

**\*\*\* IMPORTANT NOTICE \*\*\***

February 17<sup>th</sup>, 2014

United Van Lines, LLC and Mayflower Transit, LLC have recently revised their safety policies. The changes go into effect on March 1, 2014.

**Safety Policy Changes**

The primary changes are:

- Interventions
  - The new Safety Policies have adopted a progressive intervention system where the van lines will work with van operators who have violated the policies.
  - This will help van operators avoid multiple violations of the same policies due to misunderstandings of the policy or regulations.
- Driver Logs
  - The fine for late logs has been increased to \$15 (from \$10) for logs that have not been received by the 21<sup>st</sup> day from the date of the log.
  - 14 individual days of missing logs in a six month period will result in suspension.
  - An individual log missing more than 42 days may also result in suspension.
- Hours of Service (including log violations and false or inconsistent logs), Unsafe Driving, Driver Fitness and Vehicle Maintenance
  - The penalties for these violations have been consolidated.
  - The penalty for the first violation in a 12 month period has been decreased to \$50, but an intervention has been added.
  - Subsequent violations are still \$100, and the third violation in a 12month period results in an automatic 7 day suspension.
  - These penalties apply no matter the source of the violation (e.g. roadside inspections and van line safety reviews and audits).
- Incentive – the Van Line is also adopting an incentive that will be paid directly to van operators who meet the criteria. The criteria for that incentive are also included in a separate document.

If you have any questions about the changes discussed in this notice, the attached schedule, or any other changes, you may contact John Adleta at [jadleta@planescompanies.com](mailto:jadleta@planescompanies.com) or 513-759-3714, who will answer your questions and provide you with any requested documentation or information available to you.

Let me take this opportunity to thank you for your commitment and dedication to serving our customers.

