



ELD MANDATE IN CANADA COMING IN FULL EFFECT

Electronic logging devices, or ELDs, are automatic onboard recording tools that track driving time for commercial drivers. Canada's federal ELD regulations aim to replace paper logbooks with an electronic method of recording.

To whom does the ELD mandate apply?

The ELD mandate applies to any transportation company that operates commercially under the federal rule with registered vehicles over 4,500 kilograms or has a manufactured seating capacity of 11 passengers (including the driver). In Canada, a company involved in extra-provincial transportation, including local operations, falls under federal jurisdiction. However, if a company operates within a single province, it is subject to provincial regulations. A few provinces have rules that differ from the federal laws for their intra-provincial fleets. They require no ELDs for those fleets operating solely within the province (e.g., Alberta, Saskatchewan, Prince Edward Island, and Nunavut).

What is changing?

The changes are in the technical Standard for Electronic Logging Devices, which have been added to the Commercial Vehicle Drivers Hours of Service Regulations. They both outline minimum performance standards and align closely with US regulations.

When are ELDs in full effect in Ontario?

While requirements took effect for commercial truck carriers on June 12, 2022, Ontario has implemented an education and awareness period for both the provincial and federal ELD mandates until

January 1, 2023. The deadline for enforced adoption of ELD devices is after January 1, 2023, and we are concluding the progressive enforcement period without penalties as of the end of 2022.

How to certify my ELD?

Hardware and software used as ELD need to be certified by an accredited body. The requirement is to comply with both the technical standard and the regulation. You can find a list of these certification bodies on the Transport Canada website.

What happens after certification?

Your newly certified ELD will now have a certification number embedded in the software. This number will record information such as manufacturer, date, version, etc. Transport Canada will update you about any changes to the standard or changes in regulations and let you know what actions to take to stay up to date.



HOW TO RUN EFFECTIVE MEETINGS

“Meetings should have as few people as possible, but all the right people” -- Charles W. Scharf

Having too many meetings with weak outputs is common in today's workplaces filled with over-busy, overbooked calendars. People often ask themselves: why am I even here attending this meeting?

There are, however, secrets to running productive and effective meetings. We are sharing the below 6 steps as a great place to start if you want to improve the meetings with your team:



1. Define the purpose of the meeting.

What is the goal of the meeting? Is it to announce a new change in your billing process? Is it perhaps to reveal a significant deal to the team? Are you dealing with a challenge in your accounting process, and are you seeking insight from qualified staff? Whatever the purpose is, ensure that you have a defined plan instead of a vague idea.

2. Develop a plan for the meeting.

Have a list of things to cover during the meeting -- nothing worse than omitting relevant information and missing out on focused attention.

3. Select the participants.

Do some attendees seem disengaged? Are they contributing their thoughts or sitting quietly? Perhaps they do not need to be there. Be respectful of your and your employees' time by organizing the meeting around those who can provide insight.

4. Determine the length of the session.

Four-hour-long meetings have a counter effect. People become disengaged and perhaps even confused about the path forward. Keeping things concise and clear is essential to ensuring everyone's headspace is where it needs to be.

5. Create concrete follow-up steps and action items.

What needs to happen after the meeting is closed off? Action items are the best way to ensure people take accountability and move forward with the proposed plan.

6. Curb any technology distractions.

People playing on their phones or taking calls and disrupting the meeting does not serve anybody. Meetings should be a tech-free zone if you want them to be productive.

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