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New California Regulations

California rang in the New Year by enforcing new regulations on certain truck engines, trailers, tires and vehicles, requiring motor carriers to spend tens of thousands of dollars on new



equipment that may never meet the state's ambitious objectives.

The new rules also apply to trucks registered in other states—and even other countries.

Some mandates are as follows:

Trucks and buses that weigh more than 13 tons and have engines built between 2002 and 2004 must either upgrade their equipment or install diesel soot filters.

Transportation refrigeration trucks have to replace or upgrade

their engines that precede 2006 before December 31.

Beginning January 1st, older-model tractors

that pull trailers at least 53 feet long must be equipped with low rolling resistant tires, which will reduce fuel emissions. All sleeper-cab tractors and trailers built after 2010 must have aerodynamic devices such as side skirts.

(Continued on page 4)

On the Waterfront

In recent years, dockworker unions have been involved in a half-dozen long shore job actions and protests on both coasts. The protests' economic impact pale in



comparison to the 8 day strike in late November by the Office Clerical Unit of

ILWU Local 63 in Los Angeles-Long Beach. But even labor actions local in

nature are part of a bigger picture on the waterfront.

Potentially leading to an employer lockout is the ongoing contract dispute between the ILWU and six international grain terminal operations in the Pacific

Northwest. This follows the violent protest by the

(Continued on page 2)

**"And now let us believe in a long year that is given to us, new, untouched, full of things that have never been."
—Rainer Maria Rilke**

Mission Statement

"We will be the staff our clients require to reach goals and achieve their vision."



Focus On The Client— Hi-Shear Corporation



At Hi-Shear... Quality is not costly, it's priceless.

Established in 1943, the Hi-Shear Corporation is a part of the aerospace branch of Lisi Group, a publicly traded French company. Hi-Shear derives its name from its first product, the Hi-Shear Rivet, that the co-founder of the company, George S. Wing, invented.

The Hi-Shear Rivets are amongst the first modern high strength fasteners for aircraft structures and was first used in the famed North American Aviation P51C Mustang



Fighter.

Hi-Shear's current products are sophisticated, high technology interpretations of the founder's original rivet. Hi-Shear's focus on preventing defective products versus correcting them, makes the company a leading

designer and manufacturer of advanced aerospace fasteners and installation tools.

Made from various metals and alloys, their fasteners are made to the exact specification in order to withstand extreme temperatures, high shear and tension values and high vibration stresses. Hi-Shear utilizes specialized engineering and production skills to meet these specifications and the rigid quality controls they demand.

A Special Thank You...

Thank you for the over and beyond customer support. Its a pleasure working with companies that have the same commitment to customer satisfaction as IPS.

-Brian McCarty- IPS

"Be always at war with your vices, at peace with your neighbors, and let each new year find you a better man."

—Benjamin Franklin

On the Waterfront (Cont.)

(Continued from page 1)

ILWU last year in Longview, Wash., to prevent international grain company EGT from opening a new export terminal with non-ILWU labor.

The common thread stringing together these labor actions is a realization that technology and automation will change the workplace union members have



known throughout their careers, jeopardizing the tradition of passing down some of the high-paying waterfront jobs to future

generations.

The longshore unions are trying to preserve a lifestyle they admit has been very good, and they want the same for younger

generations. Employers say they are attempting to right-size their operations with the jobs of the future.

Me, Myself & I— Sandy Aufdenkamp

My name is Sandra (Urquhart) Aufdenkamp and I was born in Redondo Beach, California. I have three sisters and two brothers. I'm blessed to have four wonderful children and I'm a proud grandma of six children - five boys and yes, one girl THANK GOD. I can't wait for that number to grow to lucky number 7 soon, as my youngest daughter is currently in the process of adopting.

My husband and best friend, Jerry and I celebrated our ten year wedding anniversary this year and are planning a Hawaiian cruise this April. I can't wait to see where we go for our 20th!!

With 6 grandkids, 4

children and a husband you can imagine my life is pretty busy. There's

always cooking, sports practice, dance lessons and homework. Life never has a dull moment, which I love. I couldn't ask for a better life, one that's full of family and friends. The most important thing to me is to be around my family daily and involved in their lives.

I began at Freight Management in February 2009. Prior to Freight Management I had little exposure to the freight industry: I had been a bartender, officer manager, bar owner, as well as a

French bakery manager. Being an FMI account manager allows me to do what I do best, help customers, keep them happy, and give them the best service they can get.

As I stated before, the most important thing to me is family and ONE of the reasons why I love working at Freight Management is it's like working with family. Since I've been employed with FMI, Bob Walters and his entire family invited my family into theirs. I've made such good friends and had the opportunities to have some really fun times and learn too.



Europe Recycles Conventional Transport

Amid economic recession and recurring congestion issues, Europe turns to a conventional means of transport to reduce costs and ease carbon emissions. With



the European Union-funded pilot program, CycleLogistics, and a reputation for progressive environmental policies, some continental shippers are using bicycles to

move parcels and small shipments in urban areas.

While bicycle messenger services are common in metropolitan cities in the United States and around the world, the European Union is making a collaborative effort to shift from motorized freight to bicycles. Research suggests that as much as 25% of

European cities' cargo traffic could make the switch. If companies integrate traditional hub-and-spoke van delivery model with pedal pushers that make local deliveries and pick-ups, then the percentage increases.

Cyclelogistics predicts that its current pilot program spanning 12 European countries, will develop into a serious alternative for transporting light goods throughout inner cities.

A Trucking Manifesto

The Canadian Trucking Alliance task force on the driver shortage defined several core values for the trucking industry:

- Truck drivers deserve respect.
- Truck drivers should have an improved ability to predict their pay and be paid for all the work they do.
- Truck drivers should be able to plan their lives like most other employees.
- Their time—including on shipper premises—should not be wasted.
- Driver wellness and security should be top priorities for employers.
- Truck driving should be recognized as a skilled trade.

"Industry leaders need to make a strong statement demonstrating to current and future drivers that the industry's leaders are serious about coming to grips with the issues that underpin the driver shortage... Carriers have the primary responsibility, influence and control over quality of life issues in the driver occupation. They need to hold their internal people accountable for addressing driver concerns," the task force said in its report.



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If you have any articles you'd like to submit, please contact Kim Runkle.

FMI Challenge Winners

Answer:

Tower, Wrote

Congratulations

Jay Schwarts- Medtronic

Tracey Rogers- Leslie's Poolmart

Suzi Hunter- Oakley

Susan Geariety- Oakley

Charlotte Miske- Estes

YRCW Improving



LTL carrier YRC Worldwide, which has lost in excess of

\$2.6 billion in the last five years, posted sharply improved third quarter operating results in the 15th month under new CEO James L. Welch. YRC Worldwide reported a third quarter operating profit of \$27.3 million on top of a \$15.5 million operating profit in the second quarter.

New California Regulations (Cont.)

(Continued from page 1)

C A R B ' s economic analysis claims that its new rules will save the trucking industry more than \$3 billion in fuel costs.

It also estimates that its clean air regulations will cut 40% of diesel particulate matter emissions by 2014, and 70% by 2020.

However, according to Mike Shaw, spokesman for the California Trucking Association, meeting these standards will cost the trucking industry \$1 billion a year.

Robert McClernon,



centers, fleet facilities, truck stops, and random roadside locations. CARB also plans to check for compliance through electronic audits of truck fleets.

Noncompliant vehicles face a minimum monthly penalty of \$1,000 per violation—and could be impounded.

The CCTA filed suit to stop the regulations, but the federal EPA approved the California rules before the truckers got their day in court.

former president of the California Construction Trucking Association, said the regulations will force 60% of small trucking businesses to close in California.

According to the CARB website, trucks now face inspection almost anywhere within the state: California Highway Patrol weigh stations, distribution

Happy Anniversary FMI Employees



- Bob Walters-16 years
- Cindy Saucedo-15 years
- Larry Reyes-14 years
- Heidi Walters-13 years
- Leo Santamaria-7years
- James DuWaldt-10 years
- Lisa Anne Vo-10 years
- Vianey Hernandez—5 years

January and February Birthdays

Trinh Nguyen 1/1

Cindy Saucedo 1/11



Dwayne Phillips 2/2

James DuWaldt 2/5

Kim Runkle 2/11

Take the FMI Challenge

There are several chickens and rabbits in a cage (with no other types of animals). There are 72 heads and 200 feet inside the cage. How many chickens are there, and how many rabbits?

Fax or email answers and address to 714-632-7221 or krunkle@freightmgmt.com to collect your prize. Winners will be announced monthly.