

Hours of Service Compliance and Log Monitoring

Core Topics

- Unassigned miles and trips
- Personal Conveyance (PC) usage
- Violations reporting
- Adverse driving conditions usage
- Yard move usage
- Identifying patterns of misuse and falsification
- Monitoring repeat behaviors and operational trends

What gets monitored gets managed

Unassigned Miles / Trips Reports

- Vehicle movement without a logged-in driver
- Repeated unassigned drive events
- Miles occurring before login or after logout
- Potential hidden drive time

Personal Conveyance Reports

- Excessive PC mileage
- PC movement toward pickups, terminals, or dispatch locations
- Frequent PC use after running out of hours

Violations Reports

- HOS violations and repeat offenders
- Drivers operating consistently near maximum limits
- Patterns of break, shift, or cycle violations

Adverse Driving Condition Reports

- Frequent use of the exemption
- Usage during predictable conditions
- Lack of supporting documentation

Yard Move Reports

- Excessive yard move duration or mileage
- Yard move status used outside yard operations
- Frequent switching between driving and yard move statuses

These reports are designed to identify:

- Hidden driving
- ELD misuse
- Falsification patterns
- Integrity of your safety program
- Drivers not planning trips

What FedEx Cares About

- Whether the company is actively monitoring HOS compliance
- Whether management can identify abuse trends before they become violations
- Whether drivers are using exempt statuses properly
- Whether the operation has a culture of compliance or circumvention

FedEx understands that simply going over hours is only part of the issue.

The greater concern is:

- Intentional concealment of drive time
- Abuse of ELD statuses
- Lack of oversight by ownership and management

Because those behaviors create:

- Fatigue risk
- Liability exposure
- Increased crash potential

- Significant litigation risk

How to Teach It

Separate the conversation into two areas:

Direct Violations (short and fast because everyone should know these basics)

- Going over drive time
- Missed breaks
- Cycle violations

These are obvious and easier to identify.

Then focus heavily on the less obvious risks:

Hidden Compliance Risks

- Unassigned driving
- Improper Personal Conveyance use
- Yard move abuse
- Misuse of adverse driving conditions

Teach supervisors and managers to look for:

- Patterns instead of isolated events
- Repeat behavior
- Timing inconsistencies
- GPS movement that does not match logs
- Drivers constantly operating near legal limits

Key teaching points:

- “The issue is not just violations. The issue is hidden driving.”
- “If movement benefits the company, it is probably not legitimate Personal Conveyance.”
- “Adverse conditions are an exception, not a scheduling strategy.”
- “If it occurs on a public road, it is not a yard move.”
- “Unassigned miles are one of the biggest indicators of poor ELD management or hidden drive time.”

Emphasize that:

- Plaintiff attorneys review these reports after crashes
- Investigators compare logs against GPS, dispatch records, fuel receipts, toll data, and camera timestamps
- Repeated patterns can be used to argue negligence and poor management oversight

Final message:

“True compliance is not just avoiding violations. It is proving your operation is not hiding them.”

Accident Root Cause Trends (What’s Really Causing Losses)

Core Topics

- Backing accidents
- Turning and space management
- Following distance and rear-end collisions
- Sideswipes
- Coupling and uncoupling failures
- Driver tenure (new vs experienced)

What the Reports Show

- Repeated issues with turning, jackknife events, sideswipes, and fixed object strikes
- Improper hooking and disconnect events showing up consistently
- A mix of preventable and non-preventable accidents, with focus on preventables

What FedEx Cares About

- Whether the incident could have been avoided with proper decision-making and process

What to Teach

- Focus on the most common preventable accident types

- Tie each one to a missed behavior or process
- Reinforce that backing is a decision, not luck
- Emphasize that turning issues come from setup, not steering

Roadside Inspection Violations (DOT Compliance Reality)

Core Topics

- Hours of Service
- Unsafe driving
- Vehicle maintenance
- Driver fitness
- Non-CSA violations

What the Reports Show

- Frequent violations in vehicle maintenance, unsafe driving, and HOS
- Some violations carry significantly higher point values and risk

What FedEx Cares About

- Whether the operation would pass a DOT inspection at any time

What to Teach

- Separate violations into driver-controlled vs company-controlled
- Emphasize logs as intentional compliance
- Reinforce that pre-trip quality directly impacts violations
- Message: violations are revealed during inspections, not created

Equipment and Operational Compliance (FedEx-Specific Risk)

Core Topics

- Trailer connections and disconnects
- Improper hooking
- Trailer pull-offs
- Yard operations vs road operations

What the Reports Show

- Multiple improper hooking and disconnect incidents
- Events often non-reportable but still tracked and scored

What FedEx Cares About

- Whether operations create catastrophic risk exposure

What to Teach

- Standardize the coupling process:
 - Tug test
 - Visual inspection with photo
 - Air and electrical checks
- Reinforce that every disconnect is preventable
- Position this as a high-liability issue

Driver Qualification and Fitness

Core Topics

- Driver qualification file compliance
- Driver fitness violations
- Hiring standards
- Ongoing monitoring

What the Reports Show

- Driver fitness and qualification-related issues appear in violation categories

What FedEx Cares About

- Whether the driver should be operating a vehicle at all

What to Teach

- Emphasize hiring as the first safety decision
- Reinforce that poor hiring cannot be fixed with coaching
- Cover:
 - MVR checks
 - Expiring License and Medical certification
 - Ongoing qualification tracking

VEDR (Camera Compliance and Behavior Monitoring)

Core Topics

- Pass vs fail tracking
- Monthly compliance trends
- Camera systems (Lytx, Motive)
- Behavior-based safety

What the Reports Show

- Mostly passing results with occasional failures tied to compliance gaps

What FedEx Cares About

- Whether driver behavior is being actively managed

What to Teach

- Position cameras as a coaching tool
- Focus on:
 - Rolling Stop
 - The FedEx KI's
 - Following distance
 - Distractions
 - Seat Belts
 - Speed management
 - Obstructed Camera
- Reinforce that surprises indicate lack of oversight

Coaching and Intervention Activity (BDs and OTCs)

Core Topics

- Business Discussions (BDs)
- On-the-spot coaching (OTCs)
- Frequency and timing of interventions

What the Reports Show

- Tracking of total coaching interactions and last intervention dates

What FedEx Cares About

- Whether leadership is actively managing safety

What to Teach

- Separate coaching into proactive vs reactive
- Emphasize consistency over intensity
- Message: if coaching only happens after an incident, it's too late

Closing: Why This Matters

Everything we've talked about today, accidents, violations, equipment, driver qualification, cameras, coaching, it's easy to look at it as just another list of FedEx requirements.

But this is bigger than FedEx.

This is about protecting your company, your drivers, and your livelihood.

Every preventable accident, every missed pre-trip, every log violation—those aren't just points on a report. They are exposure. And in today's environment, that exposure gets taken straight into a courtroom.

Plaintiff attorneys are not looking for perfection; they're looking for patterns.

Patterns of poor maintenance.

Patterns of bad hiring.

Patterns of lack of oversight.

And when they find those patterns, that's where nuclear verdicts come from.

Seven-figure, eight-figure outcomes that don't just hurt a company; they end it.

So when we talk about:

- Doing a proper pre-trip
- Coaching a driver in the moment
- Taking time to hire the right person
- Making sure equipment is safe
- Paying attention to behavior

This isn't about checking a box.

It's about being able to stand behind your operation and say: "We did everything we could to keep drivers safe and to keep the public safe."

Because one day, you may have to.

But beyond the business side, this is also about something more important.

Every decision a driver makes on the road affects the people around them.

The families in the cars next to them.

The people they pass every mile.

At the end of the day, this is about making sure everyone goes home.

And it's also about protecting the image of this industry.

Trucking already has a target on its back. Every accident, every headline, every lawsuit—it shapes how the public sees all of us.

So doing this right isn't just about your company. It's about representing the industry the right way.

The goal is simple:

- Protect lives
- Protect your business
- Protect your drivers
- Protect the industry

That's why this matters.