you but can't afford the "risk" on his payroll. He has to let you go.

New companies love your work history and experience but when they run your background, your rating is found and they <u>can't</u> hire you. How was it found since CSA 2010 does not rate drivers? Check out the new driver reporting system from the FMCSA called PSP (sure isn't PlayStation). This is the new alternative to DAC. (link at end of paper)

No longer is DAC your only enemy. You were just doing your job and now you can't even do that anymore. If I only understood CSA 2010 better, I could have kept this from happening to me.

Playing the CSA 2010 Game

Prevention is the best medicine. You heard this from your mother, your teachers and now from me. **YOU** can prevent this situation from happening to you. Preparation is prevention. Knowledge is prevention. Positive attitude can lead to prevention. You are the key to your success.

- 1) Know your DOT HOS rules. If not all of them, know the basics. 11 hours of driving per segment. 14 hours of duty/drive time per segment. 10 hours of rest. Notice I did not say per 24 hours but per segment. Segments are the time you begin your work until you complete 10 hours of rest.
 - i) Most drivers can reset their logbook after 34 hours off. Oilfield workers in specialized vehicles can reset with 24 off.
 - ii) Unless you live in Hawaii, you may not <u>DRIVE</u> after 70 hours on duty in the last 8 days. Notice I say drive not work. The DOT does not regulate when you may work. It only regulates when you may drive. The <u>HOS are about drive time</u> nothing else when you break it down to nuts and bolts. The DOT cares that you are driving <u>ONLY</u> when rested.
- 2) Do your pre and post trips. Keep your equipment in good working order. Be sure your lights work, your airlines and connections are leak free, your brakes adjusted, your wipers work properly and your tires are properly inflated. Don't just kick them. Use an air gauge. Crawl under your truck and inspect it.
 - i) Does your truck mark its territory? If so, find the source of the leak and get it fixed.
 - ii) Check your belts, hoses and fluids daily.
 - iii) Drain your air tanks unless they have an automatic dryers on them.
 - iv) Check your lug nuts and fifth wheel bolts. Are they tight? Do you see rust?
 - v) Do your doors close properly and securely? Does your refer leak? Are your straps tight and secure?

- vi) Are all objects firmly secured to your unit so that **NOTHING** flaps or falls off enroute?
- 3) Check for proper load securement and load shift at each stop.
 - i) Is your load secure? Did you use load locks, straps or braces as needed?
 - ii) Did you unload or add some freight? If so, did you re-secure your load?
 - iii) Are your straps and bars in good condition? Are they rated to hold the load you are securing with them? Do you have D tracks in your walls? Are you running a super light trailer and if so are the load locks placed to account for these super thin walls? Do you have chains on heavy freight like equipment or wire rolls? (Need more training on heavy equipment / flat bed securement? Visit http://slidesha.re/aizqVO) Are values closed and caps secured? Lids on properly?

Improperly and unsecured loads lead to accidents including rollovers. CSA 2010 gives high marks for poorly secured loads. *Load securement is the driver's direct responsibility.*

- 4) Clean trucks are happy trucks because they attract less attention from the DOT and other law enforcement individuals.
 - i) Keep your equipment looking good. Even old trucks can shine.
 - ii) Practice good housekeeping on the interior and give the exterior a bath from time to time.
 - iii) Window washing should occur no less than weekly and is an excellent daily habit. Be sure to include mirrors in that wash cycle.
- 5) Keep yourself in good shape. Remember you are what you eat. Choose healthy foods. This does not mean you can't eat apple pie or steak. It just means eat it within reason and within the course of a healthy diet. No, you do not have to live at Subway and if you do watch out for the subs that <u>are not on the healthy menu</u> like my favorite; the meatball foot long.
 - i) Monitor your BP and cholesterol. Change your diet, take walks or get medication if needed.
 - ii) Know what is in the supplements and medicines you take. If you have a cold, be sure you take meds that don't make you sleepy or that contain alcohol. CSA 2010 does not want you driving if ill in any way. We all know we drive with a cold or sinus infection. We just have to be smart about what we use to treat our ills while behind the wheel.
 - iii) Don't use mouthwash with alcohol.

Think before you eat or ingest anything. It can have a negative effect on your profession.

- 6) Ready for the Chicken Coop? Having your ducks in a row is an excellent way to be prepared for crossing the scales. Follow the speed signs and lane arrows. You do not want to have to shift gears while crossing the scale. That draws attention to your vehicle. The game is to be as low key as possible. Do nothing that would attract the attention of the DOT. <u>NO CELL PHONES!</u> Seat belts on. CB off. Do I need to remind you that fuzz busters are illegal in commercial vehicles?
 - i) If chosen for inspection **RETAIN A POSITIVE ATTITUDE**. Remember when mama told you that attitude was everything. Well recall that now. Stomping into the DOT office with a chip on your shoulder, slamming your logbook on the counter and cursing will only guarantee you a ticket.
 - ii) The DOT officer, like all police officers, demands respect. They are power hungry or they would not be in that job. Therefore, play the game and it give it to them. It is all about winning anyway, right? So remember the goal. How do you win? By leaving without a ticket or with the least possible marks. You do not have to actually respect them but you have to make them think you do. They have to feel important.
 - iii) Remember your manner lessons from 1st grade. Yes sir, thank you, please and so forth. This is the time to use them.
 - iv) Have your paper work neat and in order. Come prepared. Bring your logbook (be sure it is current...because you kept it that way), load paperwork, permits, license, DOT physical, registration, insurance and so forth with you into the office. You are going to be asked for it so why not take it along and save the hassle. Less hassle equals less marks.
 - v) Answer questions directly and honestly without being overly chatty. Just respond.

 Recall childhood speak when spoken too otherwise remain silent. Don't bad mouth dispatch or your company. You are only talking yourself into a ticket with a deep look into your logbook.
 - vi) Be sure you are clean and neat. Did you listen to mama and change your undees, shower, comb your hair, shave and brush your teeth? If not, remember to start doing so daily. Even a truck side "bowl bath" is better than nothing. DOT does not reward for hard working smelly drivers. They see you as "outlaws" who run unsafe and over hours. It makes them dig deeper. Don't let this be you.
 - vii) If instructed to pull over the pit; do so professionally. Don't jerk the truck by dumping the clutch or try to hit the inspector because you are angry. Control your emotions and remain cool headed. You did your pre-trip and know your equipment is good. Now is your time to show that off. Show up that inspector with your "well

oiled" rig and obtain a perfect inspection. Get that 30-day get out of jail free sticker put on your rig. You showed him!

In the end, be prepared. That way, don't worry be happy man when the man comes to check you out!

Timing is Everything

You are prepared, have your ducks in a row, following a healthy lifestyle (at least as healthy as one can giving the options available on the road), watching your speed and checking your load. Still something slipped through and I received a mark. How will that count?

Marks move off your and the company record just like points move off your driving record. It is a slow but progressive process. CSA 2010 deals with a rolling 24-month period. If you receive a mark today, it counts as its weight times 3. A mark received 6 -12 months ago counts as weight times 2 and a mark from 12-24 months counts as weight only or weight times one. Anything over 24 months falls off just as points fall off your driving record.

In other words, one bad mark is not the end of the world. It will go away in time. The key is to not receive any others during that time and try to prevent all future occurrences. In doing so you protect your future as a driver as well as the future of your company.

Size Matters or Power in Numbers

Earlier I said your weights are a direct result of the number of power units operating under a DOT number. While this holds true on the surface, the bottom line is you are compared to a "jury of your peers" so unless you are at the low end of a tier, no worries. Having said this, do bear in mind that smaller fleets receive higher percentages per inspection or incident due to basic math. Again, a fleet of 1 with 1 inspection still rates a 100%. If the infraction was one deemed to result in an accident that 100% can easily move to 800% with only one inspection. Large fleets can have hundreds of inspections and never reach the 800% mark due to fleet size offset and "good or lesser" inspections offsetting the few poor / accident-prone inspection findings. Fair? Just? It is said to be so in the eyes of the CSA 2010 data collectors and their "balancing" algorithms.

Personally, this looks like just another ploy to put the little guy out of business. My advice, consolidate fleets if possible and smaller companies pay close attention to <u>ALL</u> the details. Big Brother is!

Tier Grouping Table

Peer Group Category	Average Number of Power Units (PUs)
1	0 < PU <= 5
2	5 < PU <= 15
3	15 < PU <= 50
4	50 < PU <= 500
5	500 < PU

For Fatigued Driving (Hours-of-Service) and Driver Fitness BASICs:

Peer Group Category	Number of Relevant Inspections*
1	3-10 (Fatigue); 5-10 (Fitness)
2	11-20
3	21-100
4	101-500
5	501+

For Vehicle Maintenance and Cargo-Related BASICs:

Peer Group Category	Number of Relevant Inspections*
1	5-10
2	11-20
3	21-100
4	101-500
5	501+

^{*}A relevant inspection is one where the roadside inspector reviewed a particular area for evidence of violations (not all inspection types/levels look at all areas).

(CSA 2010)

Company Protection

Obtain your pin and monitor your standings. Know how each mark is received and how to protect your company and your drivers from receiving these "driving awards". Educate your drivers, dispatchers, mechanics and everyone in your company on CSA 2010. Effects trickle down from everywhere. Recall trickledown economics? (circa Reagan era) Same idea but different application.

The Cooperative Safety Plan (CSP) is a structured plan for safety improvements based upon the underlying factors causing the carrier's safety deficiencies. It is a voluntary plan, on the part of the carrier, to improve the carrier's safety performance. (CSA 2010) While voluntary, savvy companies will create a plan that encompasses this spirit for safety improvement.

In these economic times, companies are cutting their Safety Department staff. This will cost you in a myriad of ways. An untrained logbook clerk cannot do the job that is needed here. You need a professional versed in DOT compliance, CSA 2010, hazmat if applicable and the trucking industry in general. You need a "General" that is fighting for your company because this is war. CSA 2010 is not your friend. While the end result may be to improve highway safety its trial and error years are coming out of your company's profits. Be armed and ready to protect against this new intruder in the trucking arena.

Conclusion

CSA 2010 is no longer coming; it is here and the effects are real. Drivers could become unemployable due to insurance standards based on CSA 2010 stats and companies could become obsolete due to CSA 2010 unsafe rankings. One accident may not only bankrupt your company but also bankrupt your safety standing. Don't be a victim!

CSA 2010 is set to replace SAFERSTAT once their database is populated. This is a more complex and tougher set of stats. Small companies are the greatest prey. DOT audits are up. Know how your audit results affect your CSA 2010 standing. Knowledge is power. Learn more through one of our consultants and/or by visiting the links at the end of this paper.

The DOT Doctor has trained experts that can help. We can design an in-house program for you, training sessions or handle your business on an outsourcing contract. Whatever route you choose, be sure you are ready.

Resources

Volpe Center (the), Comprehensive Safety Analysis 2010, Retrieved from

http://www.csa2010.com/SMSMethodology Revised March 2010.pdf

Helpful Links

PSP is the New DAC - http://www.psp.fmcsa.dot.gov/Pages/FAQ.aspx

So You Want to be a Trucker? - http://www.blogtalkradio.com/the-dot-doctor

RED FLAG DRIVER VIOLATIONS TABLE

BASIC	Part	Violation
Fatigued Driving (HOS)	395.13(d)	Violating Part 395 Out-of-Service (OOS) Order
Controlled Substances/Alcohol	392.4(a)	Possessing, using or being under the influence of a controlled substance
Controlled Substances/Alcohol	392.5(a)	Possessing, being under the influence of, or using alcohol within 4 hours of going on duty
Driver Fitness	383.37(b)	Allowing driver to operate with more than one Commercial Driver's License (CDL)
Driver Fitness	383.21	Operating a commercial motor vehicle (CMV) with more than one CDL
Driver Fitness	383.23(a)	Operating without a valid CDL
Driver Fitness	383.51(a)	Driving while disqualified
Driver Fitness	391.11(b)(5)	Driving without a valid operator's license
Driver Fitness	391.15(a)	Driving while disqualified
Driver Fitness	391.45	False entry on medical examiner's certificate
Vehicle Maintenance	396.9(c)	Operating an OOS vehicle before making repairs