



SAFETY IS NO ACCIDENT



HOS Changes

As of 12:01am, Tuesday September 29, the Federal Motor Carrier Safety Administration's Hours of Service regulations changed. The changes below specifically apply to RJR and the type of trucking we are regularly involved in:

- **The Short-Haul Exception**

Under the previous rule, drivers using the short-haul exception could not be on-duty for more than 12 hours or drive beyond a 100 air-mile radius. If a driver did exceed those limits, the exception would no longer apply, and they were required to fill out a record of duty status.

The new rule expands the short-haul exception to 150 air miles, and allows a 14-hour work shift without having to fill out the record of duty status.

- **30-Minute Rest Break**

The new rules don't eliminate the 30-minute break mandate altogether, but they do allow the break to be fulfilled through 30 minutes of on-duty, non-driving time. The change means that instead of taking the break off-duty, the trucker can now take the break while completing such tasks as getting fuel or checking to make sure the load is secure.

The 30-minute break is satisfied by time:

→ Off-duty → On-duty, not driving → Sleeper Berth

30 minutes must be consecutive, but can be satisfied by any combination of the above activities.

It should be noted that RJR is an Interstate Carrier and is governed by the Federal Motor Carrier Safety Administration. In 2018, the FMCSA issued an order declaring that FMCSA hours of service regulations preempt California's meal and rest break laws as applied to drivers of property-carrying commercial motor vehicles that are subject to FMCSA regulations.



F M C S A
Federal Motor Carrier Safety Administration

NEW HOS RULES ARE IN



TRIVIA QUESTION OF THE MONTH



Congrats to CNP driver **Doug Bier** who correctly answered the September trivia question.

Congrats to SCK driver **Rudy Cruz!**

SEPTEMBER SAFETY FOCUS WINNER!

Winner of a \$100 VISA Gift Card!!!



Roger Williams
CEO / Owner

Happy 35th Birthday RJR!

October 23rd, 1985, it was a Wednesday and five guys (Roger Williams, Jay Hopkins, Rob Leetham, Jim and John Kosich) got together to form what is now RJR Transportation, Inc.

We started in So. San Francisco with 5 local routes and a commitment to quality service. There are a few folks I need to mention because they have been with RJR through all the changes; almost from the beginning – 75 Jay Gutierrez, 48 Salvador Portillo, 28 John King, and from 1997 to 2003; Rebecca Jackman, Rob Leetham, James Day, Mike Kissam, Rudy Cruz, Larry Eldridge, Rico Thomas, Jorge Rodriguez, and Nasir Ali.

RJR has been through several phases; BAX SFO, then BAX PDX, BAX SLC, & BAX DEN, then Pilot SFO & SLC, the RK Group, Herff Jones Yearbooks, then NUMMI, LAM, JC Paper, Mi Pueblo...every time one door closed, like BAX being shutdown or NUMMI closing, another door would open like OnTrac, Bed Bath & Beyond, California Natural Products.

We have been very fortunate over the past 35 years, with the foundational effort of those mentioned above and all of you that have hired on since, we continue to provide that same quality service we were founded on.

Thank you all so much for your daily efforts and commitment. I can't do it myself; I can only drive one truck at a time. I am sincerely grateful you have made the choice to work with me at RJR.

I wish you all the best as we get past 2020, you have my respect,

*Thank
you*  **Roger**

REBECCA'S CORNER



Happy Birthday!

| | | |
|----------------|--------|-----|
| Kelly Phim | Oct 01 | LAM |
| Arturo Nogot | Oct 11 | HAY |
| Pablo Barrales | Oct 20 | ONT |
| Ray Merrill | Oct 25 | LAM |
| James Day | Oct 30 | LAM |



Company Anniversaries

| | | |
|-----------------|----------|------|
| Rob Leetham | 23 Years | Corp |
| Alex Gonzalez | 14 Years | SCK |
| Anthony Gordon | 5 Years | LAM |
| Ronaldo Mediana | 2 Years | SCK |
| Armandeep Singh | 1 Year | LAM |
| Erik Mulidor | 1 Year | CNP |
| Danny Olvera | 1 Year | CNP |
| Leamon Reynolds | 1 Year | CNP |
| David Whipple | 1 Year | CNP |
| Cruz Garnica | 1 Year | TES |
| Angelo Trinidad | 1 Year | CNP |
| Benny Troedel | 1 Year | SCK |
| Anthony Woods | 1 Year | CNP |