

# ROLLING ALONG

WINTER 2023

NORTH DAKOTA MOTOR CARRIERS ASSOCIATION PUBLICATION



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A GUIDE ON HOW TO GET INVOLVED**

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The North Dakota Motor Carriers Association has been publishing the Rolling Along magazine since 1948. Each issue provides members with information concerning their association and the issues impacting the trucking industry.



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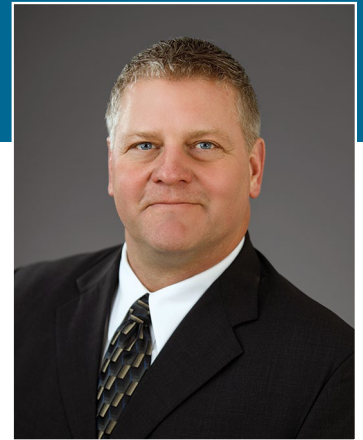


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# MESSAGE FROM THE PRESIDENT



ERIC GROVE

## Greetings Members,

Well, we are in the midst of another North Dakota winter. Accompanied by all the usual cold temperatures, a lot of snow and the cost of #1 diesel. With true North Dakota spirit I will look to the bright side of things... we have not seen mosquitos in quite a while!

Our normal bustle of things, we have a lot going on in the new year. The 68th North Dakota Legislative Session is in full swing. The Tuesday edition of ND Trucking Weekly provides a weekly update on bills the NDMCA is tracking, this information can also be accessed via the website and all the bills are updated in real time. Included in this issue is a copy of the "Lawmakers of North Dakota" booklet, this book provides biography information and important session information for each legislator. You can also learn more about the process of attending hearings and testifying on pages 4 of this issue.

The NDMCA Foundation has been busy over the past year educating and working to further the image of the North Dakota Motor Carriers Association. Applications for the 2023 Scholarship Program are now open. This is an excellent chance for our membership and industry to take part and help the future of our children, communities and the trucking industry. Eligibility information can be found on page 5. The deadline to apply is April 14th and is open to students of member companies and nonmembers who meet the qualification requirements.

January was Human Trafficking Awareness month. The trucking industry has a unique place in this fight. We travel the same highways, use the same stopping places that human traffickers use to sell their victims. This is truly a horrible crime in our modern world. We can provide crucial support to eliminate human trafficking. The dedication by professional truck drivers in the fight against human trafficking is making a powerful impact. In one case, a professional truck driver who didn't like what he saw made one call that resulted in the recovery of seven minors. Additionally, 31 offenders were arrested, and a 13-state child sex trafficking ring was broken. A true testament that the partnership with the trucking industry is working. We encourage all our members, drivers and motorists to take the training course to identify signs of human trafficking and arm ourselves with the tools to report and make a difference!

I am looking forward to the upcoming year and am excited for what our industry can accomplish in 2023.

Sincerely,

Eric Grove

Thank you for continuing to be a part of this great organization.

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# NORTH DAKOTA LEGISLATURE – A GUIDE ON HOW TO GET INVOLVED

North Dakota’s legislative process is intended to involve the public. Even though we are represented at the Capitol during the legislative session, by our elected officials, the legislature wants to hear how an issue might affect you as a citizen; positive or negative. North Dakota’s legislature is a citizen legislature, and they meet for a total of 80 days every odd numbered year to accomplish the work of the people.

North Dakota’s legislature is exceptionally transparent when compared to other states in the country. Every bill that is introduced by a legislator, receives a committee hearing, committee vote, and a vote by the full House or Senate, which is all accessible by the public.

## Attending a Hearing and Testifying

The North Dakota Legislative Council webpage at [ndlegis.gov](http://ndlegis.gov) is the best public resource for the legislature. Here you will find hearing and floor session schedules, bill drafts, and the live streaming options.

### Before the Hearing

- Find out when and where your bill will be heard. Usually, public testimony is heard during the first hearing and once a hearing is closed no further public testimony is taken.
- If you plan to testify, written testimony is usually needed. If attending in person, be sure to provide enough copies for the legislators in the committee and some extras for the clerk. If testifying virtually, you will need to submit your testimony online at least one hour before the hearing starts.
- Coordinating with others that might be testifying on the same bill is helpful but not necessary. This will limit duplication of information and ensure the correct message is conveyed to the committee.
- If testifying on behalf of someone other than yourself, you will need to register with the Secretary of State as a lobbyist.

### At the Hearing

- Be present at the start of the hearing. In-most cases everyone will be able to testify but the chairman may cut it short for high volumes of people. There is always the option to submit written testimony only. This is true in-person and on-line.
- At the beginning of the hearing the chairman will call the committee to order and start the hearing for the particular bill. The clerk will read the bill heading and the first speaker to introduce the bill is normally the primary bill sponsor. The chairman will then ask for testimony, first from proponents, then opponents, and lastly neutral testimony from State agencies if needed.

- When it is your turn to testify stay calm and be conversational, Legislators truly want to learn about your position on the bill. Be brief and concise with your information. Try not to repeat other testimony or be too technical.
- Expect comments and questions from committee members. Answer questions by addressing the chairman and committee the same as during testimony.

### After the Hearing

- After the hearing is closed the committee will continue to do committee work. This is when amendments are considered, committee discussions, or other information is gathered before they take a committee vote to recommend support or opposition to the bill. Committee work can happen during any free time of the committee. All committee work is public and can be found on the Legislative Council webpage. The committee clerk or your legislator are good resources as well.
- After the committee votes on a bill, it is sent to either the House or Senate for a full vote with the committee’s recommendation. If the bill is passed by the House or Senate, it goes to the other chamber to repeat the process.
- Bills voted on and passed by both chambers are sent to the Governor for signature or veto. If a bill is voted down in either chamber it will not be sent to the governor and does not become law.

<b>January 3rd</b>	Session Begins
<b>January 16th</b>	Deadline for Representatives to introduce bills
<b>January 23rd</b>	Deadline for Senators to introduce bills
<b>February 24th</b>	Crossover
<b>April 28th</b>	End of the session – 80th day

# SCHOLARSHIP OPPORTUNITY

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## ABOUT THE SCHOLARSHIP

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The North Dakota Motor Carriers Association has a proud tradition of helping to further the educational goals of students. We offer 2 opportunities to help students through our scholarship program. Students who apply have a chance to receive a \$1,000 scholarship.

## ELIGIBILITY CRITERIA

Candidates must meet one of the eligibility requirements below to apply

- works for a member company
- parent works for a member company
- sponsored by a member company
- enrolled in or planning to enroll in a transportation field of study

\*full list of eligibility requirements can be found online.

## APPLICATION PROCESS

For more information and to download the application visit <https://www.ndmca.org/foundation/>.

Deadline to apply is April 14, 2023. Winners will be announced in May 2023.



## INTEGRATING YOUNGER ADULTS INTO TRUCKING CAREERS

By: Rebecca Brewster

ATRI's new study results for attracting younger employees to the industry



Workforce shortages remain one of the trucking industry's biggest challenges. In 2021, the American Trucking Associations reported that the truck driver shortage hit a record high of over 80,000 drivers.

It is imperative that the trucking industry attract younger employees to ensure long-term viability. For that reason, the American Transportation Research Institute recently completed a study entitled "Integrating Younger Adults into Trucking Careers". ATRI's research identified strategies for promoting younger employee recruitment, training, and retention that have proven successful for carriers and employees alike. Here are the key findings and best practices.

### Younger Employee Recruitment

- While younger drivers are motivated by pay, it is not the only factor. Sixty percent of younger driver interviewees said that another factor was equally or more important. The most common responses were a stable career path, love of driving, and a schedule that allows for work/life balance.
- Younger drivers asserted that greater transparency would help attract younger drivers. Their suggestions included making job postings more explicit about expectations or requirements and posting "day in the life" videos or other content to help convey a sense of what a job in trucking is like.
- Eighty-four percent of younger drivers consider company culture important.



- Younger drivers identified concrete practices for building community-centered company cultures: promoting supportive managers, making sure employees understand each other's roles first-hand, encouraging managers and coworkers to show each other leeway as needed, encouraging employees to ask and share their own unique strategies for success, and establishing opportunities for casual social interaction among employees.
- Seventy-three percent of younger drivers were introduced to trucking through a family member in the industry.



### Younger Employee Training

- Twenty percent of younger drivers believe that training could be improved by providing better instruction for trainers themselves. In addition, 14 percent of drivers recommended more driving time and variety. These were younger drivers' top recommendations.
- Younger drivers want more time behind the wheel and more mentors in order to gain the experience and perspectives necessary to do their job well.
- Training programs that include duties beyond driving – such as conflict resolution, loading, yard work, budgeting, and other aspects of the freight process – can improve recruitment, retention, and driver success by equipping younger drivers with a wider range of skills to face unexpected challenges and more fully integrating them into the company culture.

### Younger Employee Retention

- Carriers with an apprenticeship program found that graduates had higher retention rates than non-graduates. Younger drivers who graduated from apprenticeship programs feel confident that their carrier is invested in the continued development of their skills as drivers.
- Both small and large fleets ranked raising compensation as the most effective retention strategy for their younger drivers. Younger drivers also communicated they were attracted to the industry by the income potential over the span of a stable career rather than just in the short-term.
- Younger and experienced drivers alike appreciate opportunities to learn from each other. Carriers can promote these relationships by establishing mentorships and opportunities for driver interaction.

- Environments where younger drivers feel comfortable to communicate their concerns regularly either via direct communication with a superior or a company-wide survey increases engagement among younger drivers.
- Younger drivers appreciate schedule flexibility and consistency. Opportunities for regular home time or hybrid positions can appeal to individuals who otherwise might not have joined the industry.

**“It is imperative that the trucking industry attract younger employees to ensure long-term viability. For that reason, the American Transportation Research Institute recently completed a study entitled Integrating Younger Adults into Trucking Careers.”**

**For a copy of the complete report, please visit [www.truckingresearch.org](http://www.truckingresearch.org)**





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## CAN HEAVY ELECTRIC TRUCKS BE DEPLOYED INDUSTRYWIDE BY 2045?

By: Eric Miller



Successful electrification of heavy trucks will require motor carriers to coordinate driver rest periods with charging their trucks, a potential obstacle that could increase carrier operational costs and result in delivery delays. That potential challenge was among several researchers outlined at a session Jan. 9 at the annual meeting of the Transportation Research Board.

“Drivers say that truck parking needs are a crisis,” said Jeffrey Short, a researcher for the American Transportation Research Institute. “A total of 315,000 parking spots available means that in some places a truck driver will not be able to find a place to park. We think every parking place in the U.S. is going to need a charger, and that’s not going to be enough if all trucks were shifted over to electric.”

So, no parking space might also mean no place to charge a truck, according to Short. “You can no longer park on the side of the highway when you really need to charge your vehicle,” Short said. “So we’re going to need more parking spaces,” he said. “Some remote or rural parking spaces may not even be within reach of electricity. Somebody’s going to have to figure that out.”

Jane Lin, a presenter at the session and professor in the department of civil, materials and environmental engineering at the University of Illinois—Chicago, underscored Short’s remarks. “Can we come up with a solution that when drivers need to take a rest break, to use that idling time to charge the batteries so they don’t have to prolong their journey time due to charging?” Lin asked.

The breaks and charging need to be synchronized, Lin said. Lin also has concerns that there could be a shortage of fast chargers for longhaul truckers.

“If you want to go from the West Coast to the East Coast, you won’t be able to do so with EV trucks because there’s just no charging infrastructure,” Lin also noted that for large trucks, charging infrastructure needs to be a mile or less from interstate highways.

“In my opinion, there hasn’t been sufficient policy incentives for longhaul e-truck adoption,” Lin said. “We’ve been talking a lot about passenger electronic vehicles, but not about longhaul electric trucks, and the lack of charging infrastructure, and high initial adoption costs.” Lin said her research looked at several different travel distances with electric trucks. She concluded that the time on the road with electric trucks would be about 20% longer than with diesel trucks.

“That’s the disadvantage,” Lin said. “The good thing is that the total cost and the energy consumption showed tremendous savings when we switch to e-trucks.”

“CO2 levels will be reduced by 30% overall with batteries,” Short said. “Hydrogen fuel cell trucks will reduce a little better number.”

“But because the batteries are so big, we found that 13,800 pounds of regular weight would no longer be available for a heavy truck. As a result, some carriers would need to use two trucks to carry the same shipment. You actually get more range, less cargo and more cost as you increase the capabilities of the truck.”

Short also said that projected shortages in mineral raw materials needed for battery production could mean that the industry’s conversion to electric trucks will stretch beyond the 2045 target that policymakers have suggested. The electrification of trucks will likely require motor carriers to compete for electricity with energy users ranging from households to large companies. “There’s a lot of investment needed by the utilities,” Short said. “We’re going to need 40% more electricity for the transportation sector.”

“Looking forward, truck electrification is going to be a huge concern. The trucks are more expensive, and they don’t always fit into operations.” The cost of heavy-duty electric trucks are expected to rise to \$300,000-\$400,000, compared with Class 8 diesel trucks that typically sell for around \$150,000, researchers said.

## BILL WOULD LET YOUNGER DRIVERS MOVE FREIGHT AT PORTS

By: Eugene Mulero

Legislation that aims to allow young commercial drivers to transport freight from ports was recently introduced in the U.S. House of Representatives.

Led by Rep. Brian Mast (R-Fla.), the Ceasing Age-Based (CAB) Trucking Restrictions Act would classify certain statewide freight operations linked to ports as in-state matters.

“For the better part of two years, families have struggled to get the goods they need, from baby formula to toilet paper, and Joe Biden has failed to fix it,” Mast said in a statement Jan. 10 that accompanied the bill’s introduction.

“House Republicans are ready to get to work and deliver for the American people,” added Mast, a member of the Transportation and Infrastructure Committee. “The first bill I am introducing this Congress keeps our promise to fix the supply chain by cutting through red tape that keeps qualified drivers off the road.”

Truckers who are 18 to 20 years old are allowed to drive commercial vehicles in intrastate commerce in nearly every state and the District of Columbia. However, these drivers are prohibited from transporting freight originating from U.S. ports of entry. Such ports are considered interstate commerce. Changing that classification at ports would pave the way for truck drivers 18 to 20 years old to transport freight from these facilities.

Sponsors of the bill include Republican Reps. Scott Perry of Pennsylvania, Ashley Hinson of Iowa and Burgess Owens of Utah.

“America’s supply chain is in crisis,” Owens said shortly after the bill’s introduction. He is a member of the transportation panel. “Struggling businesses in Utah and across the nation require immediate action to ease these harmful disruptions and rebound from key product shortages.”

Other Republican sponsors of the bill include Reps. Tom McClintock of California, Michael Guest of Mississippi and Randy Feenstra of Iowa.

“From food and fuel to furniture and fertilizer, Iowa truckers work overtime to keep our shelves stocked and our supply chains moving. However, federal over-regulation has exacerbated trucker shortages and prevented household goods that our families rely on from reaching market,” said Feenstra, a member of the Budget Committee, in a separate statement.

“I’m proud to help introduce common-sense legislation to eliminate bureaucratic red tape, streamline our supply chains, and ensure that qualified, safe drivers can more efficiently transport everyday goods,” the congressman continued.

This year, House Transportation Committee Chairman Sam Graves (R-Mo.) has expressed a willingness to pursue efforts that ameliorate supply chain connectivity. “I look forward to working with all members of the committee as we aim to develop solutions to improve our infrastructure, strengthen transportation programs, and help alleviate ongoing energy and supply chain problems,” as the chairman put it.

The CAB Trucking Restrictions Act, while specific to ports, would expedite ongoing efforts to turn to a young driver workforce for supply chain operations. The enactment of a \$1.2 trillion infrastructure law created the Safe Driver Apprenticeship Pilot Program to train truckers under 21 years old on interstate functions. The apprenticeship is meant to help young truck drivers connect with interstate trucking careers, according to the Federal Motor Carrier Safety Administration.

The Biden administration has emphasized that an influx of funding resulting from the Infrastructure Investment and Jobs Act would ideally enhance safety along freight corridors, as well as connectivity at commercial supply chains. The bipartisan infrastructure law was enacted in 2021.

“We’re doing everything that we can to improve the careers in the professions that power our supply chain,” Secretary of Transportation Pete Buttigieg said last month.

For emphasis, the secretary added: “We’re building new truck parking, so that drivers can get safe rest. We’ve launched the Women of Trucking Advisory Board, because we can’t leave half of America’s talent on the table and miss out on a generation of great drivers because women aren’t supported in the career. We’re investing to help my fellow veterans get opportunities to enter the transportation workforce debt-free.”

American Trucking Associations recently determined the industry is short approximately 78,000 drivers. That is down slightly from the previous estimate of 80,000 drivers.





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## FIGHT FOR ZERO ROAD FATALITIES, NTSB CHAIR JENNIFER HOMENDY URGES

By: Dan Ronan



The rising number of people killed and injured in automobile accidents due to driving at high speeds is unacceptable, National Transportation Safety Board Chair Jennifer Homendy said. Delivering the keynote address at the Transportation Research Board annual meeting, Homendy said transportation officials believe it is possible to reach zero highway fatalities.

“We’re fighting for the 43,000 people who die annually on our roads and the millions more who are injured,” Homendy said. “Plenty of people think zero deaths is an unrealistic goal. Now, let me ask you: What’s an acceptable number of transportation deaths for your family? Zero just became real, didn’t it? There’s no acceptable amount of injury or death when it’s our colleague. Our best friend. Our partner. Our parent. Our son. Our daughter. When we say zero is impossible, there’s an unspoken caveat: as long as ‘my’ people are safe.”

Homendy said the increase in traffic deaths comes as vehicles have never been safer, with high-tech systems in place to avoid collisions and design changes in cars and trucks to make them more survivable in an accident.

Federal and local agencies, too, are introducing technology to make roads less dangerous. Yet the death toll continues to rise. Traffic fatalities in the first half of 2022 rose compared to 2021, one of the worst years for deaths and injuries in decades. During the first half of 2022, NHTSA said 20,175 people died in traffic accidents.

According to the National Highway Traffic Safety Administration, 42,915 people died on roadways in 2021, a 10.5% increase over 2020’s 38,824 deaths. That prompted Transportation Secretary Pete Buttigieg to say America faces a “crisis” on its roads. Homendy called on TRB delegates to take up the challenge.

“To take on a challenge as big as zero and succeed, we need more than smarts,” she said. “We need everyone in this fight. We need to be fearless, unafraid to open our hearts to the preventable pain of transportation disasters and to fearlessly pursue solutions. Fearless in refusing to take ‘no’ for an answer.”

Homendy said one factor that is increasing the severity of traffic accidents is that the largest passenger vehicles are getting bigger, and electric vehicles — including some trucks — are growing in size. A GMC Hummer EV weighs more than 9,000 pounds, up from about 6,000. Its gross vehicle weight rating is 10,550 pounds. The battery pack alone weighs over 2,900 pounds, about the weight of a Honda Civic, she said.

The Ford F-150 Lightning is 2,000 to 3,000 pounds heavier than the nonelectric version. “That has a significant impact on safety for all road users,” she said. Partnering with the National Safety Council and its Road to Zero Coalition, the Biden administration has committed to reducing traffic fatalities to zero by 2050.

NSC has identified three main initiatives to reduce roadway fatalities:

- Double down on what works through proven, evidence-based strategies
- Advance life-saving technology in vehicles and infrastructure
- Prioritize safety by adopting a safe systems approach and creating a positive safety culture.

“In 1961, President John F. Kennedy challenged the nation to land a man on the moon and return him safely to the earth. His deadline? By the end of the decade — just 8 ½ years to make the impossible possible,” Homendy said. “You all know what happened next. We did put a man on the moon — two, in fact.” She added, “These are the people who do the impossible, who always have throughout human history and who always will. These are the people we need right now, in this moment. Because zero is our moonshot. That’s what we’re fighting for.”

Homendy says it will take a commitment by Americans to strive to lower the average 117 deaths per day. To get there, she and others said people need to stop driving while impaired, end texting and distracted driving, and obey rules of the road. Homendy said she and the transportation safety community need motorists’ help if this goal is to be reached.

“Fight for their bereaved families. Fight for all the grieving families who’ve lost someone they love to a transportation disaster. Fight so your family is never one of them,” she said. “Most of all, be fearless. Fearlessly pursue zero as your only goal, in every mode of transportation.”



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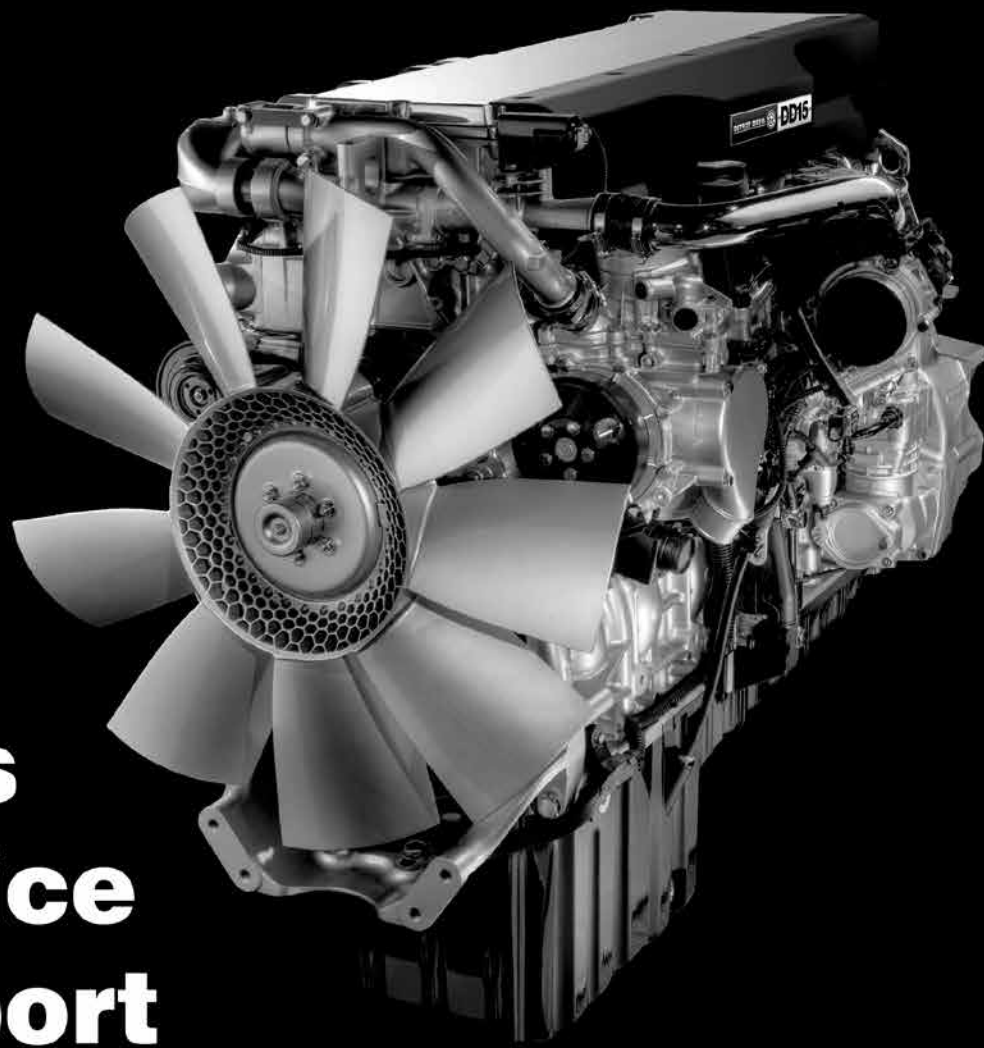
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## WSI'S SAFETY PROGRAMS AND SERVICES BENEFIT EMPLOYEES AND EMPLOYERS

Workforce Safety & Insurance (WSI) believes every North Dakota employee deserves a safe work environment and that is why we are committed to helping employers improve safety and prevent incidents while reducing human suffering and workers' compensation costs.

The success of a safety program depends on an employer's commitment, involvement, and support. With the help of WSI's Loss Control Team, our goal is to provide the North Dakota Motor Carriers Association membership with the knowledge, tools, and skills needed to create and maintain a safe workplace.

WSI offers two Safety Incentive Programs, the Safety Management Program and Safety Action Menu Program. Employers are encouraged to enroll in both programs as the discounts of each program can be combined in the same premium period for a maximum discount of 25%.

- **Safety Management Program (SMP)** - designed to assist employers in developing or improving current safety management systems. A WSI Safety Consultant will conduct assessments based on the SMP requirements and develop plans to assist employers in making improvements. Employers who successfully participate in WSI's SMP can receive a premium discount of 10%.
- **Safety Action Menu Program (SAM)** - designed to provide employers with options that allow them to choose and implement safety improvement programs that meet their business needs. There are 9 different SAM programs an employer can choose from, and each SAM program is worth a 5% premium discount. Employers who successfully participate in the SAM programs can receive up to a maximum premium discount of 15%

WSI has two grant programs available to assist employers, associations, and employee organizations.

- **Ergonomic Grant Program** - provides employers ergonomic resources, including financial assistance, to address ergonomic issues. WSI offers financial assistance for onsite ergonomic assessments as well as assistance with the purchase of recommended ergonomic equipment. WSI will pay 75% of the cost of the assessments, as well as 75% of the employer's recommended ergonomic equipment purchases, up to their maximum grant amount.
- **Safety Training & Education Program (STEP)** - provides financial assistance to promote workplace safety practices through safety training and education. Approved associations and employee organizations can receive financial assistance up to \$175,000 per calendar year to promote occupational safety training and education in North Dakota.

In addition to the above programs and grants, WSI offers the following services.

- **Education** - WSI Loss Control team provides many training resources that employers can utilize to train employees at no additional cost.
- **Learning Management System (LMS)** - an online safety training service offered by WSI, with over 450 safety modules in English and Spanish. Courses on the LMS provide general awareness safety training for all industries.
- **OSHA 10/30 Online Training** – provides safety training and education to help employers and employees identify and prevent workplace safety and health hazards. The program includes certified online OSHA 10-Hour (General industry or Construction) and OSHA 30-Hour Construction training for WSI policyholders and reported North Dakota employees. These courses are available in both English and Spanish.
- **Loss Control Consulting** - Employers have access to experienced loss control consultants with the skills and expertise to help you understand the impact of claims on your premium. The free loss control services include Projected Experience Rating analysis, Financial Impact Study (What-if scenarios), Dashboards, Loss Control Reports, and a Claims Trend Analysis booklet.
- **Professional Safety Services** – WSI has safety professionals located throughout North Dakota who can assist in the following areas:
  - Developing safety courses, plans, and programs
  - Responding to safety complaints
  - Responding to requests for technical assistance
  - Conducting courtesy walk-through inspections
  - Providing general safety consultations
  - Conducting accident and hazard investigations
  - Providing internal risk management services
  - Training and education

To learn more about how you may enroll in the above programs and services, contact WSI at 800-777-5033. Additional information about WSI's safety programs and services is available on WSI's website, [www.workforcesafety.com](http://www.workforcesafety.com), under Safety.

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