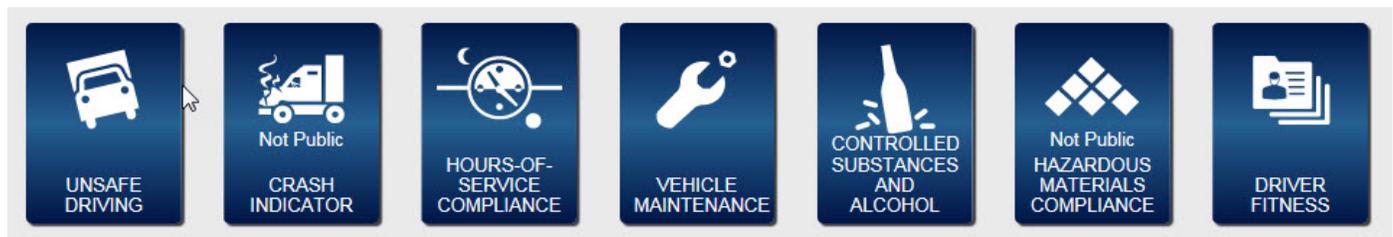


CSA & PSP — Why drivers should care



Compliance, Safety, Accountability (CSA)

CSA is a program the Federal Motor Carrier Safety Administration (FMCSA) introduced in 2010 to enhance motor carrier safety. It replaced the SAFESTAT system. While no new regulations were introduced as part of CSA, substantial changes were made as to how a carrier is evaluated. FMCSA's Safety Measurement System (SMS) contains seven Behavior Analysis and Safety Improvement Categories (BASICS) that are used to score the carrier. Carriers are scored from 0% to 100% in each category, with 0% being the best and 100% being the worst. Scores above certain thresholds of 60% to 80%, depending on the category and type of operation, trigger an alert. Carriers with alerts are targeted for interventions by the FMCSA, including compliance reviews.

In the old SAFESTAT system, only out-of-service violations would be used to score a carrier. In the new system, all violations are used to calculate the BASIC scores. Violations carry a severity weight of 1 to 10, with 10 being the highest. For example, speeding 6-10 mph over the speed limit carries a severity weight of four compared to speeding 11-14 mph over, which has a severity weight of seven. An additional two points is added if the violation results in the vehicle or driver being placed out of service.

All violations given to drivers or owner-operators operating under a carrier's authority are assigned to the carrier and are part of the carrier's BASIC scores for two years.

Pre-Employment Screening Program (PSP)

The PSP program was introduced by the FMCSA in 2010 and closely relates to CSA. The PSP provides prospective employers with a report containing the following information on driver applicants:

1. All roadside violations for the last three years.
2. All DOT recordable crashes for the last five years.

Prospective employers must obtain written permission from the driver applicant to obtain this report. Most employers are making this permission a condition of employment.

CSA and PSP's impact on drivers

Companies with high BASIC scores are under the increased scrutiny of the FMCSA, insurance companies and customers.

This increased scrutiny results in increased costs from fines and increased insurance rates. In some cases, companies are shut down by the FMCSA due to their poor safety performance or they shut down or scale back operations on their own due to a lack of freight because customers/shippers refuse to hire



Drivers with good PSP reports are more likely to be hired.

carriers with high scores. As a result of these threats, companies are increasingly taking disciplinary action against drivers who have multiple, serious violations, up to and including termination.

In the past, a driver with an unacceptable number of roadside violations could simply move to a new company. The new company could not obtain the driver's violation history. Some drivers would not list past employers in which they had violations for fear the violations would come up in reference checks. However, the new PSP has changed this. **Most employers are now using the PSP report in their driver selection criteria. Drivers with poor reports are not being hired as prospective employers feel the driver will continue to have violations while working for them, increasing their BASIC scores.** Also, drivers who fail to list past employers may be caught because the PSP report lists which company they were working for when the violation or crash occurred.

Violations and crashes also directly impact a company's Inspection Selection Score (ISS)—the primary tool roadside inspectors use to determine which trucks they should pull over for inspections. Companies with higher scores are inspected more frequently. Each "clean" inspection improves a company's ISS score, which reduces the chance of future inspections.

What a driver can do

It is clear that roadside violations and crashes negatively impact companies and drivers. Drivers with poor histories may be subject to disciplinary action, including termination, and have more difficulty being hired. Drivers with good histories have a greater chance of remaining employed and can be more selective in whom they go to work for. Driving safely and ensuring you and your vehicle are in compliance with *all* regulations are the best

ways to maintain a good history. The following tips highlight some best practices drivers can follow to prevent some of the most frequent violations:

- Drive safely, following traffic laws. Being pulled over for a traffic violation is a double-edged sword, as it gives law enforcement a reason to expand the stop into a full roadside inspection.
- Wear your seatbelt. A seatbelt violation has a severity weight of seven!
- Follow hours-of-service regulations, including:
 - Work within the allowed hours for driving and on-duty time.
 - Keep records of duty status up to date.
 - Retain the previous seven days of logs.
 - Do not falsify logs.
- Renew your license and medical certificate on time, and keep them with you at all times.
- Ensure tickets, fines and child support are paid so your license is not suspended.
- Never use illegal drugs, and never drink alcohol before or during a trip. Never carry alcohol in the truck.
- Conduct daily pre- and post-trip inspections. Report and make repairs immediately. Carry spare lamps/lights with you.
- Do not operate defective equipment.
- Ensure cargo is adequately secured. Inspect cargo securement frequently.
- Drive defensively. Maintain safe speeds and space around your vehicle. Yield to others. Anticipate poor driving actions by others.

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For your risk management and safety needs, contact Nationwide Loss Control Services: 1-866-808-2101 or LCS@nationwide.com.