

Connecting

NOVEMBER 2023

NEWS FOR MANAGERS & MECHANICS

TURN THE OOPSIES INTO OOPS-NOT-ME'S!

Many bus and van collisions are the result of human error or carelessness and aren't just random accidents. As a manager using the term "crash" instead of "accident" conveys the idea that most vehicle collisions are not preventable and just random events.

As leaders you need to shift the mindset and emphasize the preventable nature of most vehicle collisions and oopsies from lack of awareness and the space around you. Here are a few reasons why they advocate for this change in terminology:

Responsibility and Accountability: The term "accident" can imply that the event was unavoidable or a random act of fate, reducing the sense of responsibility of those involved. Using the term "crash" emphasizes that most collisions occur due to specific factors and human choices, making individuals and entities involved more accountable for their actions.

Preventability: Many vehicle collisions are caused by factors such as distracted driving, speeding, impaired driving, or other forms of negligence. Referring to these incidents as "crashes" highlights that they are often preventable if proper precautions and responsible behavior are maintained.

Legal and Insurance Implications: In legal and insurance contexts, the term "accident" might be seen as neutral, potentially downplaying the liability of the parties involved. Using the term "crash" could lead to a more accurate assessment of responsibility, which is essential for legal and insurance purposes.

Encouraging Proactive Measures: Shifting the language from "accident" to "crash" can encourage a proactive approach to road safety. It promotes the idea that by taking preventive measures, enforcing traffic laws, and raising awareness about responsible driving behaviors, the number of crashes can be reduced.

In summary, safety advocates argue for using the term "crash" to raise awareness about the preventable nature of most vehicle collisions, encourage accountability, and promote a culture of safety on the roads. Changing the language can influence attitudes, policies, and behaviors, ultimately contributing to a safer environment for everyone.



21 LAST OCTOBER

2023-2024
School Year

17

ACCIDENT COUNT

THE "BUCK" STOPS HERE

OH DEER!

A POEM ABOUT DEER SEASON

In the woods, where the hunters roam free,
It's time for a fun and safe driving spree.

Camouflage busses may sound quite neat,
but let's stick with normal, don't be discreet.
No shotgun shifts or bullet-speed lanes,
we're not racing to bag any gains.
The speed limit signs are our friendly guides,
So drive like a turtle, and enjoy the ride!

Deer on the road might be tempting prey,
but with your brakes, don't chase them away.
We're not hunting trophies or looking to dine,
avoid any roadkill and we'll be just fine!

So drive with care, and keep your cool,
Avoid any deer, don't play the fool.
During hunting season, no need for despair,
We'll all get home safely, that's our heartfelt prayer!

TURN-BY-TURN

Electronic copies of all routes,
including the assigned driver, is due
BEFORE November 15th.

Copies should be sent to:
Dan, Bill, and Aaron

Connecting

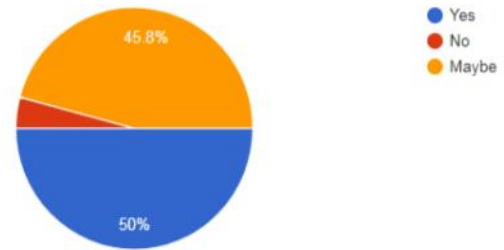


What would you like Safety Training in 4.0 to be? Here's what you told us.

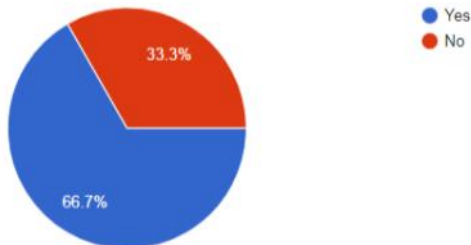
How involved would I like to be in Safety Training?



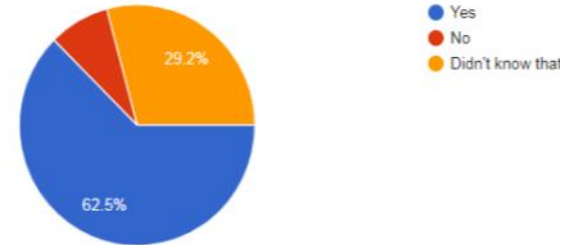
Do you want more hands-on training and less classroom?



Would I consider conducting my own training meetings if I had a lesson plan and training material available?



Do you have a sign-in sheet every time you meet with your drivers, if it is more than 15 minutes of discussion?



If you attend regional meetings as a manager, do they have value to you?

- Yes, being able to bounce ideas off of other people has been helpful, what we go over is typically relevant to the job and sometimes answers questions I didn't even know I had.
- Yes, I enjoy hearing what others are doing in their offices and if I could try something new.
- Absolutely. The mere presence of other management with extremely valuable knowledge is wildly helpful. Sometimes the some of the best knowledge I receive is through casual conversations with coworkers. Simply being present with knowledgeable coworkers is worth it

Do you have any suggestions for regional manager meetings?

- Pick a topic... send out prompts or items to prepare in the newsletter and have a round table discussion. Helps us get to know each other, and get useful tips and tricks from other managers.
- I would also think this would be good for manager accountability- having corporate follow up on any new protocols, or address any issues that may have come up since the last meeting.
- There should be a set of Goal to why we have to Regional meeting. Goal to help our local prepare for the unexpected. I mean resources to help the location.

So what's the plan... What should I expect...

Driver Training

- You can conduct your own meetings or coordinate with Liz to present the material. We encourage using the suggested theme given each trimester. Training modules are available with most school bus or Type III subjects.
- All training meetings and discussions will be reported through the new Google Drive system including: Sign-in sheets, training material used, and completing a Driver Training Report. Liz will be supervising the reporting.

Manager Training Resources

- A Manager Resource folder has been set up in Google Drive to have information a manager may need for success. This is not the same information that is currently in your Managers Guidebook.
- The Managers Guidebook will be brought up to date with current information. This will take place over the next few months.

Connecting

Norwood Young America— 2007

Norwood Young America is a city in Carver County, Minnesota, United States, located about 40 miles west of Minneapolis. The population was 3,863 at the 2020 census.

Young America Village was surveyed and platted in the fall of 1856. Stiftungsfest is celebrated every August and is the oldest community celebration in the State of Minnesota.

The original name for the town was Farmington in 1858; it was changed to Florence and since 1863 has been known as Young America. Norwood was platted in 1872.

In 1997, Young America and Norwood merged into one community: Norwood Young America.



Norwood joined 4.0 in 2007. There have been quite a few construction projects at the bus garage. 4.0 purchased the current location site in Dec 2021. After a building move, literally an entire building, and construction on the main building they moved into the new location in the spring of 2022.

Today they have 9 bus routes, 2 SPED buses and 6 Type III routes. Like most locations they service more than just there 3 public school. They worked between 8 different school sites to meet the needs of their students.

Luke Wolter joined the 4.0 team at the start of the 2022 school year. He didn't come with a background in school bus transportation but he did have extensive experience in the automotive industry and he's a quick learner. Luke says, " Coming to 4.0 was one the best decisions I have made, even after a difficult winter. The drivers, district staff and mechanic, Marc Theis make this job both interesting and enjoyable. For me, it is a great combination of paperwork, community relations and managing drivers.

Luke grew up in Norwood on a 6th generation farm. In 2020 he moved back to Norwood to help take care of aging parents. He loves spending time with his 9 year old twin boys who keep him busy with sports, video games, and wood working projects.

He's been active in the Hamburg Hawks organization since 1988 as a coach, field maintenance, and on the board of directors. What better way to spend the summer than watching a good game of baseball. At the end of the day where will you find Luke? Relaxing in front of a cozy campfire spring, summer, fall or winter



Aaron Smith

Did you know? Aaron had an amazing Track & Field career while attending Gustavus College and was the NCAA Hammer Throw National Champion in 1999? Let's learn a little more about Aaron Smith.

Aaron lives in St. Peter with his wife, Kristin and their daughters Kiercelyn and Annika.



After graduating from Gustavus in 1999 with degrees in criminal justice and psychology, he accepted a position as a special agent, like James Bond (but no where near as cool), but within the Office of Personnel Management.

Aaron got to know Mike Hennek through his college roommates who drove for Mike. Later they worked out in the same gym where Mike's trainer (also a former bus driver) would wrap up his workout with a head to head push-up challenge. Aaron was invited to join in, more often than not would tap out while Mike was still going. Aaron suspects performance enhancing drugs may have been involved.

Through that relationship Mike approached Aaron when he heard he was leaving his previous employer. Mike always has an offer that's tough to refuse and Aaron joined the 4.0 team in September of 2018. His entire first week of work was pretty unforgettable and worth asking about.

So what are Aaron's expertise? It's a long list...Payroll, ADP, IT, Worker Comp, benefits coordinator, 3rd party tester, guidance counselor, government reporting, Unemployment Insurance, grant coordinator, contract proposals, and whatever is on his desk at the moment.

What words of wisdom does Aaron want to share with everyone? "Teamwork is imperative for us to be successful, and teamwork requires effective communication in every direction "

Connecting



Even if you'd rather not think about winter just yet, now is really the perfect time to figure out how you'll mitigate the safety risks that come along with snowy and icy weather.



- Check your **Slip & Fall Checklist** daily once the cold weather arrives
- Salt sidewalks and parking lots to melt ice.
- Ensure parking lots, entrances, and exits are well-lit so folks can see potential obstacles.
- Use runoff mats inside the entrances of your building to collect excess water and snow.
- Immediately mop up melted snow on hard walking surfaces.
- Use "wet floor" signs to warn employees about possible slick spots indoors.
- Post notices on your doors to remind employees and customers to walk slowly when entering and exiting your building.
- Encourage employees and customers to use handrails when using steps.

DATES TO KNOW

← NOVEMBER 23RD & 24TH—THANKSGIVING BREAK 4.0 HOLIDAY →

DECEMBER 6TH—MANAGERS CHRISTMAS PARTY

FOGO DE CHAO

DECEMBER 13TH—MECHANICS CHRISTMAS PARTY

FOGO DE CHAO

BIRTHDAYS

NOVEMBER

- 7th—Austin Robbins
- 8th—Micheala Krannich
- 10th—Cami Kuhbender
- 20th—Nicole McKee
- 22nd—Tammy Konz
- 22nd—Travis Lewellin
- 26th—Bob Becker
- 30th—Brenda Gould

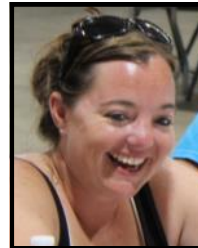


ROCKFORD

Meet the New Manager in the 4.0 Team!



Jason Harrington



Nicole McKee

Nicole McKee will be starting the month with new responsibilities. Nicole will be managing both the Howard Lake and Lester Prairie's location operations starting November 3rd.

Jim Lindfors has changed careers and is no longer managing in Lester Prairie.



Pine City Garage

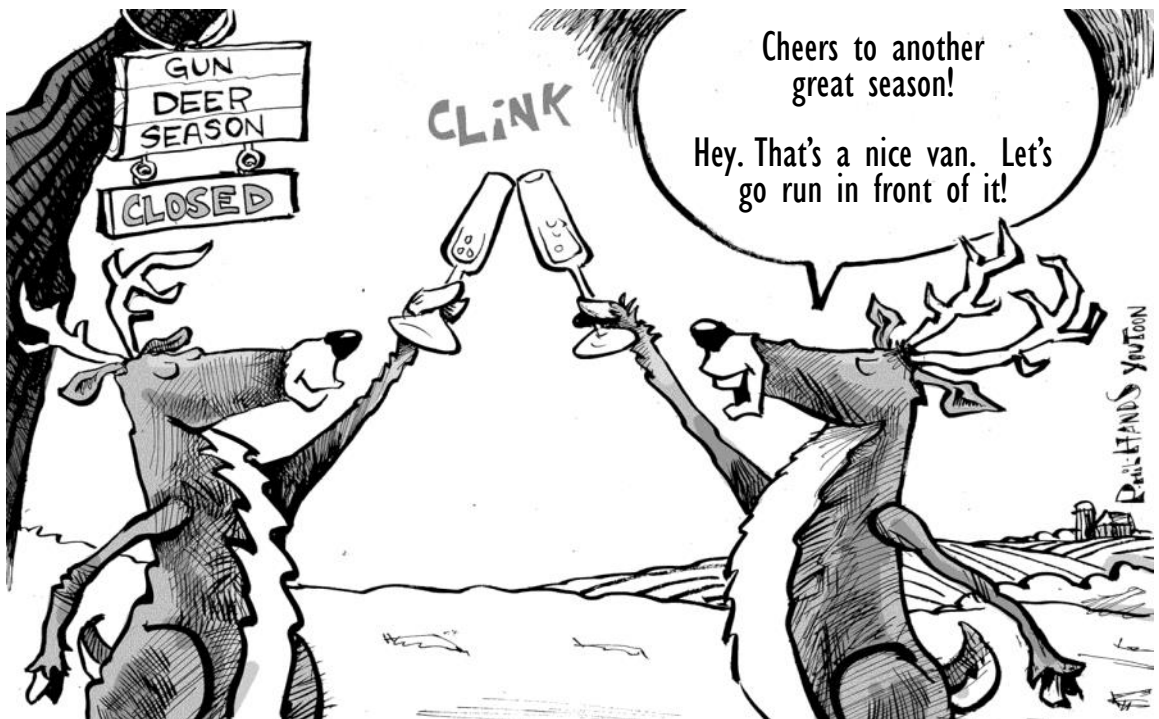
Pine City has a new Assistant Manager, Trisha Dunks. Welcome to the team



4.0 Metro Roseville

Metro—Roseville has a new Route Manager, Mark Philbrook, who will be assisting with the increase in CST routes.

Metro has also brought on board, Aubrey Sheridan as a Route Manager, who will also be working on the expansion of the CST contract routes.



PHILIP HANDS YUJON

IN
THE FALL

THE "BUCK" DOESN'T STOP



Deer crashes or any wildlife collisions, can be dangerous and cause significant damage to vehicles and injuries to drivers and passengers. To reduce the risk of deer crashes, consider the following safety tips:

SAFETY TIPS TO AVOID CRASHES WITH DEER

Be Alert and Vigilant: Pay close attention to the road, especially during dawn and dusk when deer are most active. Use your peripheral vision to scan for movement along the sides of the road.

Know High-Risk Areas: Learn about areas with a high deer population in your region. These areas include rural and wooded regions, as well as places near water sources.

Watch for More Deer: Deer often travel in groups. If you see one deer near the road, be prepared for others to follow. Look for the reflection of deer eyes and for deer silhouettes on the shoulder of the road. If anything looks slightly suspicious, slow down.

Drive at Safe Speeds: Stick to the posted speed limits and adjust your speed accordingly when driving through areas with a higher likelihood of deer encounters.

Use High Beams at Night: When driving at night, use your high beams when there is no oncoming traffic to increase your visibility. High beams can help you spot deer eyes reflecting light from your headlights.

Deer Do Unpredictable Things: They stop in the middle of the road when crossing; cross and quickly re-cross back; and move toward an approaching vehicle. Blow horn to urge deer to leave the road. Stop if the deer stays on the road, don't try to go around it.

Avoid Distracted Driving: Stay focused on the road and avoid distractions like children coming to ask questions or kids throwing away trash.

Don't Swerve: If you see a deer on or near the road, slow down and brake firmly. Do not swerve to avoid the deer, as this can lead to a more severe accident by causing you to lose control of your vehicle.

Honk Your Horn: If a deer is in or near the road and doesn't immediately move, use your horn in short bursts to try to scare it away. However, avoid excessive or prolonged honking, as it may startle the deer into unpredictable behavior.

Drive Safely in the Fall: Be especially cautious during the fall months when deer are more active due to mating season.

YEAR	CRASHES	FATALITIES	SERIOUS INJURIES	ALL FATALITIES AND INJURIES
2018	1,226	6	26	214
2019	1,263	3	19	194
2020	1,112	4	28	178
TOTAL	3,601	13	73	586

Connecting

*Eyeball Punch...
??? Yummy???*



Jenn from Belle Plaine at the Big Rig Boo Event



Halloween Fun in Rockford



Ed is Driving The Monster Bus in EVW



Chisago Lakes Having Loads of Fun at Their Potluck Lunch



NOVEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<p><i>HATS NOT TO WEAR DURING HUNTING SEASON</i></p> 			1	2	3	4
					PAYROLL	
					PO LISTS DUE	
5	6	7	8	9	10	11
<p>DAYLIGHT SAVINGS</p>  <p>Turn it Back!</p>						
12	13	14	15	16	17	18
			SCHOOL DIST. BILLING		PAYROLL	
					PO LISTS DUE	
19	20	21	22	23	24	25
		<p><i>Christmas Wish</i></p> <p>DEADLINE</p>		<p><i>Happy Thanksgiving</i></p> 		
				4.0 Holiday	4.0 Holiday	
26	27	28	29	30		