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## Entry Level Driver Training Requirements for CDL Drivers

Last week we discussed the Drug and Alcohol Clearing House regulation that goes into effect early next year. Another new regulation that will be implemented in early 2020 is the Entry-Level Driver Training rule on February 8, 2020.

First, let's look at the Entry-Level Driver Training Regulation that is in place today for CDL drivers that will stay in effect until February 7, 2020.

CFR 380(e) addresses the training of CDL drivers who are hired with less than one year of experience in operating a commercial motor vehicle in interstate commerce.

§380.503 Entry-level driver training requirements.



Entry-level driver training must include instruction addressing the following four areas:

- (a) *Driver qualification requirements.* The Federal rules on medical certification, medical examination procedures, general qualifications, responsibilities, and disqualifications based on various offenses, orders, and loss of driving privileges (part 391, subparts B and E of this subchapter).
- (b) *Hours of service of drivers.* The limitations on driving hours, the requirement to be off-duty for certain periods of time, record of duty status preparation, and exceptions (part 395 of this subchapter). Fatigue countermeasures as a means to avoid crashes.
- (c) *Driver wellness.* Basic health maintenance including diet and exercise. The importance of avoiding excessive use of alcohol.
- (d) *Whistleblower protection.* The right of an employee to question the safety practices of an employer without the employee's risk of losing a job or being subject to reprisals simply for stating a safety concern (29 CFR part 1978).



June 14th, 2019

### The New Entry-Level Driver Training Rule Goes Into Effect On February 8, 2020

Final rule was published in December 2016 CFR 380.600



Final rule establishes minimum training standards for INTERstate and INTRAsate drivers applying for their initial CDL, upgrading their current CDL, or obtaining a hazardous materials, passenger, or school bus endorsement for the first time.

The prescribed training includes both theory (knowledge) and behind-the-wheel (range and public road) instruction. Drivers must complete a certified training program that meets the designated criteria for classroom and behind the wheel training.

Training programs may be provided by motor carriers, vocational or technical schools, for-hire schools, and others; self-certification of compliance.

List of certified schools will be on the [FMCSA Website](#) beginning in Fall 2019

To review the new regulation, [Click Here](#) then scroll down to **CFR 380.600**.

**Idealease Fall Safety Seminar Registration is Open!**

**§380.505 Proof of Training**

An employer who uses an entry-level driver must ensure the driver has received a training certificate containing all the information contained in §380.513 from the training provider.

**§380.513 Required Information on the Training Certificate**

The training provider must provide a training certificate or diploma to the entry-level driver. If an employer is the training provider, the employer must provide a training certificate or diploma to the entry-level driver. The certificate or diploma must contain the following seven items of information:

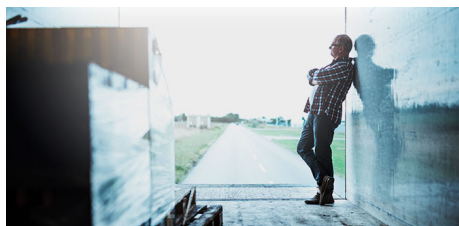
1. Date of certificate issuance
  2. Name of training provider
  3. Mailing address of training provider
  4. Name of driver
- (e) A statement that the driver has completed training in driver qualification requirements, hours of service of drivers, driver wellness, and whistleblower protection requirements substantially in accordance with the following sentence:



I certify \_\_\_\_\_ has completed training requirements set forth in the Federal Motor Carrier Safety Regulations for entry-level driver training in accordance with 49 CFR 380.503.

- (f) The printed name of the person attesting that the driver has received the required training.
- (g) The signature of the person attesting that the driver has received the required training.

**What are You Doing to Retain the Good Drivers You Have Today?**

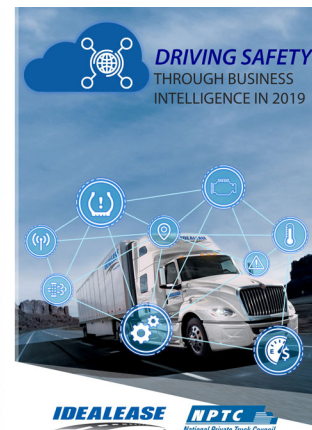


The following are some tips for consideration to retain the good drivers you have:

Review for your company policies and procedures for honesty with your drivers. Make sure the policies are forthright and achievable by your drivers. The number one reason a driver leaves the employment of a motor carrier is that the driver feels that

the company has been dishonest with them.

2. Drivers need to be recognized as an asset to the company and a valued part of the company in all aspects of their operations and performance.
3. Involve drivers in the operations of your company on a regular basis, i.e.: equipment selection, accident review committees, policy and procedure issues, customer service relationships etc. Develop a relationship with your drivers, know who they are, show a genuine concern for their welfare and longevity with the company. This relationship should be consistent from the top management and ownership down.
4. Review your pay and benefit programs to make sure they are competitive in the industry.
5. Keep your vehicle maintained with a systematic maintenance and inspection program that insures a safe operating unit for your driver.
6. Provide ongoing training. It has been proven that drivers that receive training and are elevated in position are less likely to leave your company.
7. Strictly adhere to your driver hiring and selection standards. Qualified, experienced drivers do not want to be associated with a company that hires substandard drivers.
8. Provide a structured and comprehensive new driver orientation-training program. Drivers need to know the policies and procedures of the company prior to being placed into service. If the driver is informed of policies-procedures after being placed into service they will likely terminate, as they do not know what



[Click here to register for a Safety Seminar in your area.](#)

Idealease and the National Private Truck Council NPTC will be hosting safety seminars again in 2019. The one-day seminar this year will focus on new safety technologies available on trucks today, basic **Safety and Compliance**, regulation changes and CSA. The seminars will be provided to all Idealease customers, potential customers and NPTC members at no additional charge. The seminars provide important information applicable to both the novice and experienced transportation professionals.

**Fall Seminars**

8/21/2019	San Leandro, CA
9/10/2019	Chattanooga, TN
9/11/2019	Chattanooga, TN
9/12/2019	Nashville, TN
9/17/2019	Louisville, KY
9/18/2019	Green Bay, WI
9/19/2019	Springfield, IL
10/3/2019	Erie, PA
10/8/2019	Chicago, IL
10/8/2019	Everett, WA
10/9/2019	Eugene, OR
10/15/2019	Reno, NV
10/22/2019	Salt Lake City, UT
10/23/2019	Lexington, KY
10/23/2019	Modesto/Turlock, CA



other polices-procedures they will be required to comply with in their job later on.

9. Recognize drivers for their achievements and performance. Safe driving awards, longevity awards, customer service, etc. Provide the drivers with recognition that they cannot get anywhere else. The recognition should be personalized to the driver. Coats with their name and achievement, decals for the side of their units with their first name and achievement, plaques, etc. All driver recognition should take place with other drivers as their peers in attendance.
10. When a driver terminates employment, conduct an exit interview. This can be done in person or send a self-addressed stamped envelope to the driver with a written evaluation to be completed. Try to determine what the actual reason for the driver leaving your employment.

## FMCSA Revision of Hours of Service Proposal Delayed

The Federal Motor Carrier Safety Administration's proposed rule to revise its driver hours of service regulations remains at the White House Office of Management and Budget for final review and approval. The OMB has submitted a few questions regarding the substance of the proposal, which has delayed publication in the Federal Register. FMCSA Administrator Raymond Martinez has reportedly stated that the agency still intends to publish the proposal in June.

Although the substance of the proposed rule is not public, FMCSA issued an advance notice of proposed rule-making last year seeking input in four areas. [83 Fed. Reg. 42631](#) (August 23, 2018).

The four specific areas under consideration for revision are:

1. Expanding the current 100 air-mile "short-haul" exemption for CDL drivers from 12 hours on-duty to 14 hours on-duty, in order to be consistent with the rules for long-haul truck drivers
2. Extending the current 14-hour on-duty limitation by up to two hours when a truck driver encounters adverse driving conditions
3. Revising the current mandatory 30-minute break for truck drivers after 8 hours of continuous driving
4. Reinstating the option for splitting up the required 10-hour off-duty rest break for drivers operating trucks that are equipped with a sleeper-berth compartment

## FMCSA Seeks Information on Driver Detention Times

The Federal Motor Carrier Safety Administration is requesting information on existing or potential sources of data to better understand driver detention times during the loading and unloading of commercial motor vehicles and the potential impact of such delays on roadway safety. [84 Fed. Reg. 26932](#) (June 10, 2019). A recent study by the U.S. Department of Transportation's Office of



Inspector General found that better data are needed to fully understand the issues associated with driver detention.

Specifically, FMCSA requests the following information:

- Is data currently available that can accurately record loading, unloading, and delay times?
- Is there technology available that could

record and delineate prompt loading and unloading times versus the extended delays sometimes experienced by drivers?

- How can delay times be captured and recorded in a systematic, comparable manner?
- Could systematic collection and publication of loading, unloading, and delay times be useful in driver or carrier business decisions and help to reduce loading, unloading, and delay times?
- What should FMCSA use as an estimate of reasonable loading/unloading time?

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Company \*

- How do contract arrangements between carriers and shippers address acceptable wait times? Do these arrangements include penalties for delays attributable to a carrier or shipper?
- What actions by FMCSA, within its current statutory authority, would help to reduce loading, unloading, and delay times?

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