

PUNJABI Trucking

Vol.7 Issue 2, April - June 2024

AB5 ਦੇ ਖਿਲਾਫ ਅਦਾਲਤ ਦੇ ਜੱਜ ਨੇ
CTA/OOIDA ਮੁਕੱਦਮੇ ਨੂੰ ਖਾਰਜ ਕਰ
ਦਿੱਤਾ ਅਤੇ ਭਵਿੱਖ ਦੀਆਂ ਅਪੀਲਾਂ ਵੀ
ਮੁਸ਼ਕਿਲ ਹਨ



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LEADING THE CHARGE



FROM THE EDITOR

Raman S. Dhillon

TRUCK LEASING TASK FORCE (TLTF) PUBLIC MEETING ADDRESSES TRUCKING INDUSTRY CHALLENGES

The recent Truck Leasing Task Force (TLTF) public meeting, held on March 21st, brought together major stakeholders in the trucking industry to tackle pressing issues affecting drivers and carriers. Representatives from key governing agencies such as the Federal Motor Carrier Safety Administration (FMCSA) and the Owner-Operator Independent Drivers Association (OOIDA) joined forces to address concerns regarding carrier behavior, misconduct, and predatory practices. It was extremely comforting to hear from owner operators, Trucking companies and various Leasing Companies that participated in the discussions and shared their experiences.

The major points of discussion evolved around improving the relationship between drivers and predatory motor carriers. The following critical issues were addressed in detail. Separate the payment structures. There was consensus on the need for separate payments for driver time and the lease of the truck. This separation aims to ensure transparency and fairness in compensation practices. Participants emphasized that motor carriers should refrain from making loans to drivers that result in a controlling relationship over all aspects of the driver's work life and income. This concern is particularly significant as drivers are typically compensated based on miles driven or loads transported. An important aspect discussed was the role of outside lenders in providing drivers with more freedom, allowing them to seek loads from different carriers. However, it was noted that this alone does not guarantee non-predatory leasing, as third-party leasing companies can also engage in predatory behavior. The prevalence and impact of predatory leases on drivers, especially those with limited options, remain a concern despite some exceptions.

An example was shared which highlighted challenges faced by drivers during law enforcement stops. The driver must have in his possession adequate documentation such as registration/ownership or lease agreement documents to present in case of a random stop. Failure to provide such documentation can lead to impoundment of the truck and heavy penalties, placing drivers in difficult position and contributing to the industry's high turnover. To address these issues, the TLTF meeting panel urged drivers in difficult positions with predatory leases to provide copies for investigation and necessary action to curb predatory behavior among carriers. Education was identified as a crucial tool to help drivers understand their financial obligations, and unions and associations were seen as part of the solution to ensure fair contracts and empower drivers to make business decisions that benefit them.

The TLTF public meeting served as a platform for constructive dialogue and calls to action aimed at fostering fair, transparent, and mutually beneficial practices within the trucking industry, with a focus on protecting the rights and interests of truck drivers and owner operators.

Furthermore, mental health and safety is becoming a frequent daily occurrence. A comprehensive and ongoing training program in equipping drivers, especially young and inexperienced with the skills and knowledge necessary to operate safely on the roads to maintain high safety standards to prevent accidents and the potential risks posed to public safety. We urge carriers to take full responsibility to ensure that their drivers receive thorough training, adhere to safety protocols, and prioritize public safety in all operations.



Official Magazine of:
North America Punjabi Trucking Association

Published quarterly by Primetime Multimedia Company LLC
143 Darcy Parkway, Lathrop, CA 95330
Tel: 001 877 806 2525 | Email: info@punjabitruckingusa.com

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ਸੀ ਕਿਉਂਕਿ ਇਹ ਫੈਡਰਲ ਏਵੀਏਸ਼ਨ ਐਡਮਿਨਿਸਟ੍ਰੇਸ਼ਨ ਅਥਾਰਾਈਜ਼ੇਸ਼ਨ ਐਕਟ (F4A) ਦੇ ਫੈਸਲੇ ਨਾਲ ਮਿਲਦਾ ਹੈ ਕਿ 9ਵੇਂ ਸਰਕਟ ਦੇ ਤਿੰਨ ਜੱਜਾਂ ਦੇ ਅਪੀਲ ਦੇ ਪੈਨਲ ਨੇ ਪਹਿਲਾਂ ਹੀ ਇਸ ਨੂੰ ਰੱਦ ਕਰ ਦਿੱਤਾ ਸੀ।

ਉਸ ਦੇ ਫੈਸਲੇ ਨੇ ਨੋਟ ਕੀਤਾ ਕਿ ਅਪੀਲ ਵਾਲੀ ਅਦਾਲਤ ਨੇ ਪਹਿਲਾਂ ਹੀ ਫੈਸਲਾ ਦਿੱਤਾ ਸੀ "ਕਿ F4A ਸਪੱਸ਼ਟ ਤੌਰ 'ਤੇ AB5 ਨੂੰ ਤਰਜੀਹ ਨਹੀਂ ਦਿੰਦਾ" ਅਤੇ ਇਹ ਫੈਸਲਾ "ਇਸ ਅਦਾਲਤ ਲਈ ਪਾਬੰਦ ਹੈ।" ਉਹਨਾਂ ਨੇ ਅੱਗੇ ਕਿਹਾ ਕਿ ਟਰੱਕਿੰਗ ਕਾਰੋਬਾਰ ਵਿੱਚ F4A ਅਤੇ ਅਭ5 ਦੋਵਾਂ ਦੀ ਪਾਲਣਾ ਕਰਨਾ ਹੈ।

ਕਾਮਰਸ ਕਲਾਉਜ਼ ਲਾਗੂ ਨਹੀਂ ਹੁੰਦਾ

ਬੇਨੀਟੋਜ਼ ਨੇ ਇਸ ਦਾਅਵੇ ਨੂੰ ਵੀ ਰੱਦ ਕਰ ਦਿੱਤਾ ਕਿ AB5 ਸੰਵਿਧਾਨ ਦੇ ਲੰਬੇ-ਨਿਰਮਿਤ ਕਲਾਜ਼ ਨਾਲ ਟਕਰਾਅ ਕਰਦਾ ਹੈ ਜੋ ਕਿ ਸੂਬਿਆਂ ਨੂੰ ਅੰਤਰਰਾਜੀ ਵਣਜ ਅਤੇ ਰਾਜ ਤੋਂ ਬਾਹਰ ਦੇ ਕਾਮਿਆਂ ਵਿੱਚ ਦਖਲ ਦੇਣ ਤੋਂ ਰੋਕਦਾ ਹੈ। ਉਸਨੇ ਇਹ ਵੀ ਲਿਖਿਆ ਕਿ "ਇਥੋਂ ਤੱਕ ਮੰਨਦੇ ਹਨ ਕਿ ਕੈਲੀਫੋਰਨੀਆ ਨੂੰ ਆਪਣੇ ਕਿਰਤ ਕਾਨੂੰਨਾਂ ਨੂੰ ਰਾਜ ਤੋਂ ਬਾਹਰ ਦੇ ਕਾਮਿਆਂ 'ਤੇ ਲਾਗੂ ਕਰਨ ਵਿੱਚ ਕੋਈ ਦਿਲਚਸਪੀ ਨਹੀਂ ਹੈ ਅਤੇ ਉਹਨਾਂ ਕਾਮਿਆਂ ਦਾ ਵਰਗੀਕਰਨ ਵਿੱਚ ਕੋਈ ਫਾਇਦਾ ਨਹੀਂ ਹੈ।"

ਫੁਕਵੇਂ ਨਹੀਂ ਹਨ ਗੋਂਜ਼ਾਲੇਜ਼ ਦੇ ਬਿਆਨ

ਬੇਨੀਟੋਜ਼ ਨੇ ਇਸ ਦਲੀਲ ਨੂੰ ਖਾਰਜ ਕਰ

ਦਿੱਤਾ ਕਿ ਕਾਨੂੰਨ ਨੂੰ ਲਿਖਤੀ ਰੂਪ ਵਿੱਚ ਸਾਬਕਾ ਕੈਲੀਫੋਰਨੀਆ ਅਸੈਂਬਲੀ ਵੂਮੈਨ ਲੋਰੇਨਾ ਗੋਂਜ਼ਾਲੇਜ਼ ਨੇ ਟਰੱਕਿੰਗ ਉਦਯੋਗ ਨੂੰ "ਐਨਿਮਸ" ਨਾਲ ਨਿਸ਼ਾਨਾ ਬਣਾਇਆ। ਉਸਨੇ ਲਿਖਿਆ ਕਿ "ਇੱਕ ਵਿਧਾਇਕ ਦੇ ਬਿਆਨ ਜ਼ਰੂਰੀ ਤੌਰ 'ਤੇ ਉਨ੍ਹਾਂ ਕਾਰਨਾਂ ਦੀ ਨੁਮਾਇੰਦਗੀ ਨਹੀਂ ਕਰਦੇ ਹਨ ਜੋ ਦੂਜੇ ਵਿਧਾਇਕਾਂ ਨੂੰ ਕਾਨੂੰਨ ਵਿੱਚ ਪਾਸ ਕਰਨ ਲਈ ਵੋਟ ਦਿੰਦੇ ਹਨ। ਅਸੈਂਬਲੀ ਵੂਮੈਨ ਗੋਂਜ਼ਾਲੇਜ਼ ਦੇ ਬਿਆਨ ਬਰਾਬਰ ਸੁਰੱਖਿਆ ਦੀ ਉਲੰਘਣਾ ਲਈ ਵਿਧਾਨਿਕ ਦੁਸ਼ਮਣੀ ਨੂੰ ਸਾਬਤ ਕਰਨ ਲਈ ਕਾਫੀ ਨਹੀਂ ਹਨ।

ਸੰਭਵ ਹੋਣ ਵਾਲਿਆਂ ਅਪੀਲਾਂ

ਹਾਲਾਂਕਿ ਫੈਸਲੇ ਲਈ ਅਪੀਲਾਂ ਸੰਭਵ ਹਨ, ਵਿਸ਼ਲੇਸ਼ਕ ਹੁਣ ਮੰਨਦੇ ਹਨ ਕਿ ਅਦਾਲਤਾਂ ਵਿੱਚ ਅਭ5 ਨੂੰ ਉਲਟਾਉਣਾ ਅਸਲ ਵਿੱਚ ਅਸੰਭਵ ਹੋਵੇਗਾ, ਕਿਉਂਕਿ ਸੁਪਰੀਮ ਕੋਰਟ ਨੇ ਮੁਕੱਦਮਿਆਂ ਨੂੰ ਖਤਮ ਕਰਨ ਵਾਲੇ 9ਵੇਂ ਸਰਕਟ ਦੇ ਫੈਸਲੇ ਦੀ ਸਮੀਖਿਆ ਨਾ ਕਰਨ ਫੈਸਲਾ ਲਿਆ ਹੈ। CTA ਅਤੇ OOIDA ਅਜੇ ਵੀ ਅਪੀਲ ਕਰਨ ਬਾਰੇ ਵਿਚਾਰ ਕਰ ਰਹੇ ਹਨ।

CTA ਦੇ ਪ੍ਰਧਾਨ ਐਰਿਕ ਸੌਅਰ ਨੇ ਇੱਕ ਬਿਆਨ ਵਿੱਚ ਕਿਹਾ ਕਿ ਉਹ "ਫੈਸਲੇ ਤੋਂ ਬਹੁਤ ਨਿਰਾਸ਼ ਹਨ।" ਉਸਨੇ ਕਿਹਾ ਕਿ "ਅਭ 5 ਮਿਹਨਤੀ ਅਜ਼ਾਦ ਟਰੱਕਾਂ ਦੇ ਜੀਵਨ ਅਤੇ ਕਾਰੋਬਾਰਾਂ ਵਿੱਚ ਵਿਘਨ ਪਾਉਣ ਦਾ ਕੰਮ ਕਰ ਰਿਹਾ ਹੈ, ਜਿਨ੍ਹਾਂ ਨੂੰ ਚਾਰ ਸਾਲਾਂ ਬਾਅਦ ਵੀ ਆਪਣੀ ਰੋਜ਼ੀ-ਰੋਟੀ ਬਾਰੇ ਕੋਈ ਮਾਰਗਦਰਸ਼ਨ

ਨਹੀਂ ਦਿਸਦਾ। ਮਰਦ ਅਤੇ ਔਰਤਾਂ, ਘੱਟੋ-ਘੱਟ, ਕਾਨੂੰਨ ਦੀ ਪਾਲਣਾ ਕਰਨ ਬਾਰੇ ਸਪੱਸ਼ਟ ਹੋਣ ਦੀ ਲੋੜ ਹੈ। ਪਰ ਇਸ ਮੁਕੱਦਮੇ ਦੁਆਰਾ ਸਪੱਸ਼ਟਤਾ ਨਹੀਂ ਲਿਆਂਦੀ ਗਈ।"

AB5 ਦਾ ਸੰਭਾਵੀ ਲਾਗੂਕਰਨ

ਕਾਨੂੰਨੀ ਕਾਰਵਾਈ ਦੇ ਦੌਰਾਨ ਸੂਬੇ ਵਿੱਚ ਟਰੱਕਿੰਗ ਨੂੰ ਨਿਯਮਤ ਕਰਨ ਲਈ ਕਾਨੂੰਨ ਦੀ ਵਰਤੋਂ ਕਰਨ ਵਿੱਚ ਜ਼ਿਆਦਾ ਵਧੀਆ ਨਹੀਂ ਰਿਹਾ ਅਤੇ ਬਹੁਤ ਸਾਰੇ ਵਿਸ਼ਲੇਸ਼ਕ ਇਸ ਵੱਲ ਇਸ਼ਾਰਾ ਕਰਦੇ ਹਨ ਕਿ ਸੂਬੇ ਵਿੱਚ ਟਰੱਕਿੰਗ ਕਾਰੋਬਾਰ ਪਹਿਲਾਂ ਹੀ ਕਾਨੂੰਨ ਦੀ ਪਾਲਣਾ ਕਰਨ ਵੱਲ ਵੱਧ ਚੁੱਕੇ ਹਨ। AB5 ਦੀ ਉਲੰਘਣਾ ਲਈ ਕਿਸੇ ਵੀ ਟਰੱਕਿੰਗ ਕੰਪਨੀ ਵਿਰੁੱਧ ਕੋਈ ਕਾਨੂੰਨੀ ਕਾਰਵਾਈ ਨਹੀਂ ਕੀਤੀ ਗਈ ਹੈ।

ਭਵਿੱਖ ਵਿੱਚ ਲਾਗੂਕਰਨ ਉਹਨਾਂ ਕੰਪਨੀਆਂ ਨੂੰ ਨਿਸ਼ਾਨਾ ਬਣਾ ਸਕਦਾ ਹੈ ਜੋ ਲੀਜ਼-ਖਰੀਦ ਸਮਝੌਤੇ ਦੇ ਤਹਿਤ ਡਰਾਈਵਰਾਂ ਨੂੰ ਨਿਯੁਕਤ ਕਰਦੀਆਂ ਹਨ, ਹਾਲਾਂਕਿ ਕੁਝ ਕੰਪਨੀਆਂ ਪਹਿਲਾਂ ਹੀ ਆਪਣੇ ਬਹੁਤ ਸਾਰੇ ਸੁਤੰਤਰ ਠੇਕੇਦਾਰਾਂ ਨੂੰ ਸਥਾਈ ਕਰਮਚਾਰੀਆਂ ਵਜੋਂ ਨਿਯੁਕਤ ਕਰਕੇ ਇਸ ਸੰਭਾਵਨਾ ਤੋਂ ਬਚ ਚੁੱਕੀਆਂ ਹਨ।

ਉਥੇ ਅਤੇ ਪੋਸਟਮੋਟਸ ਦੁਆਰਾ ਲਿਆਂਦੇ ਗਏ, ਅੱਜ ਦੇ ਸਮੇਂ ਵਿੱਚ AB5 ਦੇ ਖਿਲਾਫ ਇੱਕ ਹੋਰ ਅਦਾਲਤੀ ਕੇਸ 9ਵੇਂ ਸਰਕਟ ਵਿੱਚ ਇੱਕ ਐਨ ਬੈਂਕ ਦੀ ਸੁਣਵਾਈ ਚੱਲ ਰਹੀ ਹੈ।



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Judge Dismisses CTA/OOIDA Lawsuit Against AB5; Further Appeals Seem Unlikely

With the recent decision of the U.S. Court for the Southern District of California dismissing a lawsuit against the state's independent contractor law, AB5, the trucking industry is facing the reality that it is just about out of options in fighting the controversial law that could upend the way truckers do business.

Some analysts believed the lawsuit against AB5, filed by the California Trucking Association (CTA) and the Owner-Operator Independent Drivers Association (OOIDA), had a chance of producing another injunction

against the law in the Southern District Court of Judge Roger Benitez who had ordered a preliminary injunction blocking the law from implementation in 2019.

This time, however, Judge Benitez was adamant in his ruling that the courts could do nothing to stop the law.

In his decision, he wrote, "Remediating complexities and perceived deficiencies in AB5 are the kind of work better left to the soap box and the ballot box than to the jury box. If sufficient political or economic pressure can be brought to bear by [CTA

and OOIDA] and their supporters, the more onerous provisions of the statute can be amended. The courts, on the other hand, are not the proper bodies for imposing legislative amendments."

FAAAA Argument Rejected

This time, Benitez dismissed the argument that the law was unconstitutional because it conflicted with the Federal Aviation Administration Authorization Act (F4A) ruling that a three-judge appellate panel of the 9th Circuit had already rejected it.

His decision noted that the

appellate court had already ruled “that the F4A does not explicitly preempt AB5” and that the decision “is binding on this court.” He further said that the trucking industry can comply with both the F4A and AB5.

Commerce Clause Does Not Apply

Benitez also rejected the claim that AB5 conflicted with the long-dormant Commerce Clause of the Constitution that prevents states from interfering with interstate commerce and workers from out of state. He wrote that “even plaintiffs acknowledge that California has no interest in applying its labor laws to out-of-state workers and gains no benefit from classifying those workers.”

Gonzalez Statements Not Relevant

Finally, Benitez dismissed the argument that in writing the law, former California Assemblywoman Lorena Gonzalez targeted the trucking industry with “animus.” He wrote, “The statements of a single legislator do not necessarily represent the

reasons motivating other legislators who vote to pass a bill into law. The statements of Assemblywoman Gonzalez alone are insufficient to prove legislative animus for an Equal Protection violation.”

Possible Appeals

Although appeals to the ruling are possible, analysts now believe that it would be virtually impossible to overturn AB5 in the courts, especially since the Supreme Court decided not to review the 9th Circuit’s ruling squashing the lawsuits. CTA and OOIDA are still considering whether to appeal.

CTA President Eric Sauer said in a statement he was “extremely disappointed in the ruling.” He further said, “AB 5 continues to disrupt the lives and businesses of hard-working independent truckers who, after four years, are still provided little to no guidance on how to protect their livelihoods. These men and women, at a minimum, deserve to have some

clarity about how to comply with the law. Unfortunately, that clarity has not been brought about by this litigation.”

Potential Enforcement of AB5

Amid the legal action, the state has been slow to use the law to regulate trucking, and many analysts indicate that trucking businesses in the state have already moved toward complying with the law. No legal action has been taken against any trucking company over alleged violations of AB5.

One possible future enforcement could target companies that employ drivers under a lease-purchase agreement. However, some companies have already avoided that likelihood by hiring many of their independent contractors as permanent employees.

Meanwhile, another court case against AB5 brought by Uber and Postmates is currently underway in front of an en banc hearing in the 9th Circuit.



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SEC ਨੂੰ ਜਨਤਕ ਤੌਰ 'ਤੇ ਵਪਾਰ ਕਰਨ ਵਾਲੀਆਂ ਕੰਪਨੀਆਂ ਤੋਂ ਨਵੇਂ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਖੁਲਾਸੇ ਦੀ ਲੋੜ

ਸਕਿਓਰਿਟੀਜ਼ ਐਂਡ ਐਕਸਚੇਂਜ ਕਮਿਸ਼ਨ (ਐਸਈਸੀ) ਨੇ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਲਈ ਸਖ਼ਤ ਨਵੇਂ ਨਿਯਮ ਪੇਸ਼ ਕੀਤੇ ਹਨ ਕਿਉਂਕਿ ਕੰਪਿਊਟਰ ਹੈਕਰ ਅਤੇ ਸਾਈਬਰ ਚੋਰ ਅਕਸਰ ਛੋਟੀਆਂ ਪ੍ਰਾਈਵੇਟ ਕੰਪਨੀਆਂ ਦੇ ਕੰਪਿਊਟਰ ਨੈੱਟਵਰਕ ਨੂੰ ਨਿਸ਼ਾਨਾ ਬਣਾਉਂਦੇ ਹਨ। ਉਹ ਵੱਡੀਆਂ, ਜਨਤਕ ਤੌਰ 'ਤੇ ਵਪਾਰ ਕਰਨ ਵਾਲੀਆਂ ਕੰਪਨੀਆਂ ਦੇ ਨੈੱਟਵਰਕ ਤੱਕ ਪਹੁੰਚ ਪ੍ਰਾਪਤ ਕਰਨ ਦੀ ਉਮੀਦ ਵਿੱਚ ਅਜਿਹਾ ਕਰਦੇ ਹਨ। ਇਸ ਲਈ, ਇਸ ਤੋਂ ਬਚਾਉਣ ਲਈ, ਸ਼ੱਫਲ ਨੇ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਲਈ ਸਖ਼ਤ ਨਿਯਮ ਬਣਾਏ ਹਨ।

ਇਸ ਕਾਰਨ, ਛੋਟੀਆਂ ਟਰੈਕਿੰਗ ਕੰਪਨੀਆਂ ਨੂੰ ਆਪਣੇ ਨੈੱਟਵਰਕ ਦੀ ਸੁਰੱਖਿਆ ਦੀ ਹਾਲਤ ਨੂੰ ਜਾਂਚਣ ਦੀ ਲੋੜ ਹੈ। ਬਹੁਤ ਸਾਰੀਆਂ ਛੋਟੀਆਂ ਕੰਪਨੀਆਂ ਆਮ ਤੌਰ 'ਤੇ ਹੈਕ ਹੋ ਜਾਂਦੀਆਂ ਹਨ, ਇਸ ਕਾਰਨ ਹੈਕਰ ਉਨ੍ਹਾਂ ਦੇ ਨੈੱਟਵਰਕ ਵਿੱਚ ਦਾਖ਼ਲ ਹੋ ਜਾਂਦੇ ਹਨ ਅਤੇ ਉਹਨਾਂ ਦੇ ਸਹਿਯੋਗੀ ਕੰਪਨੀਆਂ ਦੇ ਨੈੱਟਵਰਕਾਂ ਵਿੱਚ ਪ੍ਰਵੇਸ਼ ਪ੍ਰਾਪਤ ਕਰਨ 'ਤੇ ਬਾਦ ਵਿੱਚ ਓਹਨਾ ਤੇ ਹਮਲਾ ਕਰ ਦਿੰਦੇ ਹਨ।

ਹਾਲ ਹੀ ਸਾਲਾਂ ਵਿੱਚ, ਹੈਕਰਸ ਦੁਆਰਾ ਬਹੁਤ ਸਾਰੀਆਂ ਟਰਾਂਸਪੋਰਟ ਕੰਪਨੀਆਂ ਤੇ

ਹਮਲਾ ਕੀਤਾ ਗਿਆ ਹੈ, ਜਿਸ ਵਿੱਚ ਟਰਕਲੋਡ ਕੈਰੀਅਰ ਈਸਟ ਐਕਸਪ੍ਰੈਸ ਨਾਮ ਦੀ ਵੱਡੀ ਕੰਪਨੀ ਵੀ ਪਿਛਲੇ ਅਕਤੂਬਰ ਵਿੱਚ ਸਾਈਬਰ ਕ੍ਰਾਈਮ ਦੀ ਮਾਰ ਹੇਠ ਆਈ ਹੈ। ਵਿਸ਼ੇਸ਼ਕ ਨੇ ਅਨੁਮਾਨ ਲਾਇਆ ਹੈ ਕਿ ਸਾਈਬਰ ਕ੍ਰਾਈਮ ਹੋਰ ਵੀ ਵਧਣਗੇ। 2022 ਤੋਂ 2023 ਤੱਕ ਚੈਨਜਮੈਂਟ ਹਮਲੇ ਦੀ ਗਤੀ ਵਧੇਰੇ ਦਰ ਦੇ ਨਾਲ ਹੋਰ ਹੋ ਗਈ ਹੈ। ਇਸ ਤੋਂ ਇਲਾਵਾ, ਹੈਕਰਾਂ ਨੂੰ ਆਪਣੇ ਨੈੱਟਵਰਕ ਦੀ ਸੁਰੱਖਿਆ ਵਾਪਸ ਮਿਲਾਉਣ ਲਈ ਭੁਗਤਾਨ ਕਰਨ ਵਾਲੀਆਂ ਕੰਪਨੀਆਂ ਦਾ ਵਿੱਤੀ ਨੁਕਸਾਨ ਵੀ ਵੱਧ ਹੋ ਗਿਆ ਹੈ।

ਵਿਸ਼ਲੇਸ਼ਕ ਨਵੀਆਂ ਚਾਲਾਂ ਦੇ ਨਿਰੰਤਰ ਵਿਕਾਸ ਦੇ ਨਾਲ, ਹੈਕਰ ਦੀ ਸੁਝ-ਬੁਝ ਵਿੱਚ ਵਾਧੇ ਦੀ ਉਮੀਦ ਕਰਦੇ ਹਨ। ਹੈਕਰਾਂ ਤੋਂ ਉਮੀਦ ਕੀਤੀ ਜਾਂਦੀ ਹੈ ਕਿ ਉਹ ਉੱਨਤ ਫਿਸ਼ਿੰਗ ਅਤੇ ਰੈਨਸਮਵੇਅਰ ਤਕਨੀਕਾਂ ਦੀ ਵਰਤੋਂ ਕਰਕੇ ਕਿਸੇ ਵੀ ਕੰਪਨੀ ਦੇ ਨੈੱਟਵਰਕ ਦਾ ਸ਼ੋਸ਼ਣ ਕਰਨ ਲਈ ਸਰਗਰਮੀ ਨਾਲ ਸੁਰੱਖਿਆ ਕਮਜ਼ੋਰੀਆਂ ਦੀ ਭਾਲ ਕਰਦੇ ਹਨ।

ਇਸ ਨਤੀਜੇ ਵਿੱਚ, ਐਸਈਸੀ ਨੇ ਨਿਯਮ ਬਣਾਉਣ ਹੋਣਗੇ ਕਿ ਵੱਡੇ ਬਿਜ਼ਨਸ ਆਪਣੇ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਪਲਾਨਾਂ ਨੂੰ ਸਾਂਝੇ ਕਰਨ ਦੀ ਲੋੜ ਹੈ, ਜਿਸ ਵਿੱਚ ਉਨ੍ਹਾਂ ਆਪਣੇ ਨੈੱਟਵਰਕ ਨੂੰ ਪ੍ਰਾਈਵੇਟ ਟਰੱਕਿੰਗ ਕੰਪਨੀਆਂ ਨਾਲ ਕਿਵੇਂ ਸੁਰੱਖਿਆ ਮਿਲ ਸਕਦੀ ਹੈ। ਇਸ ਦਾ ਮਤਲਬ ਹੈ ਕਿ ਸੰਲੋਕ, ਨਿਵੇਸ਼ਕ, ਅਤੇ ਹੋਰ ਹਰ ਕੋਈ ਵੱਡੀਆਂ ਅਤੇ ਛੋਟੀਆਂ ਕੰਪਨੀਆਂ ਦੇ ਐਸਈਸੀ ਦੁਆਰਾ ਦਿੱਤੇ ਗਏ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਰਿਪੋਰਟਾਂ ਨੂੰ ਵੇਖ ਸਕਦੇ ਹਨ।

ਐਸਈਸੀ ਚੇਅਰਮੈਨ ਗੈਰੀ ਜੈਨਸਲਰ ਨੇ ਪਿਛਲੇ ਸਾਲ ਇੱਕ ਬਿਆਨ ਵਿੱਚ ਕਿਹਾ ਕਿ ਇੱਕ ਕੰਪਨੀ ਕੋਈ ਫੈਕਟਰੀ ਨੂੰ ਅੱਗ ਵਿਚ ਗੁਆ ਦਿੰਦੀ ਹੈ ਜਾਂ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਘਟਨਾ ਵਿੱਚ ਕਰੋੜਾਂ ਫਾਈਲਾਂ ਗਵਾਚ ਜਾਂਦੀਆਂ ਹਨ। ਤੇ ਇਸਦਾ ਨਿਵੇਸਟਰਾਂ ਨੂੰ ਬੜਾ ਅਸਰ ਹੋ ਸਕਦਾ ਹੈ। ਹੁਣ, ਕਈ ਸਰਕਾਰੀ ਕੰਪਨੀਆਂ ਨੇ

ਆਪਣੇ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਬਾਰੇ ਨਿਵੇਸਟਰਾਂ ਨੂੰ ਦੱਸਿਆ ਹੈ, ਪਰ ਜੈਨਸਲਰ ਦਾ ਮੰਨਣਾ ਹੈ ਕਿ ਇਹ ਵਧੀਆ ਹੋਵੇਗਾ ਜੇ ਇਹ ਕਿਸੇ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਜਿਵੇਂ ਕਿ ਨਿਰਪੱਖ, ਤੁਲਨਾਤਮਕ ਅਤੇ ਨਿਰਣਾਇਤਕ ਤਰੀਕੇ ਨਾਲ ਕੀਤਾ ਜਾਵੇ।

ਹੁਣ, ਕੰਪਨੀਆਂ ਨੂੰ ਆਪਣੇ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਨੈੱਟਵਰਕ ਅਤੇ ਸੁਰੱਖਿਆ ਸਾਵਧਾਨੀਆਂ ਬਾਰੇ ਲਿਖਤ ਜਾਣਕਾਰੀ ਦੇਣ ਦੀ ਲੋੜ ਹੋਵੇਗੀ। ਇਹ ਰਿਪੋਰਟਾਂ ਸਿਰਫ ਉਨ੍ਹਾਂ ਕੰਪਨੀਆਂ ਤੋਂ ਚਾਹੀਦੀਆਂ ਹਨ ਜੋ ਆਪਣੇ ਸ਼ੇਅਰ ਪਬਲਿਕਲੀ ਵਿਕਰੀ ਕਰਦੀਆਂ ਹਨ, ਪਰ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਉੱਤੇ ਧਿਆਨ ਲੱਗਣ ਦਾ ਅਸਰ ਛੋਟੀਆਂ ਪ੍ਰਾਈਵੇਟ ਸਹਿਯੋਗੀਆਂ 'ਤੇ ਵੀ ਪਰਭਾਵ ਪਵੇਗਾ ਜੋ ਇੱਕ ਨੈੱਟਵਰਕ ਤੋਂ ਦੂਜੇ ਨੈੱਟਵਰਕ ਨੂੰ ਸਿੱਧਾ ਸੰਚਾਲਿਤ ਕਰਦੇ ਹਨ।

ਐਸਈਸੀ ਕੰਪਨੀਆਂ ਤੋਂ ਪੁੱਛੇਗੀ ਕਿ ਉਨ੍ਹਾਂ ਦੇ ਕਾਰਪੋਰੇਟ ਬੋਰਡ ਕਿਵੇਂ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਯੋਜਨਾਵਾਂ ਬਣਾਉਂਦਾ ਹੈ। ਮੈਨੇਜਰਾਂ ਨੂੰ ਨਵੇਂ ਨਿਯਮਾਂ ਵੱਲ ਵੱਧ ਧਿਆਨ ਦੇਣ ਦੇ ਨਾਲ ਓਹਨਾ ਪਾਲਣਾ ਵੀ ਕਰਨੀ ਪਵੇਗੀ। ਐਸਈਸੀ ਨੂੰ ਵੀ ਜਾਣਨਾ ਪਵੇਗਾ ਕਿ ਕੀ ਕੰਪਨੀ ਦੀ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਵਿੱਚ ਵਿਸ਼ੇਸ਼ਜਾਣ ਜਾਂਚਕਾਰਾਂ, ਸਲਾਹਕਾਰਾਂ, ਜਾਂ ਅਡਿਟਰਾਂ ਦੀ ਸਹਾਇਤਾ ਲਈ ਲਈ ਲਈ ਜਾ ਰਹੀ ਹੈ। ਉਹ ਵੀ ਦੱਸਣਾ ਪਵੇਗਾ ਕਿ ਕੀ ਉਨ੍ਹਾਂ ਨੇ ਆਪਣੇ ਹੈਕਰ ਡਿਫੈਂਸ

ਸਿਸਟਮਾਂ ਨੂੰ ਕਿਵੇਂ ਬੇਹਤਰ ਖਤਰਾ ਪ੍ਰਬੰਧਨ ਵਿੱਚ ਸ਼ਾਮਲ ਕੀਤਾ ਹੈ।

ਹੁਣ, ਜਦੋਂ ਸਾਰਾਂ ਲਈ ਜਾਣਕਾਰੀ ਸਾਂਝੀ ਕਰਨ ਬਾਰੇ ਨਵੇਂ ਨਿਯਮ ਲਾਗੂ ਹੋ ਰਹੇ ਹਨ, ਤਾਂ ਐਸਈਸੀ ਨੇ ਬਿਜ਼ਨਸ ਦੇ ਲਈ ਕਿਹਾ ਹੈ ਕਿ ਉਨ੍ਹਾਂ ਨੂੰ ਕਿਸੇ ਵੀ ਹੈਕਰ ਦੇ ਬਾਰੇ ਚਾਰ ਦਿਨਾਂ ਦੇ ਅੰਦਰ ਦੱਸਣਾ ਜ਼ਰੂਰੀ ਹੈ। ਪਹਿਲਾਂ, ਕੰਪਨੀਆਂ ਕਦੇ-ਕਦੇ ਬਹੁਤ ਮਹੀਨਿਆਂ ਦਾ ਸਮਾਂ ਲੈ ਕੇ ਆਪਣੇ ਉੱਪਰ ਹੋਏ ਹਮਲਿਆਂ ਦੀ ਸੂਚਨਾ ਦਿੰਦੀਆਂ ਸੀ।

ਰੈਕਿੰਗ ਵਿਚ ਵਾਧਾ ਹੋਣ ਦੀ ਵਜ੍ਹਾ ਨਾਲ ਕੰਪਨੀਆਂ ਨੇ ਰੈਨਸਮਵੇਅਰ ਹਮਲਿਆਂ ਵਿੱਚ ਬਹੁਤ ਸਾਰੇ ਪੈਸੇ ਦਿੱਤੇ ਪਰ ਵੱਡੀਆਂ ਕੰਪਨੀਆਂ ਦੇ ਮੈਨੇਜਰ ਨਵੀਂ ਐਸਈਸੀ ਦੇ ਨਵੇਂ ਖੁਲਾਸਾ ਨਿਯਮਾਂ ਤੋਂ ਹੈਰਾਨ ਨਹੀਂ ਹੋਏ। ਇੱਕ ਤਾਜ਼ਾ ਸਰਵੇ ਵਿੱਚ ਪਾਇਆ ਗਿਆ ਕਿ ਪਬਲਿਕ ਕੰਪਨੀਆਂ ਵਿੱਚ 65% ਕਾਰਜਕਾਰੀਆਂ ਨੇ ਆਪਣੇ ਸਾਈਬਰ ਸੁਰੱਖਿਆ ਨੂੰ ਮਜ਼ਬੂਤ ਕਰਨ ਦਾ ਟੀਚਾ ਬਣਾਇਆ ਹੈ, ਅਤੇ ਇੱਕ ਅਧਿਕਾਂਸ਼ ਨੇ ਇਹ ਵੀ ਕਿਹਾ ਕਿ ਉਹ ਆਪਣੇ ਛੋਟੇ ਸਹਿਯੋਗੀਆਂ ਨੂੰ ਆਪਣੀ ਸਾਈਬਰ ਪ੍ਰਤਿਰਕਾਬਲਤਾ ਵਧਾਉਣ ਦੀ ਪ੍ਰੋਤਸਾਹਨਾ ਵਿੱਚ ਸ਼ਾਮਲ ਕਰਨਗੇ।

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SEC to Require New Cybersecurity Disclosures from Publicly-Traded Companies

Because computer hackers and cyber thieves often prey on the computer networks of small private companies with hopes of penetrating their systems to ultimately gain access to the networks of larger, publicly traded companies, the Securities and Exchange Commission (SEC) has introduced tough, new disclosure rules for cybersecurity.

As a result, small trucking companies will want to take a look at the state of their network security. Many small companies may be easily hacked with the result that hackers infiltrate the networks of partners who have more to lose if their network is compromised.

In recent years, transportation

companies have been victims of hackers, including large less-than-truckload carrier Estes Express which was hit by a cyberattack last October. Analysts predict that cybercrimes will only increase. The number of ransomware incidents nearly doubled between 2022 and 2023. In addition, the amount of money companies have paid to hackers to release their

networks has also doubled.

Analysts also predict that hackers will only get more sophisticated in their tactics with new strategies being created in real time. Hackers may use new phishing and ransomware strategies while probing for security glitches to compromise a company's network.

In response, SEC rules will require major businesses to make public their cybersecurity plans including their security arrangements with private trucking companies. That means investors, private citizens, and anyone else will now be able to examine the cybersecurity reports which are provided to the SEC of both large and small companies.

"Whether a company loses a factory in a fire, or millions of files in a cybersecurity incident, it may be material to investors," SEC Chair Gary Gensler said in a statement on

the new cybersecurity rules last year. "Currently, many public companies provide cybersecurity disclosure to investors. I think companies and investors alike, however, would benefit if this disclosure were made in a more consistent, comparable and decision-useful way."

Companies will now have to provide written detail of their cybersecurity networks and precautions. These reports are only required of publicly traded companies, but that scrutiny will no doubt filter down to smaller private partners who communicate directly from one network to another.

The SEC will require companies to describe in writing the oversight role their corporate board has in creating cybersecurity precautions. Managers will also be held accountable for new detailed requirements. The SEC will also want to know if a company is working with assessors, consultants, or auditors to plan cybersecurity. They

will also have to provide details on how they have included their hacker defense systems into their overall risk management system.

Along with the new public disclosure rules, the SEC is now mandating that businesses disclose any known hacks of their systems within four days of the occurrence. In the past, companies have waited months to report they have been victimized.

Because of the increase in hacking, with companies paying out millions of dollars in ransomware attacks, managers in big companies were not surprised by the new disclosure rules from the SEC. A recent survey shows that 65% of public company executives have already made plans to strengthen their cybersecurity and over half said they would push their smaller partners to upgrade their cyber defenses as well.



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Baltimore's Francis Scott Key Bridge Collapse to Impact on Shipping, Supply Chain and Region.

The recent Baltimore Bridge crash has not only caused immediate disruptions but also has the potential to trigger a cascade of problems, affecting various aspects of the city's infrastructure, economy, and daily life. The collapse of a critical transportation artery like a bridge can lead to several significant issues:

1. **Transportation Gridlock**: The immediate aftermath of the bridge collapse would likely result in traffic chaos and gridlock as commuters and commercial vehicles are forced to find alternative routes. With one of the key routes severed, detours may not be able to handle the sudden surge in traffic, leading to delays, frustration, and increased travel times.
2. **Economic Impact**: Bridges are vital conduits for the movement of goods and services. The disruption in transportation routes can impede the flow of commerce, affecting businesses that rely on timely deliveries and transportation networks for their operations. This could lead to financial losses for companies, especially those dependent on just-in-time inventory systems.
3. **Emergency Response Challenges**: Bridge collapses

can pose significant challenges for emergency responders. Access to affected areas may be limited, hindering the ability of police, fire departments, and medical services to reach those in need quickly. This can result in delays in rescue operations and potentially exacerbate the severity of injuries or damage.

4. **Supply Chain Disruptions**: The impact of the bridge collapse would not be confined to the immediate vicinity but could reverberate throughout the supply chain. Suppliers and manufacturers relying on the affected route to transport raw materials or finished products may experience delays or disruptions, leading to production slowdowns or stoppages.
5. **Infrastructure Strain**: The sudden redirection of traffic to alternative routes can place increased stress on other transportation infrastructure, including roads, highways, and bridges. These structures may not be designed to accommodate the additional volume of vehicles, leading to accelerated wear and tear, increased maintenance costs, and potentially raising safety concerns.
6. **Environmental Concerns**: Increased traffic congestion resulting from the bridge collapse can lead

to heightened levels of air pollution and carbon emissions as vehicles are forced to idle or take longer routes. This could have adverse effects on air quality and public health, particularly for communities located along detour routes or near congested areas.

7. **Long-Term Reconstruction Challenges**: Rebuilding a collapsed bridge is a complex and time-consuming process that can take months or even years to complete. During this period, communities may face ongoing disruptions, including prolonged traffic diversions, detours, and construction-related noise and pollution. Additionally, the cost of reconstruction can strain municipal budgets and resources.

In summary, the Baltimore Bridge crash is not just a localized incident but has the potential to trigger a range of interconnected problems with far-reaching consequences for the city's residents, businesses, and infrastructure. Effective coordination among authorities, swift emergency response efforts, and strategic planning for reconstruction and recovery will be crucial in mitigating the impacts and restoring normalcy to the affected areas.

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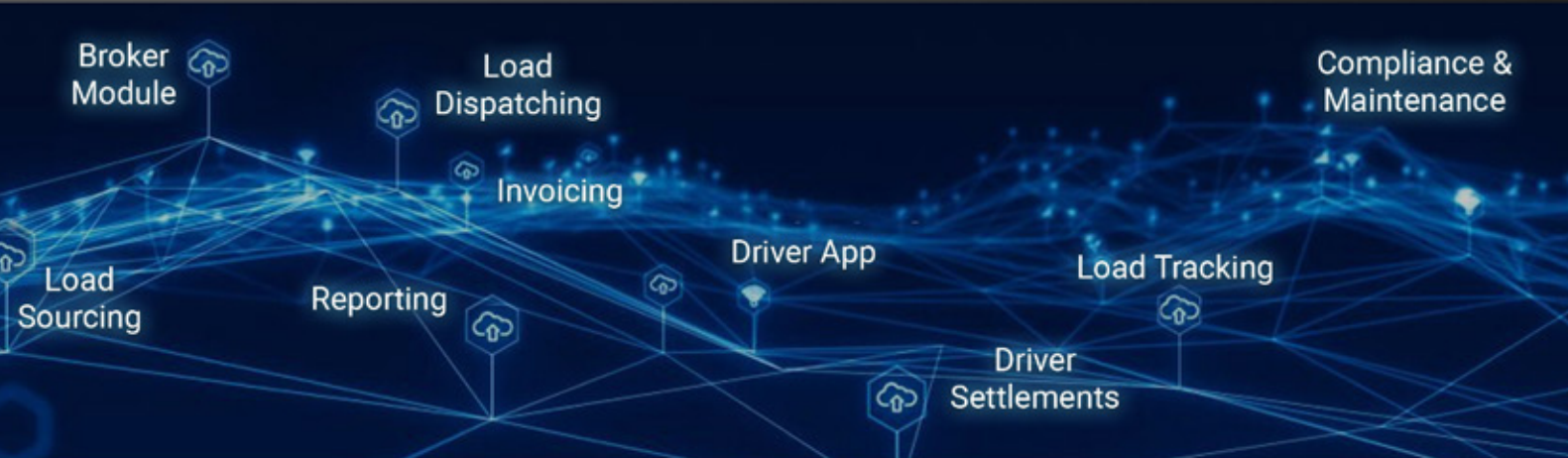
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Solar Panels on Trucks Can Reduce Power Used Idling and Increase Power for Heating, Cooling and Electronics

To save money, trucking fleets are turning to solar technology to save money on fuel by reducing idling time and powering in-cab amenities such as heating and cooling, refrigerators, and other electronics.

The Department of Energy estimates “that vehicle idling in the U.S. consumes over 6 billion gallons of fuel each year, costing businesses and consumers \$20 billion. It may not appear on your income statement (it’s well-hidden under “fuel expense”), but it is a long-term cost that will affect a fleet’s profitability.”

Using solar panels to mitigate this cost is becoming more and more prevalent in the trucking industry. These panels can generate up to 10 hours of additional power which essentially doubles the amount of battery life for a truck, giving the

driver uninterrupted down time

Flexible adhesive panels that weigh less than 20 pounds can be attached to the roof of a truck to capture energy which is stored in the batteries of the cab’s electric power unit (EPU). Experts say the use of solar panels can save about \$1,700 a year per truck and that doesn’t include savings from longer battery life.

The increased power from the panels can run heaters in the winter and air conditioning in the summer, especially important for drivers who spend extra time waiting at docks and warehouses to be loaded or unloaded. The solar power can take over when a truck is idling, saving on both fuel and battery life.

In addition, trucks that sit unused for days at a time will benefit from keeping batteries fully charged. The

new units even qualify for mileage and carbon emissions credits in many states.

The peel and stick panels are now custom fit specifically for certain trucks, including the Freightliner Cascadia. Dry van carrier GP Transco, based in Joliet, Illinois, plans to install panels on 200 Cascadia’s this year.

Once just a new technology that had its inefficiencies, solar panels on vehicles have become increasingly reliable and some trucking companies report that they expect at least 3-4 years of service. For refrigerated vans, batteries are especially vulnerable, but adding solar panels can significantly increase a battery’s life.

Solar panels are also being used to power liftgates on delivery trucks as well as cooling cargo areas in vans used in parcel delivery.

ਟਰੱਕਾਂ 'ਤੇ ਸੋਲਰ ਪੈਨਲ ਬਿਜਲੀ ਦੀ ਵਰਤੋਂ ਨੂੰ ਘਟਾ ਕੇ ਹੀਟਿੰਗ, ਕੂਲਿੰਗ ਅਤੇ ਇਲੈਕਟ੍ਰਾਨਿਕਸ ਲਈ ਪਾਵਰ ਵਧਾਈ ਜਾ ਸਕਦੀ ਹੈ

ਟਰੱਕਿੰਗ ਕੰਪਨੀਆਂ ਆਪਣੇ ਖਰਚੇ ਘਟਾਉਣ ਲਈ ਸੋਲਰ ਪਾਵਰ ਦੀ ਵਰਤੋਂ ਕਰਨੀ ਸ਼ੁਰੂ ਕਰ ਰਹੀਆਂ ਹਨ। ਸੋਲਰ ਪੈਨਲਾਂ ਦੀ ਵਰਤੋਂ ਕਰਕੇ, ਟਰੱਕਾਂ ਨੂੰ ਆਰਾਮਦਾਇਕ ਰੱਖਣ ਜਾਂ ਫਰਿਜ ਅਤੇ ਹੋਰ ਇਲੈਕਟ੍ਰੋਨਿਕ ਉਪਕਰਣਾਂ ਨੂੰ ਚਲਾਉਣ ਲਈ ਆਪਣੇ ਇੰਜਣਾਂ ਨੂੰ ਲੰਮੇ ਸਮੇਂ ਤੱਕ ਚਲਾਉਣ ਦੀ ਲੋੜ ਨਹੀਂ ਪੈਂਦੀ। ਇਸ ਤਰ੍ਹਾਂ, ਉਹ ਸਮੇਂ ਅਤੇ ਤੇਲ ਦੀ ਬੱਚਤ ਕਰ ਸਕਦੇ ਹਨ।

ਉਰਜਾ ਵਿਭਾਗ ਕਹਿੰਦਾ ਹੈ ਕਿ ਜਦੋਂ ਕਾਰਾਂ ਅਤੇ ਟਰੱਕ ਅਮਰੀਕਾ ਵਿੱਚ ਚੱਲਦੇ ਹਨ ਤਾਂ ਉਹ ਹਰ ਸਾਲ 6 ਅਰਬ ਤੋਂ ਵੱਧ ਗੈਲਨ ਤੇਲ ਦੀ ਵਰਤੋਂ ਕਰਦੇ ਹਨ। ਇਸ ਕਾਰਨ ਕਾਰੋਬਾਰਾਂ ਅਤੇ ਲੋਕਾਂ ਨੂੰ 20 ਅਰਬ ਡਾਲਰ ਦਾ ਖਰਚਾ ਆਉਂਦਾ ਹੈ। ਭਾਵੇਂ ਤੁਸੀਂ ਇਸ ਨੂੰ ਆਪਣੇ ਕਾਰੋਬਾਰ ਦੀ ਵਿੱਤੀ ਰਿਪੋਰਟ ਵਿੱਚ ਸਿੱਧੇ ਤੌਰ 'ਤੇ ਦਰਸਾਇਆ ਨਹੀਂ ਜਾਂਦਾ। (ਇਹ ਹੋਰ ਤੇਲ ਖਰਚਿਆਂ ਨਾਲ ਮਿਲਿਆ ਹੋਇਆ ਹੈ), ਫਿਰ ਵੀ ਇਹ ਇੱਕ ਵੱਡਾ ਖਰਚਾ ਹੈ ਜੋ ਸਮਾਂ ਦੇ ਨਾਲ ਵਾਹਨਾਂ ਦੀ ਕਮਾਈ 'ਤੇ ਅਸਰ ਪਾ ਸਕਦਾ ਹੈ।

ਟਰੱਕਿੰਗ ਕੰਪਨੀਆਂ ਤੇਲ ਦੇ ਖਰਚੇ ਨੂੰ ਘਟਾਉਣ ਲਈ ਵਧੇਰੇ ਤੋਂ ਵਧੇਰੇ ਸੋਲਰ ਪੈਨਲਾਂ ਦੀ ਵਰਤੋਂ ਕਰ ਰਹੀਆਂ ਹਨ। ਇਹ ਪੈਨਲ 10 ਘੰਟੇ ਤੱਕ ਦੀ ਵਾਧੂ ਉਰਜਾ ਪੈਦਾ ਕਰ ਸਕਦੇ ਹਨ, ਜੋ ਇੱਕ ਟਰੱਕ ਦੀ ਬੈਟਰੀ ਦੀ ਉਮਰ ਨੂੰ ਦੁੱਗਣਾ ਕਰ ਸਕਦਾ ਹੈ। ਇਸਦਾ ਮਤਲਬ ਹੈ ਕਿ ਇੱਕ ਡਰਾਈਵਰ ਬਿਨਾਂ ਕਿਸੇ ਵਿਘਨ ਦੇ ਆਰਾਮ ਕਰ ਸਕਦਾ ਹੈ, ਕਿਉਂਕਿ ਟਰੱਕ ਨੂੰ ਉਰਜਾ ਲਈ ਚਲਾਉਣ ਦੀ ਲੋੜ ਨਹੀਂ ਹੁੰਦੀ।

20 ਪੌਂਡ ਤੋਂ ਘੱਟ ਭਾਰ ਵਾਲੇ ਲਚਕਦਾਰ ਸੋਲਰ ਪੈਨਲ ਨੂੰ ਟਰੱਕ ਦੀ ਛੱਤ 'ਤੇ ਲਗਾ ਕੇ ਉਰਜਾ ਇਕੱਠੀ ਕੀਤੀ ਜਾ ਸਕਦੀ ਹੈ। ਇਹ ਉਰਜਾ ਟਰੱਕ ਦੀ ਇਲੈਕਟ੍ਰਿਕ ਪਾਵਰ ਯੂਨਿਟ (ਈਪੀਯੂ) ਦੀਆਂ ਬੈਟਰੀਆਂ ਵਿੱਚ ਸਟੋਰ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਮਾਹਰਾਂ ਦਾ ਮੰਨਣਾ ਹੈ ਕਿ ਇਨ੍ਹਾਂ ਸੋਲਰ ਪੈਨਲਾਂ ਦੀ ਵਰਤੋਂ ਨਾਲ ਹਰ ਇੱਕ ਟਰੱਕ ਲਈ ਹਰ ਸਾਲ ਲਗਭਗ \$1,700 ਦੀ ਬਚਤ ਹੋ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹ ਬੈਟਰੀਆਂ ਦੀ ਲੰਬੀ ਉਮਰ ਤੋਂ ਹੋਣ ਵਾਲੀ ਵਾਧੂ ਬਚਤ ਨੂੰ ਵੀ ਸ਼ਾਮਲ ਨਹੀਂ ਕਰਦਾ।

ਪੈਨਲਾਂ ਤੋਂ ਮਿਲਣ ਵਾਲੀ ਵਾਧੂ ਉਰਜਾ ਨੂੰ ਸਰਦੀਆਂ ਵਿੱਚ ਹੀਟਰ ਚਲਾਉਣ ਅਤੇ ਗਰਮੀਆਂ ਵਿੱਚ ਏਅਰ ਕੰਡੀਸ਼ਨਰ ਚਲਾਉਣ ਲਈ ਵਰਤਿਆ ਜਾ ਸਕਦਾ ਹੈ। ਇਹ ਡਰਾਈਵਰਾਂ ਲਈ ਬਹੁਤ ਮਦਦਗਾਰ ਹੈ ਜਿਨ੍ਹਾਂ ਨੂੰ ਡੌਕਸ ਅਤੇ ਗੋਦਾਮਾਂ ਵਿੱਚ ਆਪਣੇ ਟਰੱਕਾਂ ਨੂੰ ਲੋੜ ਜਾਂ ਅਨਲੋਡ ਕਰਵਾਉਣ ਲਈ ਲੰਬਾ ਸਮਾਂ ਇੰਤਜ਼ਾਰ ਕਰਨਾ ਪੈਂਦਾ ਹੈ। ਜਦੋਂ ਇੱਕ ਟਰੱਕ ਚੱਲ ਰਿਹਾ ਹੋਵੇ ਜਾਂ ਰੁਕਿਆ ਹੋਵੇ, ਤਾਂ ਵੀ ਸੋਲਰ ਪਾਵਰ ਤੇਲ ਅਤੇ ਬੈਟਰੀ ਦੀ ਉਮਰ ਦੋਨੋਂ ਨੂੰ ਬਚਾਉਣ ਵਿੱਚ ਮਦਦ ਕਰ ਸਕਦਾ ਹੈ।

ਇਸ ਤੋਂ 'ਤੇ, ਕਈ ਦਿਨਾਂ ਤੱਕ ਇਸਤੇਮਾਲ ਨਾ ਕੀਤੇ ਟਰੱਕਾਂ ਨੂੰ ਉਨ੍ਹਾਂ ਦੀਆਂ ਬੈਟਰੀਆਂ ਨੂੰ ਪੂਰੀ ਤਰ੍ਹਾਂ ਚਾਰਜ ਰੱਖ ਕੇ ਬਹੁਤ ਫਾਇਦਾ ਹੋਵੇਗਾ। ਹਾਲਾਂਕਿ, ਬਹੁਤ ਸਾਰੀਆਂ ਰਾਜਾਂ 'ਚ ਇਹ ਨਵੇਂ ਮਾਡਲਾਂ ਮਾਈਲਾਜ ਅਤੇ ਕਾਰਬਨ ਇਮਿਸ਼ਨ ਕੈਡਿਟਾਂ ਲਈ ਯੋਗ ਹੁੰਦੀਆਂ ਹਨ। ਇਹ ਮਤਲਬ ਹੈ ਉਹ ਤੇਲ ਤੋਂ ਬਚਤ ਅਤੇ ਪ੍ਰਦੂਸ਼ਣ ਨੂੰ ਘਟਾਉਣ ਦੇ ਲਾਭ ਪ੍ਰਾਪਤ ਹੋ ਸਕਦੇ ਹਨ।

ਹੁਣ, ਪੀਲ ਅਤੇ ਸਟੀਕ ਪੈਨਲ ਨੂੰ ਖਾਸ ਟਰੱਕਾਂ ਵਿੱਚ ਠੀਕ ਤੌਰ 'ਤੇ ਫਿਟ ਕਰਨ ਲਈ ਬਣਾਇਆ ਜਾ ਰਿਹਾ ਹੈ, ਜਿਵੇਂ ਕਿ ਫ੍ਰੇਟਲਾਇਨਰ ਕੈਸਕੇਡੀਆ। ਜੀਪੀ ਟਰਾਂਸਕੋ, ਇਲੀਨੋਈਸ ਦੇ ਜੋਲੀਟ ਵਿੱਚ ਆਧਾਰਿਤ ਇੱਕ ਡਰਾਈ ਵੈਨ ਕੈਰੀਅਰ, ਇਸ ਸਾਲ ਵਿੱਚ 200 ਕੈਸਕੇਡੀਆਸ 'ਤੇ ਪੈਨਲ ਲਗਾਉਣ ਦਾ ਇਰਾਦਾ ਰੱਖ ਰਿਹਾ ਹੈ।

ਵਾਹਨਾਂ 'ਤੇ ਸੋਲਰ ਪੈਨਲਾਂ ਕਦੇ ਨਵੀਂ ਟੈਕਨੋਲੋਜੀ ਸੀ ਜਿਸ ਵਿੱਚ ਕੁਝ ਗਲਤੀਆਂ ਸਨ, ਪਰ ਹੁਣ ਇਹ ਬਹੁਤ ਜ਼ਿਆਦਾ ਭਰੋਸੇਯੋਗ ਬਣ ਗਏ ਹਨ।

ਕੁਝ ਟਰੱਕਿੰਗ ਕੰਪਨੀਆਂ ਕਹਿੰਦੀਆਂ ਹਨ ਕਿ ਉਹ ਉਮੀਦ ਕਰਦੀਆਂ ਹਨ ਕਿ ਇਹ ਪੈਨਲ 3-4 ਸਾਲਾਂ ਤੱਕ ਚੱਲਣਗੇ। ਰੈਫਰੀਜਰੇਟਡ ਵੈਨਾਂ ਲਈ, ਜਿਨ੍ਹਾਂ ਦੇ ਬੈਟਰੀਆਂ ਖਾਸ ਤੌਰ 'ਤੇ ਮੁਸ਼ਕਿਲਾਂ ਦਾ ਸਾਹਮਣਾ ਕਰਨਾ ਪੈਂਦਾ ਹੈ, ਸੋਲਰ ਪੈਨਲ ਜੋੜਨ ਨਾਲ ਇੱਕ ਬੈਟਰੀ ਦੀ ਉਮਰ ਨੂੰ ਹੋਰ ਵਧਾਇਆ ਜਾ ਸਕਦਾ ਹੈ।

ਹੁਣ ਸੋਲਰ ਪੈਨਲ ਡਿਲਿਵਰੀ ਟਰੱਕਾਂ ਦੇ ਲਿਫਟਗੇਟਾਂ ਨੂੰ ਚਲਾਉਣ ਅਤੇ ਪਾਰਸਲ ਡਿਲਿਵਰੀ ਕਰਨ ਵਾਲੀਆਂ ਵੈਨਾਂ ਦੇ ਮਾਲ ਖਾਨਾਂ ਨੂੰ ਠੰਡਾ ਕਰਨ ਲਈ ਵਰਤਿਆ ਜਾ ਰਿਹਾ ਹੈ।

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Enforcing AB 5 in California is going to be a challenge.

Enforcing Assembly Bill 5 (AB 5) in California presents a multifaceted challenge for state authorities due to its broad scope and the varied nature of industries affected by the legislation. AB 5 aims to reclassify many independent contractors as employees, thereby extending them labor protections and benefits. Enforcement of AB 5 involves several key components:

1. ****Education and Outreach****: The California state government, particularly the Department of Industrial Relations (DIR) and the Labor and Workforce Development Agency (LWDA), plays a crucial role in educating both employers and workers about the provisions of AB 5. Outreach efforts include providing informational resources, hosting workshops, and offering guidance on compliance with the new law.

2. ****Investigations and Audits****: The DIR, along with its Division of Labor Standards Enforcement (DLSE), conducts investigations and audits to ensure compliance with AB 5. This involves examining employer practices, worker classifications, and employment contracts to determine if workers are being misclassified as independent contractors. Employers found to violate AB 5 may face penalties and fines.

3. ****Legal Actions and Lawsuits****: The state government may initiate legal actions or lawsuits against employers suspected of violating AB 5. This can involve seeking injunctions to halt unlawful practices, pursuing civil penalties, or litigating cases in court to enforce compliance with the law. Workers who believe they have been misclassified may also file individual or class-action lawsuits against their employers.

4. ****Collaboration with Other Agencies****: Enforcement of AB 5 often requires collaboration between various state agencies, including the Employment Development Department (EDD), the Division of Workers' Compensation (DWC), and the Franchise Tax Board (FTB). Sharing information and coordinating efforts among these agencies help ensure comprehensive enforcement and compliance with labor laws.

5. ****Worker Complaints and Hotlines****: California provides avenues for workers to file complaints and report suspected violations of labor laws, including AB 5. The DLSE operates a hotline and online portal where workers can submit complaints anonymously or seek assistance in understanding their rights under the law. These complaints can trigger

investigations and enforcement actions by state authorities.

6. ****Exemptions and Special Provisions****: AB 5 includes exemptions for certain professions and industries that have lobbied for special treatment under the law. Enforcement efforts must take into account these exemptions and special provisions, ensuring that they are applied appropriately and consistently across different sectors of the economy.

7. ****Monitoring and Evaluation****: Ongoing monitoring and evaluation of AB 5 enforcement efforts are essential to assess the effectiveness of the law and identify areas for improvement. State agencies collect data on enforcement actions, compliance rates, and the impact of AB 5 on workers and businesses, using this information to inform future policy decisions and enforcement strategies.

Overall, enforcing AB 5 requires a coordinated and multifaceted approach involving education, investigation, legal action, collaboration among state agencies, and responsiveness to worker complaints. By robustly enforcing AB 5, California seeks to protect workers' rights, combat misclassification, and ensure a fair and equitable labor market for all.



AB 5 ਨੂੰ ਲਾਗੂ ਕਰਨਾ ਕੈਲੀਫੋਰਨੀਆ ਵਿੱਚ ਇੱਕ ਚੁਣੌਤੀ ਬਣ ਜਾਵੇਗਾ।

ਅਸੈਂਬਲੀ ਬਿੱਲ 5 (AB 5) ਨੂੰ ਕੈਲੀਫੋਰਨੀਆ ਵਿੱਚ ਲਾਗੂ ਕਰਨਾ ਸੂਬੇ ਦੇ ਅਧਿਕਾਰੀਆਂ ਲਈ ਦਾਇਰੇ ਅਤੇ ਕਾਨੂੰਨ ਦੁਆਰਾ ਪ੍ਰਭਾਵਿਤ ਉਦਯੋਗਾਂ ਦੀ ਵੱਖਰੀ ਪ੍ਰਕਿਰਤੀ ਦੇ ਕਾਰਨ ਇਹ ਵੱਡੀ ਸਮੱਸਿਆ ਪੈਦਾ ਹੈ। AB 5 ਦਾ ਮੰਤਵ ਹੈ ਕਿ ਵੱਡੀ ਗਿਣਤੀ ਵਿੱਚ ਅਜ਼ਾਦ ਠੋਕੇਦਾਰਾਂ ਨੂੰ ਕਰਮਚਾਰੀਆਂ ਦੇ ਤੌਰ ਤੇ ਉਹਨਾਂ ਦਾ ਫਿਰ ਤੋਂ ਵਰਗ ਬਣਾਉਣਾ ਹੈ, ਇਸ ਨਾਲ ਉਹਨਾਂ ਨੂੰ ਕੰਮ ਵਿੱਚ ਸੁਰੱਖਿਆ ਤੇ ਲਾਭ ਵਧਾਉਣਾ ਹੈ। ਕਈ ਹਿੱਸੇ ਸ਼ਾਮਲ ਹੁੰਦੇ ਹਨ ਅਭ 5 ਨੂੰ ਲਾਗੂ ਕਰਨ ਵਿੱਚ:

1. ****ਸਿੱਖਿਆ ਅਤੇ ਸੰਪਰਕ****: ਕੈਲੀਫੋਰਨੀਆ ਸਟੇਟ ਸਰਕਾਰ, ਵਿਸ਼ੇਸ਼ ਤੌਰ ਤੇ ਇੰਡਸਟ੍ਰੀਅਲ ਰਿਲੇਸ਼ਨਜ਼ ਵਿਭਾਗ (DIR) ਲੇਬਰ ਅਤੇ ਵਰਕਫੋਰਸ ਡਿਵੈਲਪਮੈਂਟ ਏਜੰਸੀ (ਐਲਡਬਲਿਊਡੀਏ) ਨੇ AB 5 ਦੇ ਧਾਰਾਵਾਂ ਬਾਰੇ ਮਾਲਕਾਂ ਅਤੇ ਮਜ਼ਦੂਰਾਂ ਨੂੰ ਸਿਖਾਉਣ ਵਿੱਚ ਇੱਕ ਮਹੱਤਵਪੂਰਣ ਭੂਮਿਕਾ ਅਦਾ ਕੀਤੀ ਹੈ। ਆਊਟਰੀਚ ਉਦਯੋਗ ਸਾਧਨਾਂ, ਵਰਕਸ਼ਾਪਾਂ ਹੋਸਟ ਕਰਨਾ ਅਤੇ ਨਵੇਂ ਕਾਨੂੰਨ ਦੀ ਅਨੁਸਾਰਤਾ ਨੂੰ ਲੈ ਕੇ ਮਾਰਗਦਰਸ਼ਨ ਪ੍ਰਦਾਨ ਕਰਨ ਵਰਗੇ ਸੰਚਾਰ ਪ੍ਰਯਾਸ ਸ਼ਾਮਲ ਹਨ।

2. ****ਜਾਂਚ ਅਤੇ ਸਮੀਖਿਆਵਾਂ****: DIR, ਇਸ ਦੇ ਲੇਬਰ ਸਟੈਂਡਰਡਜ਼ ਇਨਫੋਰਸਮੈਂਟ (ਡੀਏਲਐਸਈ) ਦੇ ਵਿਭਾਗ ਨਾਲ, AB 5 ਦੀ ਅਨੁਸਾਰਤਾ ਨੂੰ ਮਾਨਤਾ ਦੇਣ ਲਈ ਜਾਂਚ ਅਤੇ ਸਮੀਖਿਆਵਾਂ ਕਰਦੀ ਹੈ। ਇਸ ਵਿੱਚ ਮਾਲਕ, ਕਰਮਚਾਰੀ ਵਰਗੀਕਰਣ, ਰੁਜ਼ਗਾਰ ਦੇ ਗਲਤ ਵਰਗੀਕਰਣ ਦੀ ਜਾਂਚ ਹੁੰਦੀ ਹੈ, ਜੇਕਰ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਅਜ਼ਾਦ ਠੋਕੇਦਾਰਾਂ ਵਜੋਂ ਗਲਤ ਵਰਗੀਕਰਣ ਕੀਤਾ ਜਾ ਰਿਹਾ ਹੈ। AB 5 ਦੀ ਦੀ ਉਲੰਘਣਾ ਕਰਨ ਵਾਲੇ ਮਾਲਕਾਂ ਨੂੰ ਜੁਰਮਾਨੇ ਅਤੇ ਮੁਕੱਦਮੇ ਝੱਲਣਾ ਪੈ ਸਕਦਾ ਹੈ।

3. ****ਕਾਨੂੰਨੀ ਕਾਰਵਾਈਆਂ ਅਤੇ ਮੁਕੱਦਮੇ****: ਸੂਬਾ ਸਰਕਾਰ AB 5 ਦੀ ਉਲੰਘਣਾ ਕਰਨ ਦੇ ਸ਼ੱਕੀ ਮਾਲਕਾਂ ਤੇ ਕਾਨੂੰਨੀ ਕਾਰਵਾਈ ਜਾਂ ਮੁਕੱਦਮਾ ਸ਼ੁਰੂ ਕਰ ਸਕਦੀ ਹੈ। ਇਸ ਵਿੱਚ ਗੈਰ-ਕਾਨੂੰਨੀ ਅਭਿਆਸਾਂ ਨੂੰ ਰੋਕਣ ਲਈ ਹੁਕਮਾਂ ਦੀ ਮੰਗ ਕਰਨਾ, ਦੀਵਾਨੀ ਜੁਰਮਾਨੇ ਦੀ ਪੈਰਵੀ ਕਰਨਾ, ਜਾਂ ਪਾਲਣਾ ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਅਦਾਲਤ ਵਿੱਚ ਮੁਕੱਦਮੇ ਚਲਾਉਣੇ ਸ਼ਾਮਲ ਹੋ ਸਕਦੇ ਹਨ। ਜੇਕਰ ਕਰਮਚਾਰੀ ਕਾਨੂੰਨ ਵਿੱਚ ਵਿਸ਼ਵਾਸ ਕਰਦੇ ਹਨ ਤੇ ਉਹਨਾਂ ਨੂੰ ਗਲਤ ਸ਼੍ਰੇਣੀਬੱਧ ਕੀਤਾ ਗਿਆ ਹੈ, ਤਾਂ ਉਹ ਆਪਣੇ ਮਾਲਕਾਂ ਦੇ ਖਿਲਾਫ ਵਿਅਕਤੀਗਤ ਜਾਂ ਕਲਾਸ-ਐਕਸ਼ਨ ਮੁਕੱਦਮੇ ਅਦਾਲਤ ਤੱਕ ਪਹੁੰਚ ਸਕਦੇ ਹਨ।

4. ****ਹੋਰ ਏਜੰਸੀਆਂ ਦੇ ਨਾਲ ਸਹਿਯੋਗ****: AB 5 ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਅਕਸਰ ਰੁਜ਼ਗਾਰ ਵਿਕਾਸ ਵਿਭਾਗ (EDD), ਵਰਕਰਜ਼ ਕੰਪਨਸੇਸ਼ਨ (DWC), ਅਤੇ ਫਰੈਂਚਾਈਜ਼ ਟੈਕਸ ਬੋਰਡ (FTB) ਸਮੇਤ ਵੱਖ-ਵੱਖ ਸੂਬਾ ਏਜੰਸੀਆਂ ਨੂੰ ਇਕ ਦੂਜੇ ਦੇ ਸਾਥ ਦੀ ਲੋੜ ਰਹਿੰਦੀ ਹੈ। ਇਹ ਏਜੰਸੀਆਂ ਵਿਚਕਾਰ ਜਾਣਕਾਰੀ ਸਾਂਝੀ ਕਰਨ ਅਤੇ ਤਾਲਮੇਲ ਦੇ ਯਤਨਾਂ ਨਾਲ ਕਿਰਤ ਕਾਨੂੰਨਾਂ ਨੂੰ ਲਾਗੂ ਕਰਨ ਵਿੱਚ ਅਤੇ ਪਾਲਣਾ ਨੂੰ ਯਕੀਨੀ ਬਣਾਉਣ ਵਿੱਚ ਮਦਦਗਾਰ ਹੈ।

5. ****ਵਰਕਰ ਸ਼ਿਕਾਇਤਾਂ ਅਤੇ ਹੋਟਲਾਈਨਾਂ****: ਕੈਲੀਫੋਰਨੀਆ ਦੇ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਸ਼ਿਕਾਇਤਾਂ ਦਰਜ ਕਰਨ ਅਤੇ ਕਿਰਤ ਕਾਨੂੰਨਾਂ ਦੀ ਸ਼ੱਕੀ ਉਲੰਘਣਾ ਦੀ ਰਿਪੋਰਟ ਕਰਨ ਦੇ ਮੌਕੇ ਪ੍ਰਦਾਨ ਕਰਦਾ ਹੈ। ਜਿਸ ਵਿੱਚ AB 5 ਵੀ ਸ਼ਾਮਲ ਹੈ। DLSE ਇੱਕ ਹੋਟਲਾਈਨ ਅਤੇ ਔਨਲਾਈਨ ਪੋਰਟਲ ਚਲਾਉਂਦਾ ਹੈ, ਜਿੱਥੇ ਕਰਮਚਾਰੀ ਆਪਣਾ ਨਾਮ ਛੁਪਾ ਕੇ ਸ਼ਿਕਾਇਤਾਂ ਦਰਜ ਕਰ ਸਕਦੇ ਹਨ ਜਾਂ ਆਪਣੇ ਅਧਿਕਾਰਾਂ ਦੀ ਜਾਣਕਾਰੀ ਹਾਸਿਲ ਕਰ ਸਕਦੇ ਹਨ। ਇਹ ਸ਼ਿਕਾਇਤਾਂ ਸੂਬੇ ਦੇ ਅਧਿਕਾਰੀਆਂ ਦੁਆਰਾ ਜਾਂਚ ਅਤੇ ਲਾਗੂ ਕਰਨ ਵਾਲੀਆਂ ਕਾਰਵਾਈਆਂ ਦੀ ਗਤੀ ਨੂੰ ਵਧਾ ਸਕਦੀਆਂ ਹਨ।

6. ****ਛੋਟੇ ਅਤੇ ਵਿਸ਼ੇਸ਼ ਵਿਵਸਥਾਵਾਂ****: AB 5 ਵਿੱਚ ਕੁਝ ਖਾਸ ਪੇਸ਼ਿਆਂ ਅਤੇ ਉਦਯੋਗਾਂ ਲਈ ਛੋਟੇ ਸ਼ਾਮਲ ਹਨ, ਜਿਨ੍ਹਾਂ ਨੇ ਕਾਨੂੰਨ ਦੇ ਅਧੀਨ ਵਿਸ਼ੇਸ਼

ਇਲਾਜ ਲਈ ਲਾਬਿੰਗ ਕੀਤੀ ਹੈ। ਲਾਗੂ ਕਰਨ ਦੇ ਯਤਨਾਂ ਨੂੰ ਇਹਨਾਂ ਛੋਟੇ ਅਤੇ ਵਿਸ਼ੇਸ਼ ਪ੍ਰਬੰਧਾਂ ਨੂੰ ਧਿਆਨ ਵਿੱਚ ਰੱਖਣਾ ਚਾਹੀਦਾ ਹੈ, ਇਹ ਯਕੀਨੀ ਬਣਾਉਂਦੇ ਹੋਏ ਕਿ ਇਹ ਅਰਥਵਿਵਸਥਾ ਦੇ ਵੱਖ-ਵੱਖ ਸੈਕਟਰਾਂ ਵਿੱਚ ਢੁਕਵੇਂ ਅਤੇ ਲਗਾਤਾਰ ਲਾਗੂ ਹੋਣ।

7. ****ਨਿਗਰਾਨੀ ਅਤੇ ਮੁਲਾਂਕਣ****: ਕਾਨੂੰਨ ਦੀ ਪ੍ਰਭਾਵਸ਼ੀਲਤਾ ਨੂੰ ਧਿਆਨ ਵਿੱਚ ਰੱਖਣ ਅਤੇ ਸੁਧਾਰ ਲਈ ਖੇਤਰਾਂ ਦੀ ਪਛਾਣ ਕਰਨ ਲਈ AB 5 ਲਾਗੂ ਕਰਨ ਦੇ ਯਤਨਾਂ ਦੀ ਨਿਰੰਤਰ ਨਿਗਰਾਨੀ ਅਤੇ ਜਾਂਚ ਜ਼ਰੂਰੀ ਹੈ। ਸੂਬੇ ਦੀਆਂ ਏਜੰਸੀਆਂ ਲਾਗੂ ਕਰਨ ਦੀਆਂ ਕਾਰਵਾਈਆਂ, ਪਾਲਣਾ ਦਰਾਂ, ਅਤੇ ਕਰਮਚਾਰੀਆਂ ਅਤੇ ਕਾਰੋਬਾਰਾਂ 'ਤੇ AB 5 ਦੇ ਪ੍ਰਭਾਵ ਬਾਰੇ ਜਾਣਕਾਰੀ ਇਕੱਤਰ ਕਰਦੀਆਂ ਹਨ, ਇਸ ਜਾਣਕਾਰੀ ਦੀ ਵਰਤੋਂ ਭਵਿੱਖ ਵਿੱਚ ਨੀਤੀਆਂ ਬਣਾਉਣ ਤੇ ਕਈ ਫੈਸਲਿਆਂ ਨੂੰ ਲਾਗੂ ਕਰਨ ਦੀਆਂ ਯੋਜਨਾਵਾਂ ਲਈ ਵਰਤੋਂ ਵਿੱਚ ਲਿਆਂਦਾ ਜਾਂਦਾ ਹੈ।

ਕੁੱਲ ਮਿਲਾ ਕੇ AB 5 ਨੂੰ ਲਾਗੂ ਕਰਨ ਲਈ ਸਿੱਖਿਆ, ਜਾਂਚ, ਕਾਨੂੰਨੀ ਕਾਰਵਾਈ, ਸੂਬੇ ਦੀਆਂ ਏਜੰਸੀਆਂ ਵਿਚਕਾਰ ਸਹਿਯੋਗ ਅਤੇ ਕਰਮਚਾਰੀਆਂ ਦੀਆਂ ਸ਼ਿਕਾਇਤਾਂ ਪ੍ਰਤੀ ਜਵਾਬਦੇਹੀ ਨੂੰ ਸ਼ਾਮਲ ਕਰਨ ਲਈ ਇੱਕ ਤਾਲਮੇਲ ਅਤੇ ਬਹੁਪੱਖੀ ਪਹੁੰਚ ਦੀ ਲੋੜ ਹੁੰਦੀ ਹੈ। AB 5 ਨੂੰ ਮਜ਼ਬੂਤੀ ਨਾਲ ਲਾਗੂ ਕਰਕੇ ਕੈਲੀਫੋਰਨੀਆ ਦੇ ਕਰਮਚਾਰੀਆਂ ਦੇ ਅਧਿਕਾਰਾਂ ਦੀ ਰੱਖਿਆ ਕਰਨ ਤੇ ਗਲਤ ਵਰਗੀਕਰਨ ਨਾਲ ਲੜਨ ਤੇ ਸਾਰਿਆਂ ਲਈ ਇੱਕ ਨਿਰਪੱਖ ਅਤੇ ਬਰਾਬਰ ਲੇਬਰ ਮਾਰਕੀਟ ਨੂੰ ਯਕੀਨੀ ਬਣਾਉਣ ਲਈ ਮਦਦਗਾਰ ਹੈ।

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Mack Trucks Introduces Mobile Charging System

Greensboro, North Carolina-based Mack Trucks, a subsidiary of AB Volvo, has recently introduced a mobile, off-grid charging system to help fleets better manage electric trucks. Unveiled at the American Trucking Associations Technology and Maintenance Council Annual Meeting in New Orleans, the mobile system is mounted on a Mack MD Electric Truck.

The new system is part of an attempt by Mack to help customers explore and ultimately transition to e-mobility for Class 6-8 trucks if they feel it is right for their fleets.

“We see this vehicle as a bridge system,” said Ryan Saba, energy solutions manager for Mack. “A fleet customer is going to be hesitant to make an investment in electric trucks until they can test the technology for themselves in their own fleet operations. And we know that if they do not already operate battery-electric vehicles, the chances are they’re not going to have charging infrastructure available onsite.”

According to Saba, a company or a dealership can use the system on a trial basis to test the technology in the real world.

“This system will allow the customer or dealer to charge trucks—whether it’s a demo unit or a multi-unit ride-and-drive event at the dealer—without having charging infrastructure readily available at their site,” said Saba. “Mack hopes that this option will help customers more easily experience the benefits of e-mobility and a more sustainable transportation option.”

The off-grid charging system includes a generator powered by renewable propane and 120kW charger. The system is mounted on the back of the MD Electric truck which carries it. Mack does not yet have plans to make the truck-charger configuration commercially available in its energy solutions portfolio but will support customers interested in purchasing the truck charger combo through their suppliers.

“Our job as an electric truck builder in these early days is to break

down barriers to entry into the BEV [battery-electric vehicles] market,” Saba explained. “That’s the best way to help increase the adoption of these vehicles. We have a suite of solutions that surround this vehicle that help remove anxiety about this new technology and help our customers feel more comfortable about making that transition.”

Mack Electric Trucks

The MD comes in Class 6 or 7 versions, according to Saba. It is equipped with a three-phase permanent magnet synchronous 260 horsepower motor powered by nickel manganese cobalt (NMC) oxide lithium-ion batteries with a rating of 240kWh and a range of 230 miles.

The MD is Mack’s second electric truck coming after the introduction of the Mack LR Electric in December 2021. The LR is a Class 8 refuse model with a gross vehicular weight rating (GVWR) of 66,000 pounds. It features twin electric motors with 448 continuous horsepower and 4,051 lb.-ft. of peak torque output.



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Louisiana Truck Driver Faces Homicide Charges in 168-Vehicle Pileup That Killed Eight People

A charge of negligent homicide has been levied against a Louisiana truck driver after he caused a 168-vehicle pileup which killed eight people and injured 63 in a fiery crash last October on Interstate 55 in St. John the Baptist Parish, located in the southeast part of the state.

Police indicated that Ronald Britt of Lafayette was directly responsible for the death of one man in the crash when his Class 8 truck, traveling about

60 mph, collided with the motorist who was stopped in the road because of “severe fog” and traffic congestion.

Police said that Britt “was operating at a negligent speed given the driving conditions” when he killed 60-year-old James Fleming from Missouri. Fleming had stopped in the dense fog but could not leave the roadway because of heavy traffic. Fleming’s wife, 69-year-old Barbara Fleming, was severely injured in the crash.

Britt was arrested on March 11 and was also charged with reckless operation of a motor vehicle and other traffic offenses. If convicted, he could face up to five years in prison.

The “severe fog,” caused by a combination of heavy fog mixed with marsh fire smoke rendered driving conditions impossible with limited visibility at the time of the crash.

Peterbilt Unveils 72-Inch Low-Roof Sleeper Configuration for Model 589

Denton, Texas-based Peterbilt Motors Co., a subsidiary of Paccar Inc. recently introduced a 72-inch low-roof sleeper configuration for the popular Model 589 tractor.

The new configuration includes several storage solutions such as a full-weight wardrobe, passenger side microwave tray, driver side workstation and storage cabinet, optional right-hand cubby, and optional refrigerator and above the bunk shelf.

The sleeper also has several power provisions for electrical devices with four standard 12-volt outlets, factory-installed inverters, aftermarket inverter installation provisions and 22-inch-flat-screen television mounting among several new features.

“The new Model 589 72-inch low roof sleeper is the perfect platform for customers that require a low roof

configuration for their operations, as well as for drivers who appreciate a stylish truck they can customize with chrome and other accessories,” said Jake Montero, Peterbilt assistant general manager for sales and marketing, on the company’s website.

The Model 589 72-inch sleeper is the third low-roof configuration option from Peterbilt, joining the previously introduced UltraLow Roof Day Cab on the Model 567 and the UltraLow Roof 58-inch sleeper on the Model 589.

The Model 589 can be ordered with the 72-inch sleeper from any of the company’s more than 400 dealer locations in North America.

The Model 589, which was introduced last year and began production this January has several powertrain options. The MC-13 and X15 engines can be combined with Eaton RT

and FR Manual, TX-12/Endurant, TX-18/Endurant XD or Allison Series 4000 transmissions.

The Model 589 boasts a wider cab platform than its predecessor, the Model 389, with the amount of room available increased to 2.1 meters from 1.9 meters. Another eight inches was added between the seats as well as more space from front to back. The wider configuration is also a feature of the company’s flagship truck, the Model 579.

On its website, Peterbilt says, “the Peterbilt Model 589 is built to achieve best-in-class uptime, giving owners a competitive total cost of ownership advantage and ease of serviceability that makes it more than prestigious, it makes it a smart choice.”

The Model 589 is available in “On-Highway, Medium-Duty, Vocational and Car Carrier” versions.



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Connectivity Innovations Highlight Improvements in All-New Volvo VNL



With the launch of the all-new Volvo VNL, the truck designed to change everything, Volvo Trucks North America has revolutionized the world of connectivity. The all-new Volvo VNL has set the new industry standard for connectivity features designed to increase customer satisfaction and profitability. These features are only the beginning as Volvo Trucks will continue to introduce new features to its expanding connectivity portfolio.

“The all-new Volvo VNL is integrated with Volvo Connect, a comprehensive fleet management portal, provides a one-stop shop for all of Volvo Trucks’ digital services including vehicle data insights, diagnostics, remote programming, fuel economy reports, safety reports, map, and location services, that can be accessed all under one platform. With the new Volvo My Truck app, drivers can stay in touch with their VNL truck from wherever they are, and Volvo Trucks’ Uptime Center remotely monitors the truck 24/7, alerting drivers and dealers to critical issues,” said Magnus Gustafson, vice president of connected services, Volvo Trucks North

America. “The all-new Volvo VNL is the most connected truck ever designed by Volvo Trucks and transforms the way fleets maximize the benefits of their VNL trucks.”

E-Call: Trucking Industry’s First Automatic 911 Connection

As an industry first, Volvo Trucks has introduced E-Call, a self-activating crash notification, which automatically connects drivers with a 911 dispatcher via a hands-free call, where cellular connectivity is available, in the event of a rollover or airbag deployment. Precise location details are provided directly to emergency responders for faster and more accurate response. Fleets can choose an optional call button for the driver to initiate a call with 911 in the event of a medical emergency or another situation where help is needed. With an Uptime Care subscription, fleets will also receive an e-mail from the Volvo Uptime Center, notifying the fleet manager about the 911 call.

Integrated ELD Solution Enhances Driver Convenience

With Electronic Logging Device

(ELD) mandates in place across North America, Volvo Trucks has taken the lead in providing a fully integrated ELD solution, powered by Geotab. Drivers can easily maintain their logs through the truck’s optional infotainment screen and eliminate the need for an externally mounted ELD device. Drivers can review logs while resting or away from the truck simply by logging in on a smartphone or tablet.

All-in-One Fleet Management Portal

The all-new Volvo VNL and fleet operations will continue to be optimized through advancements in Volvo Connect, the all-in-one fleet management portal launched in October 2023. Fleet managers can see every Volvo truck in their fleet through one secure portal. Fleet managers can view critical truck data such as fuel mileage data, over-the-air software updates, driver behaviors and safety practices, and potential Diagnostic Trouble Codes (DTC). With easy-to-read reports, fleet managers can quickly access and analyze data points related to fuel consumption and safety, as well as see individual employee driving patterns to

provide feedback on ways each driver can become more safe, productive, and efficient. These reports provide details on total driving time in top gear, fuel efficiency, idle time, and seat belt usage to name a few.

Volvo Connect provides both near-real-time and historical data for fleet managers. Through live maps, fleet managers can monitor vehicle and route information, traffic conditions, speed, fuel level, odometer, engine hours, and more. Fleet managers can also view the specific truck specs, comparing those specs to duty cycles. Through Volvo Remote Programming, parameter settings can easily be viewed and updated by calling Volvo Action Services to optimize truck performance and efficiency, such as road speed limit and idle shutdown.

“Volvo Trucks worked collectively with customers on designing Volvo Connect to benefit every area of their business,” said Chayene De Souza, product marketing manager, Volvo Truck North America “Pairing Volvo Connect with expanded Remote Programming and Remote Diagnostics that maximize uptime by enabling routine software updates and parameter setting changes to occur while the truck is being loaded or the driver is taking a break, which can decrease unnecessary stops at the dealership and keep trucks running efficiently. This holistic approach to connectivity brings unprecedented benefits to our customers including 24% fewer unplanned stops, which leads to greater uptime.”

My Truck App – Connection Between Driver and Truck

With the driver in mind, the My Truck app provides the driver access to their truck through their smartphone or tablet. The My Truck app includes essential truck information such as engine fluid levels, like oil and DEF (diesel exhaust fluid), as well as information on potential exterior light faults, low coolant levels, and more. Drivers can also use the My Truck app to control and schedule the climate control on their all-new Volvo VNL to start on specific days and times, ensuring the cab is at the preferred temperature before arriving to start the workday.

Maximizing Uptime Through Advanced Connectivity

Software status and available updates are areas where fleet managers can utilize Volvo Connect to maximize uptime. With the Volvo Connect portal, managers can view current updates and notify the driver or fleet maintenance technician to perform the update. These updates help keep trucks performing at peak levels and may prevent issues or unplanned stops from occurring. An updated and optimized truck performs better as software is continuously enhanced to optimize the driveline and other components on the truck. Volvo Trucks which are updated with the latest OTA updates experience 24% fewer unplanned stops, which results in increased uptime for customers and drivers.

While preventive maintenance and repair work may be inevitable

throughout the life of the truck, by leveraging Remote Diagnostics, repair work at an authorized dealer may be transmitted in advance to expedite the service event and return the truck to service as quickly as possible. Through a completely new electrical architecture, the Remote Diagnostics capabilities on the all-new VNL are more accurate and monitor more areas on the truck than ever before. Additionally, with Remote Diagnostics, fleets can determine if the truck can remain in service until the next planned maintenance event or if it needs to come out of service for immediate attention. All monitoring is facilitated through Volvo Trucks’ 24/7 Uptime Center in Greensboro, North Carolina.

Volvo Trucks Commitment to Our Customer

Every new Volvo truck comes standard with two years of Volvo Uptime Care with Volvo Connect and the My Truck App. With Volvo Uptime Care, customers can take advantage of Remote programming and Remote Diagnostics, ASIST, and Volvo Action Service. With the Volvo Connect portal, fleet managers can see, in near-real time, their trucks’ location, reports and analytics, remote diagnostic status, needed software updates, and the ability to manage subscriptions. The My Truck App brings more truck visibility to the driver, identifying key areas that may need attention during a pre-trip inspection. The My Truck App is just one more way drivers can stay in touch with their trucks while on the road.



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SEC Decides to Drop Scope 3 Emissions Reporting in New Rule

In a recent vote by the Securities and Exchange Commission (SEC), the agency voted to scale back its original rule regarding scope 3 emissions for publicly traded companies in its ongoing effort to track the full brunt of greenhouse gas emissions.

Reporting companies will not have to track the emissions of companies two steps away from them on the supply chain but will still have to report scope 1 and scope 2 emissions from companies closest to them.

In a 3-2 vote, the SEC approved a reporting rule that will require most publicly traded companies to track those scope 1 and 2 emissions, but they pulled back from requiring the same thing for scope 3. The 3-2 vote fell on party lines with three Democrats voting for the rule and two Republicans voting against.

Scope 1 emissions come directly from the reporting company's facilities or transportation while scope 2 emissions are those generated

by a supplier of raw materials to the reporting company. Scope 3 emissions might come from providers further along the supply chain.

The SEC has gathered thousands of comments on the proposal since it was released in 2022.

"A significant number of commenters raised serious concerns about requiring Scope 3 emissions disclosures," the SEC said. "Some asserted that the Commission lacks the authority to require disclosures of information that may come largely from non-public companies in registrants' value chain; others questioned the value of Scope 3 emissions disclosures for investors, citing their concerns about the reliability of the metric; others focused on their view of the costs and burdens of gathering, validating, and reporting the information."

Some analysts believe that by requiring the reporting of scope 3 emissions, the SEC is not gathering the entire picture on where emissions

are coming from. Not so in California, which has enacted the toughest emissions rules in the nation and will require scope 3 emissions to be reported by companies with business in the state.

Rules have not yet been released by the California Air Resources Board, but expectations are that some 8,000 companies in the state will have to begin reporting as soon as 2027.

The SEC rule requires reporting scope 1 and 2 emissions as well as the following:

- "Climate-related risks that have had or are reasonably likely to have a material impact on the registrant's business strategy, results of operations, or financial condition."
- Reporting what the company is doing to "mitigate or adapt to a material climate-related risk."
- Financial estimates as to how weather will impact the reporting company.



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Baltimore Bridge Collapse Will Put Added Pressure on Supply Chain

Just as supply chains began to get back to normal after years of pandemic related disruptions and recent unrest in the Middle East, the U.S. economy was dealt another blow as a cargo ship collided with an important bridge at the Port of Baltimore, leaving shippers and truckers scrambling to find alternative routes in and out of the busy port. Increased delays and rising costs will most certainly follow the collapse of the Francis Scott Key Bridge over the Patapsco River in Chesapeake Bay.

Six workers who had been filling potholes on the bridge when the container vessel Dali ran into the important thoroughfare were presumed dead and no other casualties were reported as police were able to stop ongoing traffic just seconds before the bridge came down.

The bridge is an important part of the port which sees more than one million trucks per year and is a major destination for imported cars, trucks, and farm equipment. The impending diversions have already sent freight rates higher. Rates had been coming down as war related disruptions from the Houthi led rebel attacks on Red Sea

shipping had declined.

“Aside from the obvious tragedy, this incident will have significant and long-lasting impacts on the region,” said American Trucking Associations spokesperson Jessica Gail in a statement. She said that 3,600 trucks a day use the bridge and that trucks carrying hazardous waste will have to detour 30 miles because they are not allowed to use Baltimore’s tunnels.

Some operators have indicated the loss of the bridge will cost them up to two hours extra to carry loads to their destinations around the port. Those delays could be even longer for those who transport chemicals or oil related products because of restrictions.

The Port of Baltimore processed over one million 20-foot cargo containers last year and is the ninth-busiest port in the nation. It is the most important port serving much of the Mid-Atlantic region including the nation’s capital. Disruptions could cost the port up to \$15 million a day in revenue.

The port is also one of the largest

vehicle-handling ports in the U.S. with more than 800,000 vehicles moving through the port in 2023. A long closure of the bridge could disrupt the supply of some new vehicles, most of which are imported from Europe.

Analysts were already calling for modernization of supply chain infrastructure in and around the nation’s ports before the bridge collapse. Writing in the New York Times, Ryan Peterson, chief executive of supply chain technology and logistics company Flexport, noted that “some of our largest ports can handle vessels only two-thirds the size of the largest and most efficient container ships,” leaving them to often avoid U.S. ports.

Peterson advises, “America’s supply chain infrastructure is central to our country’s prosperity. We should invest far more to dredge our ports and enable them to handle larger ships, build new rail connections, automate port operations, and employ container dispatching software to increase the throughput of trucks loading and delivering containers. The failure to do so leaves us weaker and more vulnerable when catastrophe strikes.”



Biden Administration Releases 4-Phase Zero-Emission Charging Infrastructure Plan

In its effort to ramp up the nation's electric vehicle charging infrastructure, the Biden administration has targeted 12,000 miles of interstate highway and the nation's largest shipping container ports for a 16-year plan to build battery charging and hydrogen refueling stations for zero-emission trucks.

The plan, labeled the National Zero-Emission Freight Corridor Strategy, has four phases with local and regional Class 3-7 "return-to-base" trucking operations, first- and last-mile delivery, and port and drayage operations in the first phase. The final phase would include Class 8 long haul movement.

Unveiled in a 300-page document from the Department of Energy and the Environmental Protection Agency the plan is intended "to meet freight truck and technology markets where they are today, determine where they are likely to develop next, and set an ambitious pathway that mobilizes actions to achieve decarbonization."

In collaboration with the plan, the Federal Highway Administration (FHWA) announced in March it has made the National Highway Freight Network and other roadways in several states as part of the National EV Freight Corridor.

The increase in charging areas is part of the administration's goal to sell at least 30% zero-emission medium- and heavy-duty trucks by 2030 with that number increasing to 100% by 2040.

"Medium- and heavy-duty trucks in our current freight network contribute approximately 23% of greenhouse gas

emissions in the U.S. transportation sector," said FHWA Administrator Shailen Bhatt. "These new designations and strategy will help to grow our national EV charging network, encourage clean commerce within the freight community, and support President Biden's goals of achieving net-zero emissions for the nation by 2050."

The strategy would initially accelerate zero-emission truck adoptions on freight hubs with a 100-

regional corridors between 2035-2040.

Phase 1 focuses on 12,000 miles of interstate highways 5, 10, 25, 75, 80, 95 and the Texas triangle of 10, 35, and 45. In addition, zero-emission truck hubs at the Ports of Los Angeles and Long Beach, the Port Authority of New York and New Jersey, the ports of Seattle and Tacoma, the Port of Miami, the Houston Port Authority, and the Port of Savannah will be included.

Phase 4 sees expansion into



mile transport radius and moving toward each of the four phases: 1) Establish priority hubs on freight volumes between 2024-2027; 2) Connect hubs along critical freight corridors between 2027-2030; 3) Expand corridor connection between 2030-2035 and 4) Achieving full access to a national network by linking

intermodal hubs and port facilities to include truck parking. The plan states, "A fully integrated transportation energy system will be essential to supporting use cases across all vehicle classes and duty cycles, allowing for local, regional, and long-haul transportation of goods and services."



How the All-New Volvo VNL Leverages Connectivity to Deliver Intelligent Maintenance and Maximize Customer Uptime

All-New Volvo VNL, the Most Connected Volvo Truck Ever Built

With the launch of the all-new Volvo VNL, the most connected truck ever built by Volvo Trucks, customers will experience increased uptime through even more accurate,

data-based maintenance and key product design elements targeted to save fleets time and money. Volvo Trucks' commitment to monitoring their customers' trucks is unmatched in the industry. With the 24/7 Volvo Uptime Center, a customer service representative is always there to

support you, even if the driver and truck are thousands of miles from home. Volvo Trucks took this commitment to the customer a step further with the launch of the all-in-one fleet management portal, Volvo Connect, launched in October 2023. Now, with the launch of the all-new



Volvo VNL, connectivity and data-driven solutions are prepared to take customers into a more sustainable and efficient future of fleet operation.

“Our customers invest in Volvo Trucks because they want the best possible truck for their drivers and operations,” said Peter Voorhoeve, president, of Volvo Trucks North America. “We’ve taken a quantum leap forward with the all-new Volvo VNL — bringing the next generation of connectivity to the forefront, in vehicle health monitoring and intelligent maintenance. The all-new Volvo VNL will drive increased customer value through driver productivity, fuel efficiency, safety, and uptime. At Volvo Trucks, we don’t just sell trucks, we build sustainable transportation solutions to support our customers in their journey.”

Volvo Connect Grows Suite of Services

The suite of connected services offered by Volvo Trucks continues to grow following the launch of Volvo Connect. Through Volvo Connect, customers can monitor their trucks in near real-time, see pending remote programming updates, and manage vehicle health data and safety items. The ability to see pending remote programming update availability in specific trucks from one single portal allows fleet managers to notify drivers to perform the update the next time they are stopped and safely parked. On average, fleets with fully updated truck populations experience a 24% reduction in unplanned stops. With the all-new Volvo VNL, update speed has also been improved for faster downloads with an average download time of four minutes.

With the My Truck App, drivers can also receive insights on engine fluid levels, washer fluid, and potential light faults before they arrive at their truck to begin their pre-trip inspection. They can also set the climate control to reach their preferred temperature before arriving to start their shift. However,

connectivity is only one area where Volvo Trucks has increased uptime for the customer. With the all-new Volvo VNL, Volvo Trucks engineers have redesigned components for increased serviceability and longer service intervals.

Maximizing Uptime Through Extended Service Intervals

The all-new Volvo VNL features a redesigned exhaust aftertreatment system (EATS), featuring both longer service intervals and the ability to be serviced in three separate components. The Diesel Oxidation Catalyst (DOC), the Diesel Particulate Filter (DPF), and Selective Catalytic Reduction (SCR) can all be serviced or replaced individually, avoiding the unnecessary disposal of a unit that still has extensive operational life remaining, benefiting the customer financially and helping Volvo Trucks meet its sustainability goals. In addition to the improved serviceability of the EATS, Volvo Trucks engineers were also able to reduce the overall component weight by 75 pounds and increase the service interval of the DPF to approximately 630,000 miles.

Longer service intervals have also been achieved in the all-new Volvo VNL due to advancements in certain components: air dryer (APM), engine air filter, HVAC filters, oil drain intervals, fuel filters, and more. Additionally, valve adjustment intervals have been extended by nearly 20%. These improvements increase uptime and improve customer value through reduced maintenance costs and less downtime for service and maintenance. In total, a 20% overall reduction in maintenance time can represent an approximate \$5,000 annual value to the customer.

Volvo Trucks has also set a new standard for the North American trucking industry with the introduction of the 24-volt electrical architecture on the all-new Volvo VNL. The 24-volt system has been proven in the European market and will be

necessary for North America and the future of commercial transportation. New, lighter components, faster and more accurate diagnostic times, and the ability to design more reliable and serviceable wiring harnesses make the move to the 24-volt system paramount.

Blue Service Contracts Are Even Smarter

Volvo Trucks introduced the Blue Service Contract at TMC in 2023 as an added level of service and customer care. The Blue Service Contract comes with peace of mind for the customer, knowing that their truck is being monitored by the dealership and they have a dedicated fleet manager at the dealer location who will proactively reach out and schedule the truck for service, ensuring a service bay and the needed parts and supplies are on-hand and a certified technician is available to complete the service on time and get the customer back on the road. The all-new Volvo VNL and the connected data coming from the truck allow for more accurate and optimized care under the Blue Service Contract.

Additionally, with a Blue Service Contract and monitoring of the truck, additional services coming due soon will be pulled forward to eliminate additional trips to the dealership, maximize customer uptime, deliver additional value to the customer, and reduce their trucks’ CO2 footprint.

Dealer-managed Blue Service Contracts offer inflation protection for the customer, with negotiated labor and parts rates at the time of purchase, and can be included in the truck financing at purchase through Volvo Financial Services. Today, there are 10 dealer groups with 53 locations certified to sell the Blue Service contract. To find a Volvo Trucks dealership near you that sells and supports the Blue Service Contract visit the company’s Find a Dealer page.



Uber and Lyft Could Pull Out of Minneapolis after City Passes Minimum Pay Rules

Ride-hailing services Uber and Lyft are threatening to pull out of Minneapolis after the City Council voted overwhelmingly to enact an ordinance which would establish minimum compensation requirements for app-based drivers. In a city audit, minimum pay was calculated to be approximately \$15.87 an hour.

The measure had been vetoed last year by Minneapolis Mayor Jacob Frey, who had worked out an agreement with Uber to guarantee a pay rate of around \$15 an hour. Lyft declined to support the idea.

At the time, the City Council attempted to override the mayor's veto but could only muster a 5-5 vote, short of the two-thirds required. This time, however, the council voted 10-3 with some newly elected officials voting to override.

Immediately after the vote, Lyft responded to the decision by saying

they would shut down operations in the city on May 1 when the law takes effect. They further stated they hoped a statewide solution would solve the problem. Uber is likely to also stop its service in the city making Minneapolis the only major U.S. city without the tech giant.

The Minnesota Legislature is currently considering bills that would provide minimum pay levels.

Advocates for the measure were overjoyed by the news. City Council member Jamal Osman said, "Drivers are human beings with families, and they deserve dignified minimum wages like all other workers. Today's vote showed Uber, Lyft, and the mayor that the Minneapolis City Council will not allow the East African community, or any community, to be exploited for cheap labor."

Major provisions of the measure include a \$1.40 per mile and a 50

cents per mile minimum for a driver's time spent transporting a customer. In addition, drivers would be compensated 80% of the fee for canceled rides. Those rates could be revised on an annual basis.

One group, however, is against the measure. In an opinion piece published in the Minneapolis Star Tribune, an advocate for the disabled, Dan Meyers, wrote, "The ordinance the council proposes could nearly double the price of rides, making rideshare rides more expensive than a taxi in Manhattan and a luxury that only the wealthiest can afford."

"That would be devastating to the disability community, who often rely on rideshare to get to work, to medical appointments, to the grocery store. Rideshare services are critical for people with disabilities to enjoy full participation in the economy and in our communities," continued Meyers.

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NSBA Challenge of Corporate Transparency Act is Successful

Intended to detect, prevent, and punish terrorism, money laundering and other financial crimes involving business entities, the Corporate Transparency Act, which was slated to take effect this year, has been ruled unconstitutional by a federal judge in Alabama. The law requires businesses to report personal information.

U.S. District Court Judge Liles C. Burke of the Northern District of Alabama court recently ruled the act violates the constitution. A lawsuit filed by the National Small Business Association (NSBA) challenged the federal government's requirement that businesses, labeled "beneficial owners" in the law, needed to report sensitive and personal information.

The scope of the decision, however, narrowly applies to current members of the NSBA. All other companies will still have to report.

The law requires most U.S. companies to submit "beneficial ownership information" to the criminal division of the Treasury Department. In his decision, Burke noted that the law is well intentioned but went beyond what the Constitution allows.

"The late Justice Antonin Scalia once remarked that federal judges should have a rubber stamp that says, "stupid but constitutional," Judge Burke writes. "The constitution, in other words, does not allow judges to strike down a law merely because it is burdensome, foolish, or offensive. Yet the inverse is also true—the wisdom of a policy is no guarantee of its constitutionality. Indeed, even in the pursuit of sensible and praiseworthy ends, Congress sometimes enacts smart laws that violate the constitution. This case, which concerns the constitutionality of the Corporate Transparency Act, illustrates that principle."

The Treasury Department issued the final version of the law in late 2022 and it is set to take effect on Jan. 1, 2025. Companies who are members of the NSBA will not have to comply

It establishes beneficial ownership information reporting mandates for corporations, limited liability companies (LLC's) and "any other entities created by the filing of a document with a secretary of state or any similar office in the United States." Exceptions were made for banks, insurance companies and companies with more than 20 employees and more than \$5 million in gross revenue.

Beneficial owners have to submit their full legal name, date of birth, current address and identification number from a driver's license, ID card or passport to the Financial Crimes Enforcement Network (FinCEN). Changes to any of that information would require an update to the Treasury Department. FinCEN files the information for at least five years after the company shuts down.

"FinCEN is complying with the court's order and will continue to comply with the court's order for as long as it remains in effect," the agency said. "As a result, the government is not currently enforcing the Corporate Transparency Act against the plaintiffs in that action. Those individuals and entities are not required to report beneficial ownership information to FinCEN at this time."

Another exception to the law is that owner-operators running a sole proprietorship under a "doing business as" or their own name do not have to submit a beneficial ownership report because they do not file with the secretary of state. Only businesses that have to file with the secretary of state are required to submit a report.




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Trucking Industry Groups Adamant in Opposition to New Phase 3 Greenhouse Gas Rules

Long-awaited emissions standards from the Environmental Protection Agency (EPA) were met with criticism as being too strict and unachievable in the long run by key stakeholders in the trucking industry. The new Phase 3 rules, released in late March, are slightly more stringent than originally proposed.

Fleets will actually have more time (2027-2030) to achieve initial emissions goals, but that will be followed up by stronger emissions limits in 2031 and 2032. The proposed rule seeks to get to zero emissions by 2032 for half of all vocational vehicles such as buses and waste trucks, 35% of new short-haul regional tractors, and 25% of new long-haul trucks. In sum, more than 40% of all heavy-duty trucks on the road would need to achieve zero emissions in just six model years.

The new rules do not specify any particular emissions solution. Instead, it promises a "technology-neutral" approach and will need an integration of hybrid, battery-electric, or hydrogen-electric trucks to hit emissions benchmarks. Many analysts believe the technology will need a mixture of technologies.

Truckload Carriers Association President Jim Ward argued the industry has effectively reduced NOx

and Particulate Matters with new technologies and remains committed to putting the environment first, but "the journey ahead provides for many alternatives to be considered to lower carbon such as blended biodiesel, renewable natural gas, diesel-electric, just to name a few to help us bridge the gap to the future. We cannot just sit idly by and watch the implementation of a policy that will have a significant impact on our members' business."

The American Trucking Associations (ATA) was quick to voice its disapproval of the new rules. ATA President Chris Spear said, "ATA opposes this rule in its current form because the post-2030 targets remain entirely unachievable given the current state of zero-emission technology, the lack of charging infrastructure and restrictions on the power grid. Given the wide range of operations required of our industry to keep the economy running, a successful emission regulation must be technology neutral and cannot be one-size-fits-all. Any regulation that fails to account for the operational realities of trucking will set the industry and America's supply chain up for failure."

Likewise, the Truck and Engine Manufacturing Association (EMA) didn't hesitate to blast the new rules, voicing strong opposition. In

a statement, TEMA said, "We are concerned that the final rule will end up being the most challenging, costly, and potentially disruptive heavy-duty emissions rule in history. Previous rules included stringent emission standards that required manufacturers to comply by developing and implementing advanced technologies to improve engine and vehicle performance. The new GHG Phase 3 rule will require manufacturers to sell a set percentage of zero-emission vehicles, which is beyond their own ability to control."

Other organizations chimed in with similar opinions. The Clean Freight Coalition said in a statement, "Rather than mandating a new technology that carries with it exorbitant costs and operational concerns, policymakers should support lower-carbon alternatives to diesel fuel that are currently commercially viable (such as biodiesel and renewable diesel)."

Finally, Owner-Operator Independent Drivers Association Todd Spencer said, "Small business truckers happen to care about clean air for themselves and their kids as much as anyone. Yet this administration seems dead set on regulating every local mom and pop business out of existence with its flurry of unworkable environmental mandates."



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Wisconsin Court Decisions Deny Amazon the Ability to Classify Drivers as Independent Contractors

By declining to review a case involving a group of drivers for Amazon, the Wisconsin Supreme Court has confirmed that those drivers must be labeled as employees and not independent contractors. The decision appears to be in line with newly released federal rules about classification of workers.

In April, an appeals court overruled a decision that had sided with Amazon that drivers in its Flex program should be considered independent contractors under state labor guidelines. The Flex program hires workers to deliver small packages out of their own cars so that no company trucks or vans are provided. Because of this, Amazon has consistently argued these drivers are independent contractors.

Because of this perceived status as independent contractors, Amazon did not pay into Wisconsin's unemployment

fund for these workers. A recent audit of the retail giant's activities between 2016-2018 by the state's Department of Workforce Development showed they owed more than \$200,000 in retroactive unemployment benefits for these drivers.

The ruling by the appeals court was based on the state's multipart standard for determining how to classify a worker. The court ruled that Amazon did not meet enough parts of the standard to use the independent contractor label.

The standard deals with a worker's activities and how much personal control they have over their work. The court decided the drivers were basically under the purview of Amazon and so should be permanent employees, due all benefits that come with the job.

Just like the new federal rules, Wisconsin has a multipronged test to

determine worker classification. One of the prongs has nine definitions that deal with issues such as control, ownership of equipment and whether a worker performing a job as an independent contractor does the same service for others rather than only for one company. Amazon's Flex drivers could not pass this test because they were only performing the job for Amazon.

"The services provided by the delivery partners were integrated and interwoven into Amazon Logistics' business of quickly and efficiently shipping Amazon.com's products to Amazon.com customers," the appellate court wrote.


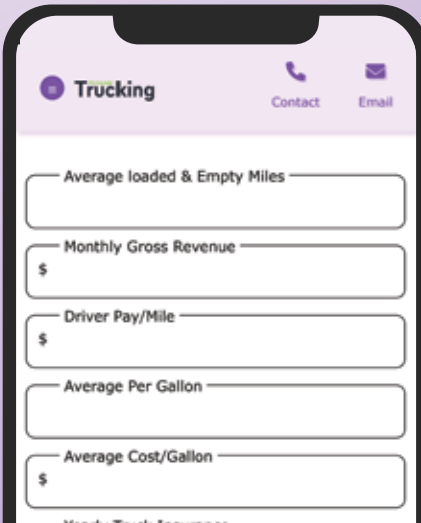
The decision by the appellate court is now considered a precedent which will inform future litigation about wage payments, compensation and benefits.

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ਐਮਾਜ਼ਾਨ ਲਈ ਡਰਾਈਵਰਾਂ ਦੇ ਵਰਗ ਨੂੰ ਸ਼ਾਮਲ ਕਰਨ ਵਾਲੇ ਕੇਸ ਦੀ ਪੁਸ਼ਟੀ ਨਾ ਕਰਕੇ ਵਿਸਕਾਨਸਿਨ ਸੁਪਰੀਮ ਕੋਰਟ ਨੇ ਪੁਸ਼ਟੀ ਕੀਤੀ ਹੈ ਕਿ ਉਹਨਾਂ ਡਰਾਈਵਰਾਂ ਨੂੰ ਅਜ਼ਾਦ ਠੇਕੇਦਾਰ ਨਹੀਂ ਸਗੋਂ ਕਰਮਚਾਰੀ ਵਜੋਂ ਲੇਬਲ ਕੀਤਾ ਜਾਣਾ ਚਾਹੀਦਾ ਹੈ। ਹੋ ਸਕਦਾ ਹੈ ਇਹ ਫੈਸਲਾ ਨਵੇਂ ਜਾਰੀ ਕੀਤੇ ਨਿਯਮਾਂ ਦੇ ਅਨੁਸਾਰ ਕਰਮਚਾਰੀਆਂ ਦਾ ਵਰਗੀਕਰਣ ਕਰੇ।

ਅਪੈਲ ਦੇ ਮਹੀਨੇ ਅਦਾਲਤ ਵਿੱਚ ਅਪੀਲ ਕੀਤੀ ਗਈ ਕਿ ਫਲੈਕਸ ਪ੍ਰੋਗਰਾਮ ਵਿੱਚ ਡਰਾਈਵਰਾਂ ਨੂੰ ਸੂਬਾ ਕਿਰਤ ਦਿਸ਼ਾ ਨਿਰਦੇਸ਼ਾਂ ਦੇ ਤਹਿਤ ਅਜ਼ਾਦ ਠੇਕੇਦਾਰ ਮੰਨਿਆ ਜਾਣਾ ਚਾਹੀਦਾ ਹੈ ਪਰ ਅਦਾਲਤ ਨੇ ਇਹ ਅਪੀਲ ਰੱਦ ਕਰ ਦਿੱਤਾ ਸੀ। ਐਮਾਜ਼ਾਨ ਦਾ ਇਹ ਪੱਖ ਲਿਆ ਗਿਆ ਕਿ ਫਲੈਕਸ ਪ੍ਰੋਗਰਾਮ ਵਰਕਰਾਂ ਨੂੰ ਉਹਨਾਂ ਦੀਆਂ ਆਪਣੀਆਂ ਕਾਰਾਂ ਵਿੱਚ ਛੋਟੇ ਪੈਕੇਜ ਡਿਲੀਵਰ ਕਰਨ ਦੀ ਇਜਾਜ਼ਤ ਦਿੱਤੀ ਜਾਂਦੀ ਹੈ ਤਾਂ ਜੋ ਕੰਪਨੀ ਵੱਲੋਂ ਟਰੱਕ ਜਾਂ ਵੈਨਾਂ ਨਾ ਦੇਣੀਆਂ ਪੈਣ। ਇਸ ਲਈ ਐਮਾਜ਼ਾਨ ਨੇ ਲਗਾਤਾਰ ਦਲੀਲ ਦਿੱਤੀ ਹੈ ਕਿ ਇਹ ਡਰਾਈਵਰ ਅਜ਼ਾਦ ਠੇਕੇਦਾਰ ਹਨ।

ਅਜ਼ਾਦ ਠੇਕੇਦਾਰਾਂ ਵਜੋਂ ਜਾਣੀ ਜਾਂਦੀ ਇਸ ਸਥਿਤੀ ਦੇ ਕਾਰਨ ਐਮਾਜ਼ਾਨ ਨੇ ਇਹਨਾਂ ਕਾਮਿਆਂ ਲਈ ਵਿਸਕਾਨਸਿਨ ਦੇ ਬੇਰੁਜ਼ਗਾਰੀ ਫੰਡ ਵਿੱਚ ਭੁਗਤਾਨ ਨਹੀਂ ਕੀਤਾ। 2016-2018 ਦੇ ਵਿਚਕਾਰ ਸੂਬੇ ਦੇ ਵਰਕਫੋਰਸ ਡਿਪਾਰਟਮੈਂਟ ਦੁਆਰਾ ਰਿਟੇਲ ਦਿੱਗਜ਼ ਦੀਆਂ ਗਤੀਵਿਧੀਆਂ ਦਾ ਹਾਲ ਹਿ ਵਿੱਚ ਆਡਿਟ ਦਿਖਾਇਆ ਗਿਆ ਹੈ, ਜਿਸ ਵਿੱਚ \$200,000 ਤੋਂ ਵੱਧ ਬਕਾਇਆ ਡਰਾਈਵਰਾਂ ਲਈ ਬੇਰੁਜ਼ਗਾਰੀ ਲਾਭ ਦਾ ਹੈ।

ਰਾਜ ਦੇ ਮਲਟੀਪਾਰਟ ਸਟੈਂਡਰਡ 'ਤੇ ਅਧਾਰਤ ਅਦਾਲਤ ਦਾ ਇਹ ਫੈਸਲਾ ਨਿਰਧਾਰਤ ਸੀ ਕਿ ਕਰਮਚਾਰੀਆਂ ਦਾ ਵਰਗੀਕਰਨ ਕਿਵੇਂ ਕਰਨਾ ਹੈ। ਅਦਾਲਤ ਨੇ ਫੈਸਲਾ ਦਿੱਤਾ ਕਿ ਐਮਾਜ਼ਾਨ ਅਜ਼ਾਦ ਠੇਕੇਦਾਰ ਲੇਬਲ ਦੀ ਵਰਤੋਂ ਕਰਨ ਲਈ ਮਿਆਰੀ ਦੇ ਲੋੜੀਂਦੇ ਹਿੱਸਿਆਂ ਨੂੰ ਪੂਰਾ ਨਹੀਂ ਕਰਦਾ।

ਸਟੈਂਡਰਡ ਇੱਕ ਕਰਮਚਾਰੀ ਦੀਆਂ ਗਤੀਵਿਧੀਆਂ ਅਤੇ ਉਸਦੇ ਕੰਮ ਵਿੱਚ ਉਹਨਾਂ ਦਾ ਨਿੱਜੀ ਨਿਯੰਤਰਣ ਕਿੰਨਾ ਹੈ ਇਸ ਨਾਲ ਸਬੰਧ ਰੱਖਦਾ ਹੈ। ਅਦਾਲਤ ਨੇ ਫੈਸਲਾ ਕੀਤਾ ਕਿ ਡਰਾਈਵਰ ਅਸਲ ਵਿੱਚ ਐਮਾਜ਼ਾਨ ਦੇ ਦਾਇਰੇ ਵਿੱਚ ਸਨ ਅਤੇ ਇਸ ਲਈ ਨੌਕਰੀ ਦੇ ਨਾਲ-ਨਾਲ ਆਉਣ ਵਾਲੇ ਸਾਰੇ ਲਾਭਾਂ ਕਾਰਨ ਸਥਾਈ ਕਰਮਚਾਰੀ ਹੋਣ।

ਨਵੇਂ ਫੈਡਰਲ ਨਿਯਮਾਂ ਵਾਂਗ ਵਿਸਕਾਨਸਿਨ ਵਿੱਚ ਵਰਕਰ ਵਰਗੀਕਰਣ ਨੂੰ ਨਿਰਧਾਰਤ ਕਰਨ

ਲਈ ਤੇ ਬਾਕੀ ਪੱਖ ਦੇਖਣ ਵਾਲਾ ਟੈਸਟ ਹੈ। ਪ੍ਰਾਂਗਸ ਵਿੱਚੋਂ ਇੱਕ ਦੀਆਂ ਨੌਂ ਪਰਿਭਾਸ਼ਾਵਾਂ ਹਨ ਜੋ ਕਿ ਨਿਯੰਤਰਣ ਸਾਜ਼ੋ-ਸਾਮਾਨ ਦੀ ਮਾਲਕੀ ਅਤੇ ਇੱਕ ਕਰਮਚਾਰੀ ਇੱਕ ਸੁਤੰਤਰ ਠੇਕੇਦਾਰ ਵਜੋਂ ਕੰਮ ਕਰ ਰਿਹਾ ਹੈ, ਸਿਰਫ ਇੱਕ ਕੰਪਨੀ ਦੀ ਬਜਾਏ ਦੂਜਿਆਂ ਲਈ ਉਹੀ ਸੇਵਾ ਕਰਦਾ ਹੈ ਵਰਗੇ ਮੁੱਦਿਆਂ ਨਾਲ ਨਜਿੱਠਦਾ ਹੈ। ਐਮਾਜ਼ਾਨ ਦੇ ਫਲੈਕਸ ਡਰਾਈਵਰ ਸਿਰਫ ਐਮਾਜ਼ਾਨ ਲਈ ਕੰਮ ਕਰ ਰਹੇ ਸਨ, ਇਸ ਲਈ ਉਹ ਇਸ ਟੈਸਟ ਨੂੰ ਪਾਸ ਨਹੀਂ ਕਰ ਸਕੇ।

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Pride Group Seeks Protection Against Creditors from Canadian Bankruptcy Laws

Ontario, Canada-based Pride Group has filed bankruptcy under Canada's Companies' Creditors Arrangement Act (CCAA) after creditor Mitsubishi HC Capital America filed a lawsuit for \$100 million against the struggling trucking carrier. The CCAA gives the company a stay of proceedings for at least ten days.

"We have taken these steps to commence the CCAA proceedings and to seek recognition under the Chapter 15 cases so that we can maintain our current operations, stabilize our business, establish governance controls and monitoring, and develop a plan to restructure for the benefit of our stakeholders. We believe this is in the best interests of all of our employees, customers, business partners and other stakeholders," said a company representative in a statement.

Mitsubishi claims that Pride Group President and CEO Sulakhan Johal and Vice President Jasvir Johal defaulted on payments they had personally guaranteed.

Court documents tell a story of a once successful company that couldn't compete in tough times. Overall, the company owes some twenty lenders about \$1.6 billion. These creditors include Mitsubishi, Daimler Truck Financial Canada, Daimler U.S., Paccar Financial and Volvo Financial Services of Canada.

"The North American trucking and logistics industry is facing a prolonged downturn, the effects of which are exacerbated by the trucking and logistics boon that preceded the downturn, which can be traced to the Covid-19 pandemic and major

geopolitical events," said court filings.

The filings continue, "Spot freight prices, diesel prices and interest rate trends were all initially favorable for the trucking industry following the onset of the Covid-19 pandemic. They have all deteriorated significantly since that time. The bottom-line result is made significantly worse by virtue of the increased trucking and logistics supply that was brought to market during the upturn, which is currently sitting as unused excess capacity in the market."

Pride Group operates a fleet of over 800 trucks and 2,600 trailers, including those it acquired when it purchased Texas-based Arnold Transportation Systems in 2020.

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Republicans in Congress File Review Resolution to Stop Biden’s New Labor Misclassification Rule

In response to the Biden administration’s new labor rule regarding misclassification of workers as independent contractors, which had been scheduled to go into effect on March 11, a Congressional Review Act (CRA) resolution has been filed by Republican U.S. House of Representatives’ members Kevin Kiley of California and Bill Cassidy of Louisiana.

The CRA allows Congress to consider legislation that would overturn the rule. The American Trucking Associations (ATA) oppose the new rule while the International Brotherhood of Teamsters is in favor of protecting workers from misclassification.



The rule does not have the same impact as a law passed by Congress and signed by the president. It is simply an interpretation of worker protections under the 1938 Fair Labor Standards Act.

Jessica Looman, administrator of the Department of Labor’s Wage and Hour Division said the rule does not

apply specifically to any industries or types of work but is intended to protect the nation’s “most vulnerable workers.”

The rule replaces a Trump administration regulation that ruled that workers who own their own businesses or have the ability to work for competing companies, such as a driver who works for Uber or Lyft, can be treated as independent contractors.

“More than 350,000 truckers choose to work as independent contractors because of the economic opportunity it creates and the flexibility it provides, enabling them to run their own business and choose their own hours and routes,” said ATA President and CEO Chris Spear.

“The Biden administration’s IC (independent contractor) rule eliminates this freedom and intentionally undermines the livelihoods of truckers and their families across the country by replacing a clear, straight-forward standard with a tangled mess that will weaken our supply chain,” Spear continued.

In contrast, a statement from Teamsters General President Jim Hoffa said, “The American worker’s quest for dignity and respect in recent years has fallen largely on deaf ears. While the Teamsters and other unions have been active in protesting the continued misclassification of workers and have found some success at the state level, too many federal elected officials have refused to intervene.”

He continued, “Thankfully, that is now changing. President Biden’s decision to rescind this anti-worker proposal put forward during the Trump administration and that was set to take effect is just the latest example that the White House has the back of working

Americans. It builds on an agenda that is putting the people ahead of the powerful.”

Other supporters of the rule contend it offers a more comprehensive approach to determining if workers are actually in business for themselves or are working side by side with company employees who enjoy higher wages and more benefits.

As with the ATA, the Intermodal Association of North America (IANA) staunchly opposes the rule and supports the CRA resolution. The IANA argues the rule threatens the jobs of millions of independent contractors, including the large majority of intermodal truck drivers.

“The intermodal industry serves as an important pillar of our nation’s economy, ensuring the safe and efficient transportation of cargo, ranging from industrial materials and agricultural products to consumer goods,” said IANA President and CEO Joni Casey.

“For decades, more than 80% of intermodal drivers have chosen to carry out this important work as independent contractors. DOL’s recent rulemaking threatens to eliminate their freedom of choice and the opportunity to invest in and operate their own businesses. Without Congressional action, the DOL’s new regulations will negatively impact the nation’s supply chain by deterring qualified drivers from the industry and worsening existing driver shortages, which will ultimately slow the movement of goods and increase costs for consumers,” she continued.

Financial markets initially reacted negatively to the new rule, with ride sharing giants Uber and Lyft dropping 10% and 12% respectively.

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