



**2023 UMA Safety Management Seminar**  
**December 6-7, 2023**  
**United States Naval Academy • Annapolis, MD**

**Agenda\***

**Tuesday, December 5**

- 12:45 PM – Bus departs Baltimore/Washington Airport to hotel
- 2:15 PM – Bus departs for Naval Academy Walking Tour
- 3:00 PM – Walking tour of Naval Academy
- 3:15 PM – Bus departs Baltimore/Washington Airport to hotel
- 4:30 PM – Bus departs from Naval Academy
- Dinner on your own

**Wednesday, December 6**

- 6:00 AM – 8:00 AM – Breakfast at hotel
- 8:00 AM – 8:30 AM – Depart hotel

9:00 AM – 9:45 AM      **Understanding the Safety Management Cycle to assure Driver Fitness**

Hiring and managing drivers effectively is core to the success of every motorcoach company, yet FMCSA Compliance Reviews frequently reveal gaps that can and do lead to crashes. The Safety Management Cycle is an essential tool that is easily adopted and will help you avoid hiring your next crash. PRESENTER: Mike McDonal

9:45 AM – 10:30 AM      **Addicted to compliance – Compliance Clarity and How to Stay Clean by Unraveling the mysteries of the Drug & Alcohol Requirements**

From inception, the complexities of the USDOT Drug and Alcohol requirements created myths and misunderstandings. FMCSA reports that compliance reviews reveal drug and alcohol program the #1 source of non-compliance and fines. The added layer of the FMCSA Drug & Alcohol Clearinghouse simply added more confusion. This session covers the "who, what, when, where, and whys" of the requirements in an easy-to-understand format. PRESENTER: Matt Daecher

10:30 AM – 10:45 AM      **BREAK**

10:45 AM – 11:15 AM

**DQ Files – Laying the foundation for your safety rating**

All motor carriers must maintain a driver qualification file for each employed driver that demonstrates the employer followed the basic requirements to assure the public a driver is fit to operate a commercial motor vehicle. The file is subject to audit by state and federal enforcement agencies and should contain only the essentials required. Other employment files are essential to avoiding contamination. This session includes a takeaway checklist and tips to help you stay compliant. PRESENTER: Dan Tomlinson

11:15 AM – 12:00 PM

**OSHA – the other Federal Agency to worry about.**

So, how safe is your space? While motorcoach companies largely focus on FMCSA requirements, federal regulations extend beyond the driver and cover office, shop, yard, and management employees. Maintaining a safe work environment is essential to worker safety and compliance along with maintaining records and reports. PRESENTER: Jeffrey Petrunak

12:00 PM – 1:15 PM

Lunch w/**Breakout Sessions**

Breakout Session #1

Breakout Session #2

Breakout Session #3

Breakout Session #4

1:15 PM – 2:00 PM

**Breakout Session Solutions**

Each group will present their challenge and solutions.  
Moderator: Matt Dance

2:00 PM – 3:00 PM

**Managing the unthinkable**

It won't happen to me – at least you hope it doesn't. It just did. You receive a call informing you your coach has been involved in a bad crash. Details are sketchy and the steps you take now are essential to not compounding liability exposures. This session looks at gathering facts, patience, responding to press inquiries, requisite drug tests, and the avoidance of creating additional liabilities. PRESENTERS: Susannah Bender and Tamara Goorevitz

3:00 PM – 3:15 PM

BREAK

3:15 PM – 4:00 PM

**Fatigue Management Technologies**

The stakes have never been higher considering court decisions and regulatory fines and managing driver fatigue is more critical than ever. New technologies are evolving to assist in monitoring

drivers and mitigating the effects of fatigue. This fresh presentation will give you new perspectives and encouragement to take a renewed approach and implement technologies that will work for you. PRESENTER: Rodolfo Giacoman

4:00 PM – 5:00 PM

### **Driver Training Essentials**

All drivers – new and experienced – require training and "retraining" to maintain the essential skills to avoiding a crash. What are the essentials and combination of classroom and behind-the-wheel. Who makes the best instructor? How do you effectively follow up? List the "elements" that the driver touches. We talk about it, but we never get around to it. PRESENTER: Pam Martinez

5:15 PM –

Shuttle to hotel pickup outside gate 3  
Dinner on your own

## **Thursday, December 7**

6:00 AM – 8:00 AM –

Breakfast at hotel

8:00 AM – 8:30 AM –

Depart hotel

9:00 AM TO 9:30 AM

### **New Opportunities– New Risks**

You just succeeded in winning a new contract – a contract that will take your company to the next level. Often, those new opportunities do not contemplate new hazards that were not contemplated in the contract. Do your drivers need additional or specialized training for the contract? Is dispatch and the shop informed and equipped to meet the demands and pressures and new opportunity imposes. Is your insurer aware you may have created a material change in risk? These are all questions that need to be visited before and after the new opportunity lands on your doorstep. PRESENTER: Bob Crescenzo

9:30 AM – 10:00 AM

### **The Time Lapse**

She was with you for years and took care of all things' compliance; your FMCSA Compliance Reviews proved that. But you did not see it coming, she's leaving in two weeks, and you have to hire a replacement. There will be a gap in time and safety and compliance is not static. Compliance reviews frequently reveal these gaps and can result in fines and rating downgrades. How do you close the gap while you are searching for a satisfactory replacement? This session discusses practical ways from real-world experience to keep the doors open while

searching for a new staff member, and all the while remaining in compliance. PRESENTER: John Grzywacz

10:00 AM – 10:30 AM

**There is just one thing missing!**

She comes in one day and wants to be a motorcoach driver. Lots of personality and you imagine passengers will love her. She has the experience, 30-years' worth of experience, but it's all long-haul truck and she doesn't have a passenger endorsement. For many, this is a familiar situation, but there is a solution provided in the entry-level driver training provisions. This session covers the requirements and the how-to set up the requirements to help this driver obtain her "P" endorsement using the entry level driver training program and help you add an essential experienced driver. PRESENTER: Anthony Griffith

10:30 AM – 10:45 AM

BREAK

10:45 AM – 11:15 AM

**Those pesky inspection violations that persist**

What are the Top 10 driver/vehicle violations? Why do they persist and what can be done to mitigate those disastrous out-of-service orders and fines. This session identifies the top violations and why. PRESENTER: Jeremy Disbrow

11:15 AM – 12:00 PM

**The Great Resignation, or Maybe Not**

Pundits opine endlessly about the lack of work ethic today and the challenges of finding qualified employees. Employers must rethink approaches to job opportunities that offer more flexibility and a superior experience. Smart employers recognize employees are now "consumers" of their job or career and tap into the combined power of people, processes, and technology to become more people oriented. Great motorcoach companies are great employers, and this session discusses the fundamentals of attracting and retaining the best employees. PRESENTER: James Wang

12:00 PM –

Grab and Go Lunch / First bus departs for Baltimore/Washington Airport (BWI)

12:30 PM –

Bus departs for hotel

1:00 PM –

Second bus departs for hotel and on to Baltimore/Washington Airport (BWI)

\*Agenda subject to change

Please see the list of area restaurants.

