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FALL 2020

NORTH DAKOTA MOTOR CARRIERS ASSOCIATION PUBLICATION

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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.



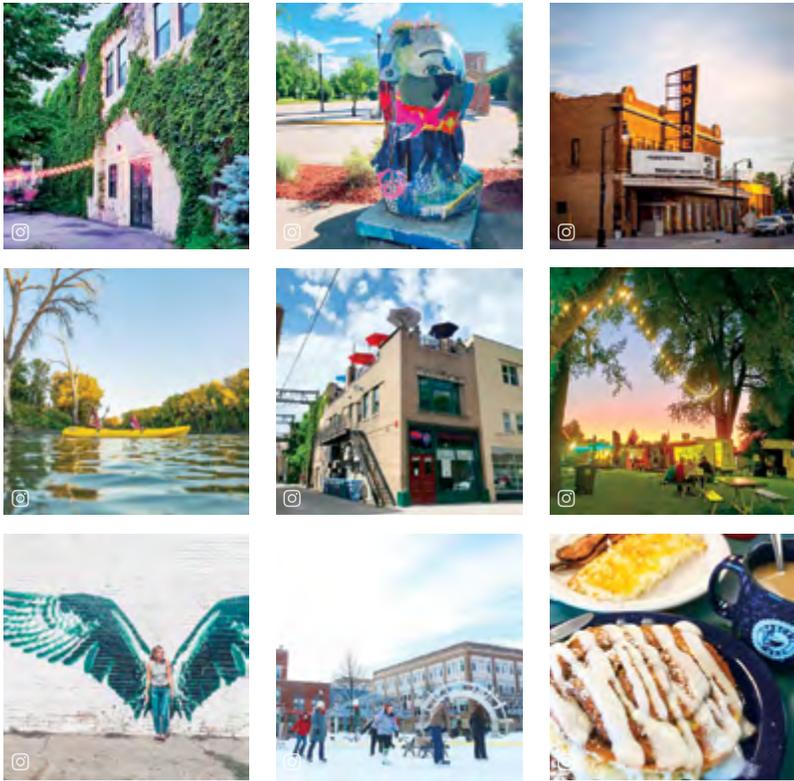
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MESSAGE FROM THE PRESIDENT

GREETING NDMCA MEMBERS,

It has been an extremely interesting year. It was so nice to be able to come together at the 75th Annual Convention in Fargo and celebrate our accomplishments, network, and learn. Randy Guillot and William Panos had great messages for our group.

This past year has gone by so fast I want to thank you all for the opportunity to serve as your President. I am looking forward to the next 12 months.

If you have been to the NDMCA website lately you should have noticed that it has gone through an extensive overhaul. This has been an extended months-long process that Kacey has been working on throughout the summer. Members can now check the balance of their accounts after setting up a log-in. For more information, please visit NDMCA.org or contact Kacey at 701-223-2700.

Winter is right around the corner and for some of us it seems to already be here. Winter driving demands special care; safe driving is a year-round habit. Please remember to be cautious on the roads this winter.

In just a few weeks we will celebrate veteran's day. Happy Veterans Day to our soldiers, both past and present. We owe you our thanks, but more than that, we owe you our freedom.

Lastly, a special thanks to all of you who are keeping America supplied during this crisis. You help to supply the country with food, water, fuel, medicine, and other essential goods. Thank you for keeping our industry rolling.

PAT



PAT SEVERSON



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REP. BOB LATTA INTRODUCES SELF-DRIVING VEHICLE LEGISLATION

The following article originally appeared in *Transport Topics*, September 28, 2020, Eugene Mulero

House Republican policymakers aim to update the country's rules pertaining to self-driving vehicles as the current session of Congress comes to a close.



TuSimple is among the companies researching and testing autonomous technology.

The introduction of the Safely Ensuring Lives Future Deployment and Research in Vehicle Evolution, or SELF DRIVE, Act, by Rep. Bob Latta (R-Ohio), aims to enhance the National Highway Traffic Safety Administration's overview of autonomous vehicles. Doing so would potentially ensure the technology's efficient development, testing and deployment, the measure's proponents argue.

"There is a clear global race to [autonomous vehicles], and for the U.S. to win that race Congress must act to create a national framework that provides developers certainty and a clear path to deployment. From increasing mobility for seniors and self-sufficiency for those with disabilities to providing contactless deliveries during the COVID-19 pandemic, [autonomous vehicles] have limitless potential to drastically improve the lives of Americans. We cannot allow the U.S. to be outpaced, and this effort strikes a critical balance of ensuring safe development and deployment of [autonomous vehicles] while keeping the U.S. at the forefront," Latta and Rep. Greg Walden (R-Ore.), ranking member of the Energy and Commerce Committee, said in a joint statement Sept. 23.

Lacking significant bipartisan support, the measure is expected not to reach the floor of the House of Representatives. The policy matter likely will be among the key transportation themes before the next session of Congress when it convenes in January.

"Unsurprisingly, House Democrats have yet again put politics over progress," the two Republicans added. "Last Congress, every single Republican and Democrat on our great committee supported [autonomous vehicle] legislation, which the House then passed unanimously. Unfortunately, while Republicans have repeatedly tried to come to the table this Congress, Democrats have continued to put the monetary interests of the trial bar ahead of the American people.

There is no reason we could not have found a bipartisan compromise that advances U.S. leadership and improves roadway safety. We hope this bill can move through the legislative process, because if we don't write the rules of the road when it comes to [autonomous vehicles], China will."

Last month, Walden expressed disappointment after the Energy and Commerce Committee wrapped up the bulk of its legislative agenda without finalizing autonomous vehicles legislation. The current session of Congress concludes near the end of the year.

In February, the panel's leadership noted its goal of drafting a bipartisan bill that would facilitate the deployment of self-driving vehicles. Rep. Frank Pallone (D-N.J.), chairman of the Energy and Commerce Committee, observed, "We can bridge safety gaps by creating a national road map for self-driving cars. We should pass legislation that establishes safety standards and regulations for the gradual deployment of self-driving cars."

On the Senate side, policymakers have not advanced autonomous vehicle bills. Sen. Gary Peters (D-Mich.) emphasized the technology's potential benefits, such as expanding access to the elderly and persons with disabilities.

"It's clear we're very closely aligned on all of these issues, and hopefully we'll be able to get some very important legislation across the line as quickly as possible," Peters said last year. "This is without question probably the most transformative technology in the auto industry since the first car came off of the assembly line."

In the previous congressional session, an autonomous vehicle policy measure advanced in the House but came up short in the Senate.

Apple, Ford, General Motors, Mercedes-Benz/Bosch L4-L5, Mercedes Benz L3, Nvidia, TuSimple, Uber and Waymo are researching and testing autonomous technology.

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CARRIERS PREPARE FOR INCREASING SURGE TO SUPPLY CHAIN IN E-COMMERCE PUSH

The following article originally appeared in Transport Topics, October 6, 2020

Online shopping was already on the rise before the COVID-19 pandemic hit, and it accelerated dramatically once many consumers began staying home. E-commerce is expected to continue to grow throughout the holiday season, placing added strain on the supply chain and increasing demand for final-mile deliveries.



As the peak season preparation begins, fleets such as FedEx have been seeing peak-like level volumes since March.

“We’re anticipating an unprecedented peak season. It will be an industry wide ‘shipathon’ that we’ve never seen before,” said Ryan Kelly, vice president of global e-commerce marketing at FedEx Corp.

Kelly said FedEx, which is based in Memphis and ranks No. 2 on the Transport Topics Top 100 list of the largest for-hire carriers in North America, has been seeing peak-like level volumes since March.

“The growth that we expected to see over a period of several years happened over a period of only several months,” he said.

UPS Inc. is currently delivering volumes similar to the peak holiday shipping season with about 70% of its deliveries to residences, compared with about 50% during the rest of the year, said Dawn Wotapka, communications manager for UPS, which is based in Atlanta and ranks No. 1 on the for-hire TT100.

“UPS has met this demand by utilizing its expanded weekend operations and, in Q2 2020, hired an additional 39,000 full- and part-time small package operations employees,” she said.

OnTrac, a Chandler, Ariz.-based regional parcel delivery company — ranking No. 57 on the for-hire TT100 — is already experiencing peak volumes, said Mark Magill, vice president of business development for the company.

“2021 will be like 2025 with four years of parcel growth in one year. I don’t see this slowing down, only growing,” he said. “It is going to be a wild ride.”

Carriers are preparing for this expected surge in volume.

Josh Dinneen, senior vice president of commercial development for LaserShip, a regional last-mile delivery company based in Vienna, Va., said the company’s fleet — which ranks No. 71 on the for-hire TT100 — is doing more peak planning now than it was in November last year.

“You can sound the tsunami buoy and know that it is coming, but you don’t see it yet,” he said, adding that the company has already seen volume increases. “Everyone is very concerned, and no one knows what is going to happen.”



Kelly

Richard Metzler, CEO and president of Lone Star Overnight, a parcel delivery company based in Austin, Texas, said he expects volume increases anywhere from 50% to 2.5 times the norm.

“The bottom line is that everybody is projecting significant growth, and I think it is safe to say there is much more demand in the marketplace than there is capacity,” he said.

Michael Zimmerman, a partner with the global strategic management consulting from A.T. Kearney and lead author of the 31st Annual State of Logistics Report, said the surge in e-commerce has providers adding capacity. Still, they cannot ramp it up fast enough.

“FedEx and UPS are raising rates and hiring thousands. Amazon is planning over 1,000 forward deployed warehouses in the USA, and ports are chock-filled with inbound containers,” he said.

Drayage companies cannot find the chassis to haul containers away, and intermodal companies have raised surcharges by as much as \$5,000 a load to move containers across the country, Zimmerman said. He added that large carriers are facing capacity issues as well.

Dan Coll, vice president of e-commerce for Kenco Logistics, based in Chattanooga, Tenn., agreed. He noted that it starts with finding carriers and drivers available at ports.

“The timing of inbound product is being condensed because it is taking more time on the front end,” he said.

The Deloitte annual holiday retail forecast estimates that e-commerce sales will grow by 25%-35% year-over-year during the 2020-21 holiday season, compared to 14.7% growth in 2019.

Ben Wiesen, president of Carrier Logistics Inc., a provider of transportation management software, said the trend toward e-commerce and omni-channel not only predated COVID-19 but also enabled society to continue to function during the pandemic.

Satish Jindel, founder of SJ Consulting Group, expects the upcoming peak to be like none experienced by the transportation industry and, in particular, unlike anything parcel and less-than-truckload carriers have seen in the last three decades.

“The supply chain is already feeling it with average daily parcel volume for 2020 estimated at 78 million, which is a 28% increase over 2019,” Jindel said, adding that the peak season average daily volume will reach 122 million.

Jindel said that with only a short amount of time left before the peak, carriers are limited in doing anything more than the traditional methods, such as hiring temporary workers.

“The only option available now is to make better use of the information about the parcels and the consignees to achieve delivery density whereby they can increase the number of parcels per delivery,” he noted, adding that generous unemployment benefits and continued fear of COVID-19 have placed further constraints on carriers that would like to add capacity but cannot do so.



Zimmerman

Zimmerman said FedEx and UPS have become selective in keeping existing clients due to the lack of capacity caused by COVID-19, something FedEx signaled even before the pandemic with its split with online retail giant Amazon.com Inc. “They are shifting focus toward profitable clients and adding capacity only selectively with the anticipation of the uncertainty in trends after a discovery of the vaccine,” he said.



Milsom

Historically, the duopoly meant companies had a lot of pricing control, said Geoffrey Milsom, vice president for enVista, a supply chain consulting company.

“Now, due to the environment, they’re flexing capacity control,” he said. “They’re introducing more fees and putting limits on the amount of capacity ... so they can allocate capacity across their customers based on size, performance, cost, etc.”

Fleets Preparing for Surge

The top fleets are raising rates and leveraging surcharges.

“Dinneen said FedEx is starting its peak surcharge Nov. 1, two weeks ahead of UPS and three weeks ahead of LaserShip. Zimmerman said carriers and parcel delivery providers have been investing in technology and processes to provide customers with greater transparency and visibility while also improving asset utilization to compensate for shorter-haul volumes.

“These investments will be put to the test in the holiday season, and the lessons learned will be used to confirm or redirect investment,” he said.

UPS expects to hire more than 100,000 seasonal employees to support the anticipated annual increase in package volume that will begin in October and continue through January.

“We’re preparing for a record peak holiday season. The COVID-19 pandemic has made our services more important than ever,” said Charlene Thomas, chief human resources officer for UPS.

FedEx continues to ramp up resources, maximize capacity and collaborate with retailers to prepare for the anticipated peak volumes, and has added facilities to increase capacity. Additions include six regional sortation facilities, four automated stations and eight new or expanded large package facilities, Kelly said.

“We’re expanding more than 50 facilities with additional material handling equipment and automation,” he said, adding that FedEx is looking to hire more than 70,000 employees to help with the peak season.

OnTrac is adding facility space for peak season and adding another fully automated hub in southern California. Plus, it is using more Sprinter vans, which have more delivery capacity than cargo vans, Magill said.

“We are adding buildings, adding bodies and using larger equipment. The goal of that is to increase our delivery capacity by 20% by the time traditional peak season starts,” he said. “Our goal is to continue that extra 20% and bring on those retailers who we’ve told, ‘We’d love to help you, but we can’t do it until January.’ ”

“OnTrac also is implementing route optimization software to speed up the morning sort so a second wave of drivers can come in.

“The big addition this year is technology,” Magill said, adding that OnTrac is working to add staff but is competing with UPS, FedEx and Amazon.

LaserShip is adding automation and material handling equipment to increase capacity. It also is deploying additional technology in the field and has a mobile app that helps its contractors” with sequencing, which increases their efficiency and lets them complete more deliveries, Dinneen said. LaserShip, like most carriers, is putting caps on customers.

“There seem to be more volumes than the network can support,” he said.

Metzler, of Lone Star Overnight, said regional carriers are somewhat of a safe bet in the current peak, but even they have limited capacity.

“I’d rather say no to somebody than disappoint them, and that is what we’re doing,” he said. “Either we say no and push to 2021, and I’m building up quite a backlog, or we say ‘no,’ and they’re frustrated, and we never see them again.”

Metzler added that shippers have long memories.

“Where we’ve said no, we’ve tried to do it the right way. We’re transparent and tell them why it is the right decision for them and for us,” he said.

Ultimately, finding capacity is a function of service and cost. Shippers have shown they are willing to pay a premium for the capacity they need at the last minute, Zimmerman said. He added that volatility from COVID-19 and the “K-shaped” recovery in which some industries spiked while others dropped has created a series of transitions for the logistics industry.

“Volatility means disrupted planning, and disrupted planning means last-minute deciding and mobilizing, which increases costs and kills efficiency,” he said.

With the holiday season, the critical variable is time.

“If you can spread out the time, that wouldn’t be that big of a deal,” Metzler said. “The thing we talked to our customer partners about often is ‘planning, planning, planning,’ in that order.”

Forecasting is a crucial element of that planning, Metzler said.”

“What we do with our major accounts is to have a weekly implementation call or meeting that is cross-functional in nature. It has IT, operations and customer service,” he said. “We’re collectively tackling the big spike that inevitably will come, and that is when it works the best.”

To help understand demand, LaserShip’s Dinneen said the company has focused on collaboration.

“We’re having very close partnership type of conversations with our customers and retailers to understand what is happening,” he said.

Kenco Logistics is working with various partners and is trying to understand how deliveries can be timed so that inventory flows into the facility are tied to a shipper’s promotional calendar, Copp said.

Dinneen noted that shippers need a system capable of handling a multi-carrier solution to diversify their carrier mix. Although carriers are limiting new customers in 2020, Dinneen said he expects shipper demand to continue into next year.

“They have a fire burning in front of them, which is November and December, so they are hyper-focused on that, but the fire isn’t going to go away in January. They’re trying to make plans to secure that capacity,” he said.

When demand exceeds capacity, there will be delays, which were already showing up in August and September, Jindel said. He added that delays are likely to get worse in November and December. To prepare and minimize the negative impact, shippers should deploy better and more accurate tracking technology, which will allow them to proactively alert consumers about the status of their orders being fulfilled and if they are delayed, Jindel said.

Wiesen, of Carrier Logistics, said capacity providers will be clear that there will be longer procurement times to get shipments moved from Point A to Point B.

However, he said the public has become more accepting of longer lead times. “We had become very accustomed to getting anything we wanted any time we wanted, and all of a sudden we couldn’t. People started realizing sometimes you have to wait for things,” Wiesen said. “The service failure is no longer the catastrophe it used to be.”

FedEx’s Kelly, however, said delivery expectations are still running high despite a pandemic and the looming holiday shipping season.

“We encourage everyone who is planning to do their holiday shopping online to shop and ship early,” he said, adding that shippers should prepare for the unexpected. “In addition to record shipping volume, Mother Nature can be a factor in the ability of shipping providers to deliver.”

EROAD GO HELPS FLEETS MANAGE PICKUP AND DELIVERY OPERATIONS

The following article originally appeared in Transport Topics, September 29, 2020

ERoad Go's mobile app provides a route plan for drivers with stop details to guide their work.

ERoad has announced the release of ERoad Go, which connects to a truck fleet's transportation management system to help dispatchers make better load assignments, get real-time updates on load position and reduce paperwork in the dispatch process.

An integrated truck-friendly routing and navigation app, available as an upgrade, helps ensure safe and efficient driving.

Drivers capture and transmit proof of delivery from their mobile device, making data available immediately for updating customers and enabling faster billing and settlements.

"Today's fleets need a technology solution that handles everything from enabling daily operations to identifying cost savings to ensuring safety and compliance," said Norm Ellis, President of ERoad North America.

"ERoad has built an outstanding reputation for the reliability and ease of use of our fleet management solution, and we're excited to help fleets manage more aspects of their business with ERoad Go."



EROAD

New Features in WSI's Online Portal

Workforce Safety & Insurance (WSI) recently added new employer features to the online portal, myWSI.

Adding to the existing suite of functionality, employers can now sign-up for and manage their participation in the WSI's Safety Incentive and Ergonomic Grant and Initiative programs.

Additionally, in myWSI employers can:

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NDMCA ANNUAL SAFETY AWARDS

The winners of the North Dakota Motor Carriers Association’s (NDMCA) Driver of the Year Award and Safety Professional of the Year have been named. Carmen Lovato took home the Driver of the Year Award, and Mike Lee has been named the Safety Professional of the Year.

These wins were highlighted at the NDMCA’s Annual Convention, which took place on September 21 – September 22 at the Holiday Inn in Fargo. This year’s convention marked the 75th Anniversary of the annual gathering, although it looked a little different this year due to COVID-19 precautions. The day started with a Golf Tournament at the Fargo Country Club to support the NDMCA Foundation and was followed by a social hour and entertainment.

The second day of the conference featured Randy Guillot, Chairman of the American Trucking Associations, and a panel of directors from the Department of Transportation. Kacey Heidrich from NDMCA noted that, “Our industry has had an extremely hard last eight months. It was nice to be able to gather as an industry and celebrate our successes from 2019 and network with one another.”

The winner of the Driver of the Year Award, Carmen Lovato, has 30 years of commercial driving experience with no chargeable accidents. He is currently employed by TMI Transport Corporation. In addition to the current award, Mr. Lovato was also named the Ryder Driver of the Year for the Upper Midwest Business Unit in December 2007 and July 2011. He is also a twelve-time awardee for TMI Transport Safety Awards. He was recognized by TMI for reaching 1 million miles in 2008 and 2 million miles in 2017.

Mr. Lovato’s nomination application highlights his commitment to safety and overall contributions to the trucking industry. Carmen is also known for his ability to improve the workplace and the lives of his coworkers. His interactions with coworkers, customers, and the general public are always polite and respectful. He is also known to be courteous when on the highway. Carmen resides in Dickinson with his wife, Carla. The couple has three children – Alicia, Amie, and Kristen. ▶



DRIVER OF THE YEAR
Carmen Lovato, TMI Transport



SAFETY PROFESSIONAL OF THE YEAR
Mike Lee, Altendorf Trucking

During his acceptance speech, Carmen emphasized the importance of his family in his win. He states that, "I always ran hard to get back home and spend time with the family." And when asked about his reaction when he found out he won, he said "I didn't believe it. My dispatch told me You are a superstar. You won the Driver of the Year. I said no, I'm not the superstar. My wife had breast cancer in 2013. She's the superstar."

Carmen also feels that the role of law enforcement officers is something that should be highlighted. "Appreciate our law enforcement out here. Either good or bad, always say thank you to them or something. I usually give them a compliment and say I wanna thank you for making me safe and my family safe. And by that, I mean everyone on the road. We're on this earth a short while only. I realized that because I see a lot of accidents out here. You gotta make the best out of every day," says Lovato.

Mike Lee was also honored at the convention as NDMCA's Safety Professional of the Year. Mike is currently the Safety Director at Altendorf Trucking, a position that he has held for three years. Prior to joining the Altendorf team, he served as a Deputy Sheriff with Grand Forks County for eighteen years. He has held a CDL for a total of 37 years. After leaving his position as a Deputy Sheriff, he felt the timing was right for a change. "When I left law enforcement, I really couldn't retire at my age, and Altendorf Trucking was looking for a Safety Director. I thought, well, I know about trucking, and I have driven semi-trucks on and off since I was 18-years old. And three and a half years later, I am still at Altendorf Trucking as Safety Director of the Year."

In his current role, Mr. Lee has implemented many changes that have contributed to substantially lowering the crash frequency at his current company. He implemented a quarterly safety and performance bonus system to reduce roadside violations and the Make Another Employee Great program that allows coworkers to nominate one another for Employee of the Quarter.

Mr. Lee embraces a philosophy that recognizes and rewards drivers because it improves overall morale and fosters a culture for safer and better drivers. His coworkers know that Mike's door is always open and that there is usually an office full of drivers who just stop by to chat. When asked about his win, Mike said, "Obviously, I was excited. It was good for me because of my past and present career field, and good for Altendorf Trucking. It really shows drivers and other companies that Altendorf Trucking is a class act." Mike and his wife, Anne, currently reside in Northwood. They have two adult children, Naomi and Zachariah.

Kacey Heidrich sums up the importance in NDMCA recognizing these award recipients by stating, "These winners represent a fine example to the entire trucking industry and the public and shows how they are helping their companies to keep our highways safe."



SERVICE MANAGER OF THE YEAR
Wayne Hoelscher, Farstad Oil



SERVICE TECHNICIAN OF THE YEAR
Shawn Gerszewski, Altendorf Trucking



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ANNUAL FOUNDATION SCHOLARSHIP GOLF TOURNAMENT

Winners

The North Dakota Motor Carriers Association held its annual Foundation Scholarship Golf Tournament, September 21st at the Fargo Country Club prior to this year's annual convention.

The Presenting Sponsor of this year's event was RDO Truck Centers. It was a beautiful day to get out and enjoy a day of golf in support of the Foundation. The money raised will be used to fulfill the mission of the Foundation which includes providing scholarships to students entering the transportation industry. Golfers had the chance to win several prizes around the course by sinking a Hole in One.

1st Brad Holm
Norm Dufault
Brian Hagen
Jake Greenwood



8th Alex Christiansen
Dennis Gustafson
Kaleb Groce
Alex Evanson



12th Melissa Dixon
Brian Larson
Trevor Waldie
Kelly Krapu





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TRUCKER PAY INCREASING AS DRIVER SHORTAGE GROWS, INDUSTRY CAPACITY TIGHTENS

The following article originally appeared in Transport Topics, October 7, 2020, Dan Ronan

“As capacity tightens in the trucking industry, some carriers are beginning to announce pay hikes. While the frequency of these increases are not yet nearing the rapid pace of hikes the industry saw during the busy year of 2018, some industry watchers said they would not be surprised to see more jumps.”

“I’ve seen a number of companies over the last couple of weeks make statements that they are raising their driver pay,” said Jeremy Reymer, CEO of Indianapolis-based driver recruiting firm DriverReach, in an interview with Transport Topics. “I think we’ve lost a ton of drivers this year, because of COVID.”

Green Bay, Wis.-based Schneider National in an Oct. 6 statement provided to TT that it is raising pay for its team drivers. Those with one year or more of experience will receive 4 cents per mile more, while inexperienced team drivers, zero to one year, will receive an additional 2 cents per mile in pay.

“The pandemic has influenced the speed in which shippers are accelerating products through their supply chain,” Schneider Executive Vice President Dave Geyer said. “Shippers who rely on time-sensitive service or have high-value freight now realize, more than ever, the importance or value of having professional, safe and dependable team service. These shippers are seeking solutions from Schneider at higher rates for the expedited transit time, and Schneider is passing the rate increase on to our team drivers.”

Schneider ranks No. 5 on the Transport Topics Top 100 list of the largest for-hire carriers in North America and No. 18 on the Transport Topics Top 50 list of the largest logistics companies.

On Oct. 1, drivers with Crete Carrier and Shaffer Trucking saw their pay for national and regional routes increase.

Starting pay for national drivers will now range from 51 cents to 57 cents per mile depending on experience. The pay cap for over-the-road fleets will also grow to between 58 cents to 61 cents per mile. The pay increases apply to all solo, team and owner-operator drivers on national and regional over-the-road fleets that pay by the mile.

Crete said the pay increase is a reward for the great work drivers are doing during the pandemic.

“Our drivers have helped keep America’s shelves stocked during a pandemic. They’ve run more miles per driver than last year. And they’ve come through for our customers time after time,” Crete Carrier President Tim Aschoff said. “Now, our customers are asking us to do more, allowing us to provide a well-deserved pay raise for our drivers.” Crete ranks No. 35 on the for-hire TT100.

Reymer said there are several reasons companies are raising pay, including:

- A surge in retirements among older drivers propelled by COVID-19.
- A desire among drivers to work closer to home and be home most nights.
- The dramatic surge in e-commerce, and the need for tens of thousands of local drivers.
- The difficulties renewing or getting a new commercial driver license at state motor vehicle offices during the pandemic.
- The disqualification of an estimated 30,000 drivers in the new Drug and Alcohol Clearinghouse.

Another critical factor compelling companies to raise pay is the large increase in contract and spot rates over the past several months.

DAT Freight and Analytics on Oct. 4 said the national average for van rates set a record high, hitting \$2.38 in September, 6 cents higher than the previous high mark set in June 2018.

Shippers also are relying more on the spot market, where the national rate for vans jumped 9 cents from the end of September through the first week of October to \$2.46 per mile. Flatbed rates jumped 2 cents to \$2.43 a mile, and reefer rates increased 2 cents to \$2.59 a mile.

Leah Shaver, CEO of the Mankato, Minn.-based National Transportation Institute, which studies driver pay trends, told Transport Topics the factors Reymer cited, plus others, are leaving companies with no choice but to raise pay.

“For the last few weeks, it seems every couple of hours, some fleet is increasing pay,” she said. “The fleets are telling us because capacity is so tight, they could do four times the amount of work, if only they had enough drivers.”

The increase in driver pay and the shortage of drivers is a far cry from just a few months ago when the Labor Department reported 88,300 drivers and other transportation-related workers lost their jobs as the U.S. economy fell into a deep recession as a result of the COVID-19 pandemic.

“The driver shortage right now is as bad as I have ever seen it,” Reymer said. “A driver with a CDL and a good safety record is very valuable right now.”



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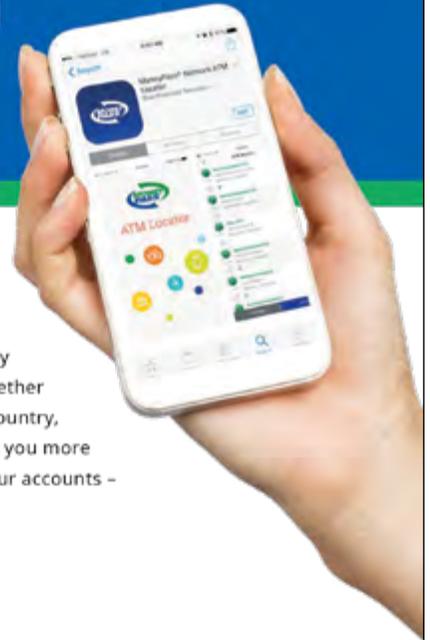
- Federal Motor Carrier Safety Regulations Pocketbook (available mid-July)
- Federal Motor Carrier Safety Regulations Handbook (available mid-August)
- HOS Handbook: The Complete Guide for CMV Drivers (available early August)



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