



Policy: Hours of Service Violations

Hours of Service violations are against company policy and will result in the following corrective action:

Hours of Service Violations as recorded by onboard systems will result in the following:

1st offense – Documented coaching.

2nd offense – Documented verbal warning, tractor speed lowered to 68 mph and training will be completed.

3rd offense – Documented written warning, tractor speed lowered to 65 mph and training will be completed.

4th offense – Documented written warning, tractor speed lowered to 62 mph and training will be completed. Driver is removed from dispatch for 3 (three) days. If driver is currently on a reset, the 3 (three) day period begins after a 34-hour restart period has elapsed.

5th offense – Termination.

Hours of service violations with warning or citation issued by law enforcement will result in the following:

1st offense – Documented written warning, tractor speed lowered to 65 mph and training will be completed.

2nd offense – Documented written warning, tractor speed lowered to 62 mph and training will be completed. Driver is removed from dispatch for 3 (three) days. If driver is currently on a reset, the 3 (three) day period begins after a 34-hour restart period has elapsed.

3rd offense – Termination.



Policy: Hours of Service Violations (cont.)

Serious violations may result in additional action and up to and including termination.

- Timeframe resets on a one year rolling calendar from last/latest violation or corrective action, whichever is later.
- Serious violations may result in additional action and up to and including termination.
- All policy violations are cumulative.
- Law enforcement action results in moving cumulative corrective action to the next highest level from current on the 3-offense tier.

Thank you for your cooperation and understanding.

Original Date: March 2023

Date Reviewed: April 2023