



**Motor Carrier Attachment 7:**

**Driver Training Objectives**

**Oxnard, California**

**HWY15MH006**

( 10 pages)

Fleet Safety – Transfer Driver  
Tailgate Meetings

Safety Topics		
1.	Seguridad	<ul style="list-style-type: none"> <li>▪ Prioridad # 1</li> <li>▪ No Prisas; No presion de los Supervisors</li> <li>▪ Safety Vests/Hard Hats</li> <li>▪ DVIRS</li> </ul>
2.	Transfers	<ul style="list-style-type: none"> <li>▪ El Mayordomo debe supervisor cada transferencia</li> <li>▪ El Chofer es el responsable de hacer la transferencia</li> <li>▪ La maquina &amp; el troque deben estar completamente parados</li> <li>▪ SOLO a los cargadores se les permite estar arriba de la maquina componer la carga si esta inestable</li> </ul>
3.	Safety Awareness	<ul style="list-style-type: none"> <li>▪ V-Boards</li> <li>▪ Conciencia en el campo (Hazard Assessment)</li> <li>▪ Communicate hazards - comunicar los riesgos</li> </ul>
4.	Comunicacion	<ul style="list-style-type: none"> <li>▪ Sólo use su radio; uso del teléfono celular no está permitido a menos que sea una emergencia</li> </ul>
5.	Actitud	<ul style="list-style-type: none"> <li>▪ Todo lo que tu haces te afecta a TI</li> <li>▪ Comparte el compromiso con la seguridad de GCI</li> <li>▪ Cada incidente es un evento, y debe ser analizado</li> <li>▪ Todos los accidentes son evitables, 300:1</li> </ul>

**LOADS**

Pregunta: ¿Cuál es nuestro problema principal con las cargas? Cuando tenemos un problema, cuál es la causa?

Respuesta: Casi todas las veces es porque estamos en un apuro

Pregunta: Por qué estamos en un apuro?

Respuesta: The field Supervisors tell us to hurry up. They should not tell you to rush. They are not the ones who will get fired if they drop a load. It does not affect their driving record. It does not affect their ability to feed their family ... when YOU get in an accident. Think about this the next time you are told to hurry.

If a Supervisor tells you to hurry, YOU tell him to please call Mike Drew, because your orders are to put safety first, regardless of how long it takes

**AWARENESS**

Question: What does it mean to have Safety Awareness:

Answer: The Company has a program called Hazard Assessment. The entire purpose of this program is to PREVENT accidents before they happen. 300:1 ... for every true accident, there are 300 preventable accidents.

Answer: 1) Look for Hazards  
2) Communicate the Hazards  
3) Take action to protect yourself

#### COMMUNICATION

Question: What do you do when you have to transport an unstable load because the loader did not load it properly?

Answer: 1) Call the field Supervisor  
2) Call Jorge Guerrero  
The Supervisor will make the final call and help you to decide what to do

Comment: Anything out of the ordinary or anything that you need help with.... Call Jorge G.

#### ATTITUDE

Comment: The Company has invested a lot of time and a lot of money into the Safety of its workers. The truth is that all of the money in the world will not make this company safer without the help of its employees.  
The first and most important step for helping the company and for helping yourself is to have the RIGHT ATTITUDE towards safety.

The RIGHT ATTITUDE is: Safety is not an option, it is a necessity. Every day there is something that each of us can do to elevate this company and to make it better.

2013 is a new year. Mark & Sonny met with every Supervisor in the company and they deliver this message:

**“Safety is the new goal for 2013. It is the MOST IMPORTANT part of your job. It is more important than Production, more important than the pack, and more important than Food Safety... unsafe workers will not be tolerated”**

In the last 6 months we have fired 3 drivers because of their attitude towards Safety. 1 NT Driver, 1 W/Th Driver, & 1 Liner Driver. 3 weeks after firing the W/Th Driver, he had a major accident with his new company. We prevented that accident with The Growers Company by identifying him as a Hazard.

We do not want to lose anymore drivers. We like this family the way that it is and we want protect everyone in the family. The only way to succeed is with your help.

Question: How can we achieve this?

Answer: Take these meetings seriously and remember, we are here to support you. Help us to help you.



### Driver's Training & Equipment Checklist

Equipment / Training	Yes / No	Trainer's Signature	Date	Comments:
Safety Vest / Hard Hat (training)				
Carton Stamp (Boxes Passed)				
Cleaning Schedule (training)				
Food Safety Training (training)				
Fleet Safety Training (training)				
General Safety Training (training)				
Time Sheet (training)				
Highway 101 Massolo (policy)				
Potter Road (policy)				
Reimburse fuel - Price & Gallongs (policy)				

Driver Signature

Supervisor Signature



The Growers Company, Inc.  
Employee Safety Training Attendance Sheet

Department Drivers - Transfer Date: 3/21/13  
Chago's Division

Handouts:

Location: Tempe, AZ Instructor: \_\_\_\_\_

Printed Name Nombre (Imprenta)	Signature: Nombre (Firma)
1. [Redacted]	1. [Redacted]
2. [Redacted]	2. [Redacted]
3. [Redacted]	3. [Redacted]
4. [Redacted]	4. [Redacted]
5. _____	5. _____
6. _____	6. _____
7. _____	7. _____
8. _____	8. _____
9. _____	9. _____
10. _____	10. _____
11. _____	11. _____
12. _____	12. _____
13. _____	13. _____
14. _____	14. _____
15. _____	15. _____
16. _____	16. _____



THE GROWERS COMPANY

### The Growers Company, Inc. Employee Safety Training Attendance Sheet

Department Drivers - Transfer Date: 3/20/13  
Jaime's Division

**Handouts:**

Location: Yuma Instructor: \_\_\_\_\_

Printed Name  
Nombre (Imprenta)

1. [Redacted]

2. [Redacted]

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

9. \_\_\_\_\_

10. \_\_\_\_\_

11. \_\_\_\_\_

12. \_\_\_\_\_

13. \_\_\_\_\_

14. \_\_\_\_\_

15. \_\_\_\_\_

16. \_\_\_\_\_

Signature:  
Nombre (Firma)

1. [Redacted]

2. [Redacted]

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

9. \_\_\_\_\_

10. \_\_\_\_\_

11. \_\_\_\_\_

12. \_\_\_\_\_

13. \_\_\_\_\_

14. \_\_\_\_\_

15. \_\_\_\_\_

16. \_\_\_\_\_



THE GROWERS COMPANY

### The Growers Company, Inc. Employee Safety Training Attendance Sheet

Department Drivers/fleet Date: 3/14/13  
Transfer Drivers Meeting - [Redacted] on

**Handouts:**

Location: Yuma Instructor: [Redacted]

Printed Name Nombre (Imprenta)	Signature: Nombre (Firma)
1. <u>[Redacted] ada</u>	1. <u>[Redacted] ada</u>
2. <u>[Redacted] al</u>	2. <u>[Redacted]</u>
3. <u>[Redacted]</u>	3. <u>[Redacted]</u>
4. _____	4. _____
5. _____	5. _____
6. _____	6. _____
7. _____	7. _____
8. _____	8. _____
9. _____	9. _____
10. _____	10. _____
11. _____	11. _____
12. _____	12. _____
13. _____	13. _____
14. _____	14. _____
15. _____	15. _____
16. _____	16. _____

# Memo

**A:** A todos los Conductores

**De:** La Gerencia de GCI

**CC:** La Gerencia del Taller

**Fecha:** 05/10/2012

**Re:** Instrucciones al Conducir Vehículos Dirigidos al Hwy 101

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A todos los choferes de vehículos que provean cartón, choferes que transportan producto y equipo, vehículos de servicio y conductores de autobuses, no se les permitirá dar vuelta a la izquierda cuando se dirijan a Hwy 101, a menos que se cuente con luces de tráfico (semáforo) o un puente donde puedan dar vuelta con seguridad. El no cumplir con esta regla se le despedirá inmediatamente.

Atentamente:

The Growers Company, Inc.

Safety Department



## Safety Vest and Hard Hat SOP

### Who wears them?

1. Foreman (Helper) and machine driver per crew. (Vests only)
2. Truck drivers and co-pilots. (Vests and hard hats)
3. Nurse truck drivers and sanitation crew. (Vests and hard hats)
4. Mechanics – Field and Shop (Vests and hard hats)
5. Tractor drivers (Vests and hard hats)
6. Supervisors. (Vests only)

### When do they wear them?

1. Foreman (Helper) and machine driver. (2 vests per machine)
  - Machine driver when opening, closing and moving machine.
  - Foreman (Helper) when turning, transferring and after dark.
  - Transfers should be done at a complete stop, with guidance.
2. Truck drivers and co-pilots.
  - Vest use 100% of the time.
  - Hard hat, when loading and unloading, field and cooler.
3. Nurse truck drivers and sanitation crew.
  - Vest use 100% of the time.
  - Hard hat, when working on equipment or loading materials.
4. Mechanics – Field and shop
  - Field mechanics, vests after dark; hard hats when working on equipment.
  - Shop mechanics, vests after dark when working in yard; hard hats when working on equipment.
5. Tractor Drivers - Vests and hard hats will be worn 100% of the time.
6. Supervisors – Vests worn after dark.
  - Responsible for maintaining program in their division.

3/18/14

## SOP chaleco y Casco de Seguridad

### Quién debe usarlos?

1. Mayordomo (o el Ayudante) y el Maquinista de la cuadrilla. (Chaleco solamente)
- X 2. Choferes de troque y los Co-pilotos. (Chaleco y Casco)
3. Choferes de Nurse truck y cuadrilla de Sanitation. (Chaleco y Casco)
4. Mecánicos – Fil y del Shop (Chaleco y Casco)
5. Tractoristas (Chaleco y Casco)
6. Supervisores. (Chaleco solamente)

### Cuándo deben usarlos?

1. Mayordomo (o el Ayudante) y el Máquinista. (2 Chalecos por máquina)
  - Maquinista: cuando abre, cierra y mueve la maquina.
  - Mayordomo (o el ayudante) 100% del tiempo.
  - Transferencias deberán hacerse con la maquina completamente parada y con ayuda de un guía.
2. Troqueros y Co-pilotos.
  - Uso de Chaleco 100% del tiempo.
  - Cascos, cuando carguen y descarguen en el fil y el cooler.
3. Choferes de Nurse truck y Cuadrillas de Sanitation.
  - Chaleco, uso el 100% del tiempo.
  - Casco, cuando estén trabajando con equipo o cargando materiales.
4. Mecanicos – Fil y Shop
  - Mecánicos de fil: Chalecos, cuando esta oscuro; Cascos cuando estén trabajando con equipo.
  - Mecánicos del shop, Chalecos cuando esté oscuro cuando estén trabajando en la yarda; Cascos cuando estén trabajando con equipo.
5. Tractoristas - Chalecos y Cascos 100% del tiempo.
6. Supervisores – Chalecos cuando está oscuro.
  - Son responsables por mantener el programa en su división.



6/25/13