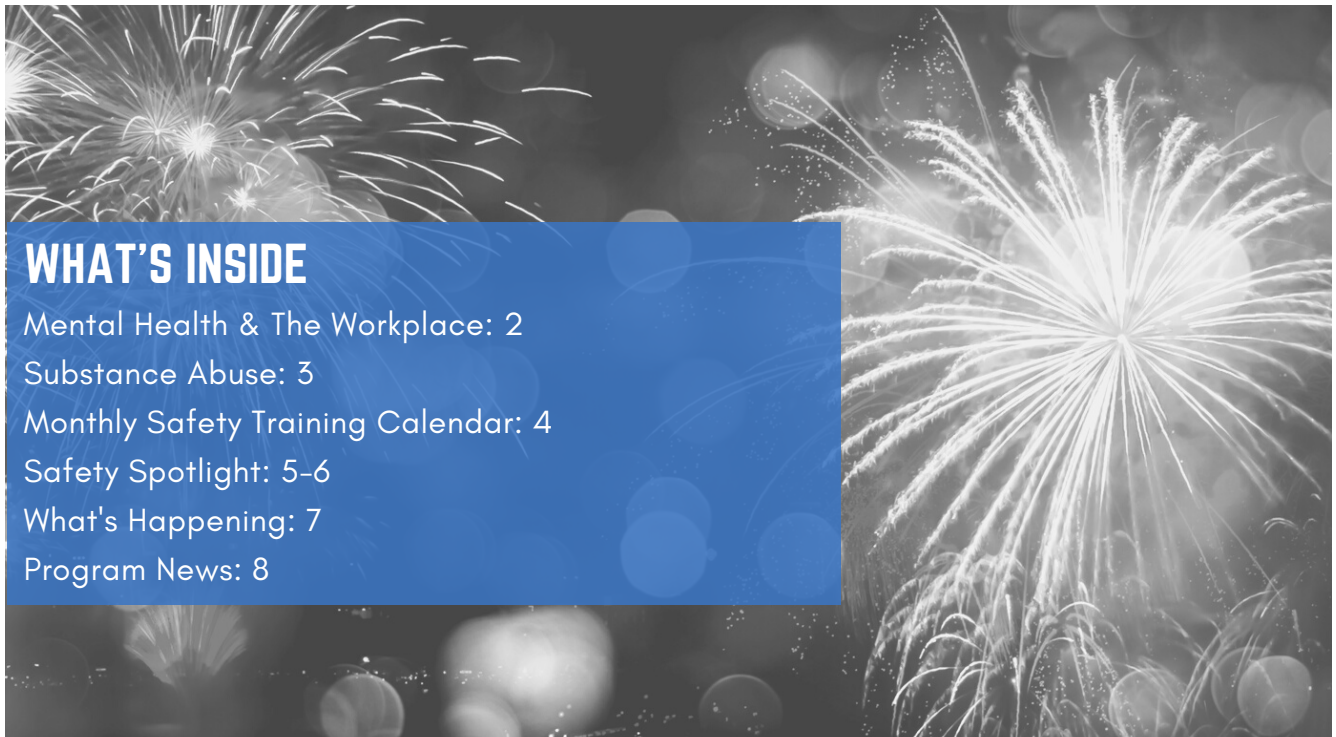


# THE GREEN LIGHT II

The official newsletter of Alliance Interstate Risk Service



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## ONLINE ACCESS IS AVAILABLE!

Our [Online Portal](#) launched in early 2023 and we are encouraging each of our Members and Agency Partners to take advantage of this resource! Access coverage documents, billing statements, [online payment capabilities](#), and safety resources with just a few clicks of the mouse.

If you have not received login information, or need assistance accessing your account, please contact our office at (334) 834-7911 or via email at [Marketing@AllianceInterstateRisk.org](mailto:Marketing@AllianceInterstateRisk.org).

# MENTAL HEALTH AND THE WORKPLACE

**Abby Greer** February 6, 2024

*Employee mental health is as crucial to overall well-being as physical health. One in five American adults deal with a mental health condition every year, and it can affect job performance.*

## LASTING IMPACTS ON A COMPANY'S CULTURE

An employee's state of mental health may not be immediately noticeable, and some people are better at "hiding" it or compartmentalizing it than others. Sometimes situations are related to the stress of duties of the job position or environment itself, but personal situations can also spill over into the work setting. If issues go unresolved they can have long term - or detrimental - affects on job performance.

- **Social Interaction:** An employee's mental state can cause a decrease in interaction with coworkers or, worse, cause animosity to those around them, creating a toxic work environment.
- **Productivity:** When a person's mental health is suffering, he or she may be unable to focus on daily tasks, which can lead to a decrease in productivity in the workplace. Lack of productivity results in job duties not being completed, which can lead to those duties falling on others... or them being neglected completely.
- **Performance:** Even if job duties are not being neglected, an employee suffering from poor mental health's job performance can decline. Distractions can lead to lack of attention to detail, recurring mistakes, or preventable accidents that could have a lasting impact on the employee or the company.
- **Attendance:** An employee who is dealing with the effects of negative circumstances in his or her job/life may withdraw and attendance can suffer. Constant absenteeism can not only affect the PTO "bank", but can also have adverse impacts all around. Coworkers can develop resentful feelings regarding the employee consistently "calling out" and having to cover job duties, productivity suffers, deadlines will not be met, and job performance will decline if the employee is in a constant state of "catching up".



## COMPASSION AND CARE CREATES CULTURE

While it is not necessarily a company's duty to keep employees "happy", developing a reputation of compassion and care goes a long way in sustaining company culture. Employees who feel cared for are 92% more likely to feel engaged at work, 65% are more likely to be loyal to the company/management, and 56% are more likely to stay productive. Think of the affects these figures can have on a company's culture, retention, and bottom line.

# SUBSTANCE ABUSE

**Jason Brown** February 5, 2024

*Addiction is an issue in every workforce. 1 in 12 workers battle with an untreated substance use disorder. Know what to look for - and the cost to your company - and try to help.*

## SEE THE SIGNS.

The misuse and abuse of alcohol, tobacco, illicit drugs, and prescription medications affect the health and well-being of millions of people. It's important to be aware of the problem and educated about the facts. If you see a potential problem in someone you know or care about (or even in yourself), it's important to step forward and offer (or seek) help.

The following performance and workplace behaviors may be signs of substance abuse problems:

- Changes in job performance
- Inconsistent work quality
- Poor concentration and lack of focus
- Lowered productivity or erratic work patterns
- Increased absenteeism
- Carelessness, mistakes, or errors in judgment
- Disregard for safety for self and others
- Deterioration in personal appearance or personal hygiene
- Significant changes in personality, moods, and temperament

## KNOW THE COSTS.

According to the [National Safety Council](#), the annual average costs to employers for workers with untreated substance use disorders has risen 30% in the last three years. Estimated costs related to substance abuse include:

- **Alcohol abuse:** \$249 billion. Costs are associated with lost productivity at work (77%), legal expenses (10%), and healthcare expenses from binge drinking and alcohol-related accidents (16%).
- **Illegal drug abuse:** \$193 billion. This includes an estimated \$11 billion in direct health care costs associated with the use of illicit substances.
- **Prescription opioids:** \$78.5 billion. Approximately \$26 billion dollars is due to direct health care costs.
- **Tobacco:** \$300 billion. Economic costs of smoking include direct medical and more than \$156 billion in productivity that's lost because of effects from exposure to secondhand smoke and untimely death.

## HOW CAN YOU HELP?

- Provide information and access to care for substance use disorders.
- Offer peer support.
- Promote a work culture that builds awareness, reduces the stigma of substance abuse, and supports employees in recovery.
- Contact the US Department of Health and Human Services' National Helpline: 1-800-662-HELP (4357) or visit [SAMHSA's National Helpline](#).



Visit our [Educational Resources page](#) for access to [Safety Source on-demand online training](#) as well as [Webnet Online Safety Training for Substance Abuse Training](#).

## NEED SOME SAFETY TRAINING IDEAS? WE'VE GOT YOU.

**Abby Greer** February 1, 2023

Our little elves, um - Risk Managers, spent the days after the holidays still working hard for our member companies. The result? A brand new training tool to assist companies in safety trainings! New this year is a *Monthly Safety Training Calendar* that provides topics for each month and includes a one-page handout, relevant videos from our archives, and a quick game that can be incorporated for prizes!

### JANUARY

**Winter Weather Driving** poses many hazards for drivers in addition to those they face other times of the year. Check out our [Winter Weather Chaos](#) video from Safety Blitz 2022!



### FEBRUARY

**5th Wheel Pin Pullers** are a helpful safety tool that prevent injuries to shoulders and backs. Use this tool every time you're pulling the pin on your 5th wheel. Check out our [Safety Video](#) from the archives on Trucker Safety: 5th Wheel Pin Puller!

### MARCH

**3-Points of Contact** are essential for preventing slips and falls when entering and exiting the cab of your truck or climbing a ladder. Check out our [Safety Video](#) from the archives on Entering & Exiting A Truck Cab!



This resource is available exclusively to members of the Alliance Interstate Risk program and is also available in our [Online Portal](#) under the Resources tab. Contact your Risk Manager today to learn more about how you can incorporate this useful tool in your safety trainings!



# SAFETY SPOTLIGHT

**Abby Greer** February 5, 2024

The "Safety Spotlight" feature of The Green Light shines the spotlight on safety professionals to gain insight into their background, and their thoughts and ideas on safety in our industry.

Meet Layn Muller, responsible for Safety for C2C Express, a dry goods haulers based in Sioux City, Iowa. C2C joined the Alliance Interstate Risk program in February 2023 and Layn's dedication to safety and the AIR Risk Management model has been obvious from day one. Layn joined C2C in August 2012 as a company driver and, in 2016, took over duties in not just safety, but HR, maintenance, payroll, recruiting, customer relations and much more...



## **How did you get started in Safety? What advice do you wish you had received early in your career in Safety that you would pass on to someone just getting started?**

I've held many roles and have worn many hats, but I started as the very first C2C company driver. I never imagined how far the career path would take me and the opportunities I've had to grow personally and professionally. "If it's worth doing; it's worth doing right." I can hear my grandfather's voice from when I was a kid helping him process newspapers in his garage, getting up the next day at 3:00am to deliver said newspapers. If I had known in 2012 what I know now about safety, I would have focused on being a *Professional Driver* rather than just a *driver*. The distinction between the two is other-worldly in terms of not only safety but our company's brand, the brand of the companies we represent, the general public's safety, service, customer interactions, equipment expectations, and overall compliance. Driving is a job worth doing, and it's worth doing right; as a *Professional*.

## **What do you view as the main duties of a Safety professional?**

Coaching is an essential skill at every level of safety. In any conversation it is important to acknowledge what a person is experiencing, then unveil what they're missing and need to focus on. It's easier said than done, because how you break through to one person can be polar opposite for the next. If you can coach in this manner, it distinguishes who will sink or who will swim, not only within the responsibilities of the person being coached but our own responsibilities as industry leaders. It is our role as safety advocates to enable somebody to tackle a situation head on without losing sight of doing it safely. Anybody can get a task completed, but subsequently harm themselves or somebody else in the process. A professional won't allow that to happen.

*continued on the next page*

## SAFETY SPOTLIGHT

Continued

### **What has been the most challenging task in your role/career as a Safety professional?**

Suspending or terminating an employee for infractions that are perceived as common practice or routine oversight. People working in our industry are aware of the risk on the job, but managing and preventing incidents is what differentiates anybody off the street from a professional.

### **What do you find most effective in getting existing and new truck drivers to buy in to Safety?**

My boss, Callin, is the type of person who creates a contagious culture everybody wants to be a part of, and I've learned from him that the first step is buying into safety yourself. If you're bought into safety, you can encourage other people to be a part of what you're doing. The best way for a driver to buy into safety is when they truly understand how crucial it is for not just them to return home to their families unscathed, but (more importantly) everybody they crossed paths with as well. They understand that being a professional isn't just a title, it's the way of doing the job... while not endangering themselves or everybody around them.

### **How is safety important to you and how do you (or would you) improve your company's safety culture?**

Make being safe on the front of everybody's mind. It's easy to brush safety off or make it an afterthought, but it's the first thing that's discussed post-incident. That's why it needs to be taken seriously and at the front of anybody's mind, all the time. I have my pilot's license. In general aviation, a pilot's license is considered a "license to learn". It is the very first step in something much larger. From the very start, talking about the bad things that can happen is the first conversation piece to any subject. I wholeheartedly think professional driving is missing what aviation is doing right. If an airplane goes down, the NTSB makes a very thorough report of what happened and how it could have been avoided. These reports are shared with aviators and manufactures to make sure the same mistakes do not happen again. When a professional sees a truck in the ditch on its side, they consider how or why the incident happened and what could have been done differently to avoid the same fate.

### **What would be your safety quote or message?**

*"There's never accidents, only negligence"* requires a person to own their mistake. Everyone who acknowledges this statement shifts their mindset to *"it is our duty to be safe."*

# WHAT'S HAPPENING



ALABAMA  
TRUCKING  
ASSOCIATION



## IT'S TIME TO MARK YOUR CALENDARS!

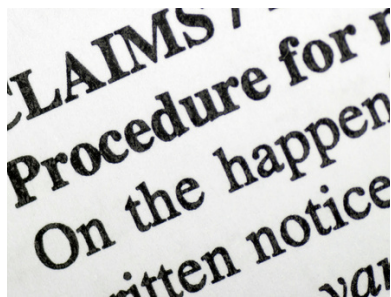
Our Association Partners have released their 2024 Events Calendars and we are excited about all of the opportunities to educate, network, and strengthen the trucking industry! Check out the [Alabama Trucking](#), [Georgia Motor Trucking](#), [Iowa Motor Truck](#), [North Carolina Trucking](#), [South Carolina Trucking](#), and [Virginia Trucking](#) events calendars... we'll see you there!

## OSHA FORM 300 POSTING AND FILINGS HAVE BEGUN!



As a reminder, employers are required to post their OSHA FORM 300A, a summary of their injuries and illnesses recorded from the previous year, in a common area wherever notices to employees are usually posted. The FORM 300A must be posted from February 1 through April 30th. Failure to post this summary can result in fines. Also, electronically submitting the FORM 300A to OSHA is due by March 2nd. To see if your company is required to submit this information, visit [their website](#).

Per the new ruling issued in July 2023, companies with 20 or more employees that are classified within [specific industries](#) are now required to submit their data electronically for the previous year. Click [HERE](#) to access the Injury Tracking Application (ITA). For more information on posting requirements and changes to this year's filings, visit the [OSHA Injury Tracking Application](#) page. If you have any questions, please contact your Risk Manager.



## INTRODUCING ASK THE DIRECTOR!

In Q2 2024, we will be introducing our latest feature, *Ask the Director*, where we will highlight some of our most Frequently Asked Questions regarding the claim process. These will be answered by none other than Alliance Interstate Risk Service Director of Claims, Suzy Baker! If you have any questions, please submit them via email [HERE](#)!

Have you heard about our [Telemedicine Program](#) for work-related injuries? Alliance Interstate Risk Service is partnered with [MedCall Advisors](#) to provide real-time intervention with clinical treatment for work-related injuries. Injured workers have 24/7 access to Board-Certified Emergency Medicine physicians, who are equipped to assess injuries and prescribe treatment/medications when appropriate. Contact your Risk Manager if you are interested!

# PROGRAM NEWS

## WELCOME TO OUR NEW MEMBERS

The Alliance Interstate Risk program is proud to welcome the following new members:

- **Custom Transportation** *Whiteville, Tennessee*
- **Cyclone Linehaul, Inc.** *Shoals, Indiana*
- **Core Trucking LLC** *Quinton, Alabama*
- **DICW Operations Baton Rouge** *Baton Rouge, Louisiana*
- **Dolphin Line, Inc.** *Mobile, Alabama*
- **H&H Transport** *Savannah, Georgia*
- **Houser & Son Trucking, Inc.** *Blountville, Tennessee*
- **JST LLC** *Halls, Tennessee*
- **LARR LLC** *Greencastle, Pennsylvania*
- **Loudon County Trucking** *Loudon, Tennessee*
- **Magnum LTD** *Fargo, North Dakota*
- **Mstar Global Transportation** *College Park, Georgia*
- **Noah Watkins Trucking Company** *Toccoa, Georgia*
- **Paul Kuhn Company** *Fort Atkinson, Iowa*
- **Sandhills Moving & Storage** *Southern Pines, North Carolina*
- **Sturgeon Transport** *Brandy Station, Virginia*
- **Wilson Logistics, Inc.** *Strafford, Missouri*

**we're  
growing!**

## OUR TEAM JUST KEEPS GROWING!

Alliance Interstate Risk Service is pleased to announce the hiring of Tameka Sharpe as Underwriting and Auditing Assistant effective February 14, 2024!

Tameka will be responsible for providing assistance to the Premium Auditing department, as well as assisting the Underwriting department. Tameka has over 17 years of experience in the insurance industry, coming to us from the carrier operations side of the business. Her background includes processing new business policies and analyzing client data to improve performance of analytics systems. Tamika has also managed customer service for billing issues including researching and verifying proper invoicing and collecting of premium. Most recently she has been responsible for preparing commercial quotes and policy delivery portfolios, and documenting information to maintain and track accurate customer records. Originally from Selma, Tameka currently resides in Montgomery. She has two, "wonderful sons," and in her spare time enjoys, "couponsing and spending time with family and friends."

## 2023 0% LOSS RATIO CERTIFICATES ARE COMING!

Each year, our team awards certificates to our member companies who achieve a 0% loss ratio for the prior year. Safety is always a big deal, so achieving a 0% loss ratio deserves some recognition.

We are hard at work prepping and sorting the 2023 0% Loss Ratio certificates. We have a record **59% of all eligible** AIR program members receiving certificates this year. Be on the lookout for your Risk Manager in the coming weeks to deliver yours... and don't forget to let them snap a photo for social media bragging rights!



## TAKE THE QUIZ!

We have created a short, fun game about this quarter's topics. Scan or click the code to play along!

