

Transportation Safety

Training ADVISOR

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Human trafficking

Know the signs and who to call

Is it time to embrace the
electronic bill of lading?

What are inspectors looking for
when it comes to drugs & alcohol?

Information and resources to help your drivers operate safely



J. J. Keller
& Associates, Inc.
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MESSAGE FROM THE EDITOR

Encourage your drivers to develop a particular set of skills

Liam Neeson's action-thriller movie "Taken" follows the story of a determined father willing to risk it all to rescue his daughter from a human trafficking situation.

In the movie, Neeson's character is a retired CIA operative who traces his daughter's call as she's abducted, interrogates various seedy characters involved in the trafficking, tracks down the abductors, and engages in action-packed combat with key members of the trafficking ring, eventually rescuing his daughter from a heinous fate.

Neeson's character famously remarks that he holds a "particular set of skills" that have prepared him to handle this exact type of situation.

Although your drivers will not be engaging in any of these activities (and, in fact, should not confront a trafficker in any way), there is still a particular set of skills they can learn to make the right decisions and potentially save someone's life.

A particular set of skills

Luckily, this particular set of skills doesn't require a career as a CIA agent to master!

Start by encouraging your drivers to:

- Participate in a human trafficking training program;
- Learn how to look out for suspicious or unusual activity;
- Communicate key details, such as plate numbers or vehicle descriptions to law enforcement; and
- Report anything they see to the authorities.

All of us have the power to save someone from human trafficking. We just need to know how to spot the signs and who to contact about it. ♦



Lucero Truszkowski

Lucero Truszkowski joined J. J. Keller & Associates, Inc. as an Associate Editor in 2022. Lucero edits, writes, and researches content on a variety of topics, including transportation, human resources, and driver training. She holds a Master of Science (MS) in Professional Writing from New York University.



TRAINING BLUEPRINT — HUMAN TRAFFICKING

Highway heroes can help fight trafficking

Every year, human trafficking impacts millions of women, children, and men who are held against their will and forced into commercial sex, domestic servitude, and forced labor.

Because traffickers often move their victims around and drivers tend to frequent common places where trafficking occurs, drivers need to know the signs of trafficking, how to respond, and who to contact if they suspect a person is being trafficked.

Unfortunately, human traffickers can often hide their activities in plain sight, keeping their victims isolated, threatened, and manipulated, and making it nearly impossible for victims to seek help.

TIP: Some drivers may feel uncomfortable reporting human trafficking in case they're wrong or don't want to get involved. Assure your drivers that they should call the authorities if they see any warning signs, even if they're not sure. Remind drivers that they can call in anonymously.

Indicators of human trafficking

According to the Federal Motor Carrier Safety Administration (FMCSA), some of the main indicators of human trafficking include:

- A suspicious vehicle parked in an unusual location;
- A vehicle dropping off/picking up individual(s) at other vehicles/trucks;
- A person exhibiting signs of physical or emotional distress, abuse, or branding tattoos;
- A person being told not to speak or appearing coached on what to say;
- Headlights flashing at people in a parking lot;
- A person who keeps appearing at multiple locations;
- A person showing any indication that they have a manager or pimp; and
- Chatter about a "commercial company" or "sale" on citizens band (CB) radio.

Who are the victims?

The identities of human trafficking victims are diverse. Victims can be of any age, gender, race, color, national origin, religion, education level, etc., but there are some groups at higher risk. These include:

- Refugees,

- Runaways,
- LGBTQIA+ individuals,
- People with a history of addiction, and
- Survivors of abuse.

Half of human trafficking victims are under the age of 18, and the average age of a child in sex trafficking is 12 years old. Adult men and women are also trafficked in the millions, so keep an eye out for anyone you see who appears to be at risk.

TIP: Consider showing a video about human trafficking to help humanize the victims and to help drivers visualize the warning signs.

Who are the perpetrators?

Just like the victims, perpetrators of human trafficking can span a wide variety of descriptions. They can be strangers, partners, acquaintances, or family members to the victim. These people may act alone or could be part of an organized criminal enterprise. In the U.S. in 2021, most perpetrators were white male U.S. citizens with no prior convictions, according to the U.S. Department of Justice.



What to do next

If you see (or suspect) human trafficking, **do not attempt to confront or engage** with anyone involved in the situation. Instead, contact local law enforcement directly:

- Call 9-1-1, if someone is in immediate danger; or
- Contact the National Human Trafficking Hotline, available 24/7:
 - Call 888-373-7888, or
 - Text HELP or INFO to BeFree (233733).

Follow your company's reporting policy if it has one in place. ♦

TIP: Advise drivers to keep these numbers in their cell phones so they have them when they need them.



TRAINING HANDOUT — HUMAN TRAFFICKING

Look for the signs

Victims of human trafficking can be any age, race, gender, or color. People who are being trafficked can be found anywhere, including bus stops, motels, farms, gas stations, truck stops, or restaurants. Go with your gut if something seems wrong.

Watch for people who:

- Appear malnourished,
- Show signs of physical abuse or self-harm,
- Seem fearful of others,
- Wear clothing unsuitable for the weather,
- Don't know what day it is or what city they're in,
- Appear to be coached or aren't allowed to socialize with others, or
- Lack the freedom to move around or do not possess their own IDs and travel documents.

If you see (or suspect) human trafficking, **do not attempt to confront or engage with anyone involved** in the situation. Instead, contact local law enforcement directly.

Call:

- 9-1-1, if someone is in immediate danger; or
- The National Human Trafficking Hotline, available 24/7:
 - Call 888-373-7888, or
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Follow your company's reporting policy if it has one in place. ♦





TEST YOUR KNOWLEDGE — HUMAN TRAFFICKING

1. Half of human trafficking victims are under the age of 18.
 - A. True
 - B. False

2. Which of the following groups are at higher risk of being trafficked?
 - A. Refugees
 - B. Runaways
 - C. LGBTQIA+ individuals
 - D. All of the above

3. Perpetrators of human trafficking are mostly non-citizens with prior convictions.
 - A. True
 - B. False

4. What should you do if you notice a potential trafficking situation?
 - A. Confront the suspected victim
 - B. Confront the suspected perpetrator
 - C. Call the authorities and report the suspected crime
 - D. Get a group of people together to confront the perpetrator

5. Human trafficking is a problem:
 - A. In big cities
 - B. In rural areas
 - C. Along major highways
 - D. All of the above ♦

NAME: _____ DATE: _____



Is it time to embrace the electronic bill of lading?

In the digital age, the logistics industry is rapidly transitioning toward paperless operations, and the electronic bill of lading (eBOL) stands at the forefront of this transformation. With new standards emerging, motor carriers are presented with compelling reasons to shift from traditional paper to electronic bills of lading.



The new standards for eBOL streamline documentation processes. Electronic systems allow for real-time updates, reducing the risk of errors associated with manual data entry and document handling. Additionally, eBOLs offer enhanced security features, including encryption and digital signatures, safeguarding sensitive information, and mitigating the risk of fraud or tampering.

Consider the benefits

One of the key advantages of adopting eBOLs is cost savings. By eliminating the need for paper, printing, and storage, carriers can reduce overhead expenses. Electronic bills of lading facilitate faster processing and retrieval of information, leading to improved operational efficiency and quicker turnaround times for shipments.

Electronic documents offer greater flexibility and accessibility compared to their paper counterparts. They can be accessed and transmitted from anywhere with an internet connection. Another key benefit is that they contribute to sustainability efforts by reducing paper consumption and carbon emissions associated

with transportation and logistics. Embracing electronic documentation aligns with the industry's goals of promoting environmental responsibility.

Challenge areas for electronic documentation

Motor carriers face several challenges when adopting eBOLs. Establishing a robust technology infrastructure to support the creation, transmission, and storage of eBOLs requires significant investment in IT systems and data security measures to safeguard sensitive shipment information. Additionally, achieving interoperability between different systems used by carriers, shippers, and customs authorities is crucial for seamless communication and document exchange.

Overcoming resistance to change from stakeholders accustomed to traditional paper-based processes requires effective education and demonstration of the benefits and reliability of electronic solutions. Successfully addressing these challenges is essential for motor carriers to harness the efficiency and cost-saving potential of electronic bills of lading.

The adoption of eBOLs represents a significant step forward for motor carriers seeking to modernize their operations and stay competitive in the evolving logistics landscape. ♦



Key to remember: By embracing eBOLs, motor carriers can unlock cost savings, improve sustainability, and position themselves for success in the digital era of transportation and logistics.

What are officers looking for during an inspection when it comes to drugs and alcohol?

What exactly do officers do when it comes to checking for drugs and alcohol during a roadside inspection? Do they give the driver a sobriety check? Do they search the vehicle?

The answer is simple. The officer follows the regular roadside inspection process.

The regular process

As far as the drugs and alcohol portion of an inspection, during Step 3 of the North American Standard Roadside Inspection (Greet and Prepare the Driver), the officer is to assess the driver for any signs of impairment (regulations

392.3, 392.4, and 392.5). The signs include any of the indicators officers normally look for when in contact with any driver, such as slurred speech, inappropriate responses, inability to focus, lack of attention, inability to remain awake, unsteady gait, odors, etc.

This assessment will continue into Step 4 of the inspection (the Interview), and to a lesser degree continue as the inspection goes on.

If, based on the signs, the officer can develop probable cause that the driver is impaired, the officer will conduct a field sobriety test and/or a Drug Recognition Expert (DRE) exam.

During the entire inspection (starting at Step 3), the officer will also be looking for the presence of drugs or alcohol in plain sight in the cab. This involves the officer checking the visible area of the cab when on the running boards or standing next to the truck with the door open.

The key to getting through this portion of the inspection will be the driver:

- Being alert and attentive,
- Responding appropriately,
- Following the officer's instructions, and
- Not having drugs or alcohol in the cab.

The Clearinghouse component

In Step 8 of the inspection (Examine Driver's License), the officer will examine the driver's license and run a motor vehicle record (MVR) on the driver (the license is collected in Step 5 of the inspection).

During this step, the inspector will also do a Clearinghouse check using CDLIS or a CDLIS-fed system. If the driver is listed as Prohibited, the driver will be cited and placed out of service (regulation 392.15).

The key to passing this part of the inspection is to make sure drivers know and understand the drug and alcohol requirements and the Clearinghouse (no drugs, no alcohol within four hours of coming on duty, no alcohol in your system, no unmanifested alcohol in the vehicle, etc.).

Also, make sure your company is doing the annual queries on all CDL drivers. As well as showing if there is an issue, the pre-hire and annual queries trigger "push" notifications from the Clearinghouse. These push notifications notify a carrier when a driver queried in the previous 12 months has had information entered into the Clearinghouse on them. ♦



Key to remember: During every roadside inspection, the officer will assess the driver for signs of impairment and check the driver's status in the Drug and Alcohol Clearinghouse. Make sure drivers are aware of this and prepared for it.



Next Month's Topic: Distracted Driving

Becoming a distracted driver is easier than you think. Any non-driving activity is a potential distraction and increases the risk of crashing. All it takes is a split second for a small distraction to result in huge consequences. ♦



Expert Help: Question of the Month

Question: Is there a regulation that outlines the specifics of what a driver safety program should include, how often driver safety meetings need to be held, where safety meetings are to be held, and who should conduct the meetings?

Answer: The Federal Motor Carrier Safety Administration (FMCSA) regulations only stipulate the safety outcomes, not how a carrier accomplishes the safe operation of their fleet.

However, the safety management cycle, advocated by FMCSA and used in compliance reviews, is a helpful starting point. It is available on the FMCSA website.

FMCSA requires all carrier employees to be knowledgeable of the regulations in accordance with 390.3, so regular training for drivers and office associates is highly recommended. ♦



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