



MANITOBA TRUCKING ASSOCIATION

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THE RIGHT COMPANY FOR YOU

Finding the right company to work for is key to a successful job search and career happiness and growth.

Finding a good trucking company as a newcomer to the industry is a pivotal step in launching a successful and fulfilling career in the world of transportation. Whether you're a recent driving school graduate, an experienced driver relocating to a new area, or someone entirely new to the profession, making the right choice in a trucking company can impact your job satisfaction, career progression, and overall well-being.

Let's explore some key considerations and steps you should take when embarking on your journey to find a reputable and suitable trucking company for you. The organization you choose plays a critical role in shaping your immediate work experiences and career trajectory.

RESEARCH THE COMPANY

While exploring positions you are interested in, consider these critical steps to evaluating companies that pique your interest.

Look for a company with a good reputation that values its employees. Does the culture align with your values and work preferences? Start by looking at the company websites and scrolling through their social media. Do they take care of their employees? Research the company's culture through its website, employee reviews, and informational interviews. Both [Glassdoor](#) and [Indeed](#) provide company reviews from those who have worked there.

One of the most immediate effects of working for a lousy company is reduced job satisfaction. A toxic work environment, poor management, or a lack of support can make each workday feel like a struggle, leading to burnout and decreased morale. Furthermore,

working with a company with a poor reputation can damage your reputation by association!

C-Snap

Once you've found a company that you're interested in, check out their Carrier Profile by visiting [Motor Carrier Safety Monitoring](#) on the Government of Manitoba's website.

Type in the carrier name and click search. Choose from the dropdown menu to ensure you choose the right company. Choose view report. Look at their safety rating in the bottom left corner. Is it satisfactory? See where the company operates, how they've done during inspections, and what their total fleet numbers look like.

A company that consistently fails inspections and has a below-satisfactory safety rating could be putting its employees at risk. A lack of safety measures and protocols can result in a higher risk of workplace accidents, including slips, trips, falls, and more severe incidents like machinery-related injuries or chemical exposure. Employees may experience anxiety, fear, and stress related to their jobs, which can negatively impact their overall mental health.

SAFE Work Certified

SAFE Work Manitoba has established a standard for occupational safety and health in the Province called SAFE Work Certified. The goal is to help reduce workplace injuries and illnesses and promote a safety culture in Manitoba by working with safety associations, such as RPM Trucking Industry Safety, to offer safety and health certification to Manitoba employers that meet this standard.

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List of RPM SAFE Work Certified Companies:

Safety certification is a process by which employers are recognized for meeting a standard of Occupational Health & Safety. This standard has been established by SAFE Work Manitoba, and is known as SAFE Work Certified. RPM is the certifying partner for the trucking industry and awards the Trucking Certificate of Recognition to companies who meet the SAFE Work Certified standard.

[Certified Companies- Manitoba Trucking Association](#)

Government of Canada

The Government of Canada places a high priority on safety. The Labour Program prosecutes and publishes the names of employers who contravene or violate the Canada Labour Code and related regulations. Follow the link to learn about Employers who have erred on the wrong side of safety: [Public naming of employers for contraventions and violations under the Canada Labour Code and related regulations- Canada.ca](#)

Province of Manitoba

The Government of Manitoba shares Workplace Safety and Health Information freely with the public, including [Stop Work Orders, Penalties and Convictions](#), so everyone can stay alert for companies that may not take safety seriously. By exploring these safety issues, you can see who may violate the safety standards of the Province. After you click the link, use the search bar to determine if a company you're interested in is listed.

Workers Compensation Board (WCB) Reported Administrative Penalties

The Workers Compensation Board of Manitoba champions workplace safety and health, striving to curtail and minimize workplace injuries and illnesses. Collaborating with its partners, the WCB fosters secure and healthy work environments, facilitates recuperation and return-to-work processes, offers compassionate compensation services for workers and employers, and upholds accountable financial management.

The Workers Compensation Board may release administrative penalties to inform and educate employers and workers regarding their legal obligations outlined in The Workers Compensation Act.

[Administrative Penalties | Workers Compensation Board of Manitoba \(wcb.mb.ca\)](#)

WCB MB Clearances

It's not enough to know which companies are receiving administrative penalties. Knowing which companies are in good standing and caring for their workers' safety and well-being is essential to finding the right company for you! The WCB has a searchable database that allows the general public to search for names of companies and view their status with WCB. Click the link below to be directed to the main page of Access Clearances. A handy guide is on the main page titled "*Guide for Using WCB's Online Clearance System.*"

Make sure their Clearance Status is in "Good Standing." This Clearance Status means the company meets its obligations to WCB and its employees!

[Access Clearances | Workers Compensation Board of Manitoba \(wcb.mb.ca\)](#)

SAFETY

Safety is one of the most significant factors to consider when researching a company. In Canada, safety is everyone's responsibility. A company that values safety will educate and train employees on their rights and provide the necessary tools and Personal Protective Equipment (PPE) to allow employees to conduct their duties safely.

Rights and Responsibilities

Safety is everyone's responsibility. Every worker and employer in Canada is required to work together to maintain a safe and healthy working environment for all. Employees have four fundamental rights, whether their workplace is governed by the Manitoba Government or the Government of Canada.

*Note: The Government of Canada only identifies three worker rights, although the fourth right is further described within legislation.

1. The Right to Know

Workers have the right to know about hazards in the workplace and how to control them. The employer must conduct a tour with the employee to identify hazards, emergency equipment, and exits. The employer is also responsible for providing job-specific training and emergency and safety procedures.

This information and training are typically completed during the

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onboarding process. Workers should not begin working on their duties until they know all safety, hazards, and responsibilities.

2. The Right to Participate

Every worker has the right to participate in workplace health and safety. Each worker can participate by reporting hazards, making suggestions, and asking questions.

Companies with 20 employees or more are required to have a Health & Safety Committee. The committee's duties involve identifying hazards, mitigating risks, investigating incidents, and resolving health and safety issues. If a committee exists, workers may join to be further engaged in creating a safer and healthier workplace.

Regardless of whether a Health & Safety Committee exists, every worker has the right to participate.

3. The Right to Refuse

Every employee has the right to refuse unsafe work. Workers have the right to refuse work they believe is dangerous and poses a risk to the health and safety of themselves or others.

When a danger is identified, workers must immediately report the danger to a supervisor. The worker and supervisor will work together to assess the risk and implement a plan that mitigates the risk.

If the worker and supervisor cannot find a solution, the Health & Safety Committee is notified to assist in finding a resolution.

If the employer and the worker(s) cannot agree on a resolution, and workers are not satisfied that an employer has taken necessary steps to remedy the dangerous condition, a health and safety officer may be notified to investigate.

The Right to Protection from Reprisal: Workers are entitled to exercise their rights without being penalized by their employers. It is illegal for an employer to take action against an employee who has used their rights to know, participate in, or refuse unsafe work. An employer cannot discipline, terminate, or otherwise interfere with an employee based on the employee's Health & Safety Rights.

Discrimination and Harassment

Safety in the workplace also includes mental health. Workers in Canada have the right to work in an environment free from discrimination.

In Manitoba, all workers are free from unreasonable discrimination based on protected characteristics:

- Ancestry, including colour and perceived race.
- Nationality or national origin.
- Ethnic background or origin.
- Religion or creed, religious belief, religious association or religious activity.
- Age.
- Sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy.
- Gender identity.
- Sexual orientation.
- Marital or family status.
- Source of income.
- Political belief, political association or political activity.
- Physical or mental disability or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device.
- Social disadvantage.

Federally regulated workplaces also prohibit discrimination based on the following grounds:

- Race
- National or ethnic origin
- Colour
- Religion
- Age
- A conviction that has been pardoned
- Sex
- Sexual orientation
- Marital status
- Family status
- Disability

Employers are responsible for ensuring that the workplace environment is free from discrimination. The employer must act when discrimination is uncovered to protect the employee from further abuse.

Furthermore, Employers are obligated to have policies and procedures to address harassment. Harassment comes in many forms, including cyberbullying, physical harassment, personal, psychological, and sexual. Every form of harassment is unacceptable in the workplace and must be reported immediately.

EMPLOYMENT LAW

Overtime

Overtime in trucking is calculated differently than in other industries. Those working in Federally regulated workplaces should follow this chart below.

<i>Class</i>	<i>Industry</i>	<i>Standard Hours After Which Overtime is Payable-Daily</i>	<i>Standard Hours After Which Overtime is Payable-Weekly</i>	<i>Standard Hours in Which A Holiday Occurs</i>	<i>Averaging Permitted</i>	<i>Maximum Hours</i>
Highway Motor Vehicle Operators	Transport of goods and mail	n/a	60	50	No	As per Commercial Vehicle Drivers Hours of Service
City Motor Vehicle Operators	Transport of goods and mail	9	45	36	No	As per Commercial Vehicle Drivers Hours of Service
Bus Operators	Transport of passengers	8	40	32	Yes	As per Commercial Vehicle Drivers Hours of Service
Shunt Driver	Transport - exclusively within the yard	8	40	32	Yes	48-Averaging permitted where applicable
Non-driving Personnel (including maintenance personnel, warehouse, and office staff)	All sectors	8	40	32	Yes	48-Averaging permitted where applicable

Please follow this link for those seeking further information on federally regulated workplaces:

[Hours of work- Federally regulated workplaces- Canada.ca](https://www24.intelcom.ca/Hours-of-work-Federally-regulated-workplaces-Canada.ca)

Vacation pay

Every employee in Canada is entitled to Vacation Pay and time off. Some companies compensate employees for vacation pay on every cheque; this means that employees will not be paid when they go on an approved vacation, as the payment has already occurred. Other companies hold it in trust until the employee is eligible and authorized for vacation. Employees can request that their vacation money be paid at a time of their choosing; however, employers make the final decision based on their specific policies and procedures. Once an employee has reached a full year of employment, the employee is eligible for a vacation. Every company has different practices and policies; some may allow vacations ahead of the first anniversary of years of employment.

	Federal	Manitoba
One year of continuous employment	Two weeks	Two weeks
Five years of continuous employment	Three weeks	Three weeks
Ten years of continuous employment	Four weeks	Three weeks

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TRAINING & DEVELOPMENT

A good company places a premium on nurturing the growth and development of its employees. When you join such an organization, you are more likely to have access to training, mentorship, and opportunities for skill enhancement. Proper training can fast-track your professional development and open doors to career advancement. Evaluate the company's track record for career development and advancement opportunities.

During your research, investigate if the company offers training, mentorship, or promotion paths for newcomers. A company that invests in employee growth can be a great choice. Ask yourself where you want to be in 10 years. Does this company offer the type of growth you're looking for?

The presence of experienced and supportive mentors within a company can be a game-changer. They can provide invaluable guidance, share industry insights, and help you navigate the intricacies of your role and the organization.

Working for a company with limited growth opportunities can lead to career stagnation. You may miss out on skill development, promotions, and valuable experiences that could have further your professional growth.

RED FLAGS

When seeking employment, it is essential to be vigilant and watch for red flags that may indicate potential issues with a company or job opportunity. These red flags can help you avoid potentially problematic employers and ensure that you make a well-informed decision.

Here are some common red flags to be aware of:

Driver Inc.

Every person must be aware of Driver Inc., a dangerous scam that places workers at risk, evades proper taxation, and involves heavy penalties and fines for employees and employers when uncovered by government authorities. Participating in Driver Inc. is both illegal and unethical.

In essence, Driver Inc. intentionally misclassifies employees as owner-operators. Owner-operators are self-employed business owners who own their truck, pay their own expenses, and are not entitled to the same rights as an employee. When an individual

is classed as an owner-operator, the company does not pay the same expenses for that worker. Typical payroll deductions for an employee include Employment Insurance(EI), Canada Pension Plan (CPP), and income tax.

Therefore, if an employee is injured, there is no compensation or recourse through the Workers Compensation Board, which protects employees and compensates them for time away from work due to injury.

Driver Inc. is under heavy scrutiny from government officials, with a pilot program targeting known perpetrators of this scheme, inspecting, auditing, and imposing harsh penalties. While this is a pilot project, expect more measures and increasing enforcement soon!

An employer willing to put you at risk of committing fraud is not worth working for. The penalties are harsh, and the damage to your reputation may be worse.

Be advised, be wary, know your rights as a worker, and do not allow an employer to misclassify your employment status.

While Looking for a Job

Job postings with grammatical errors, vague descriptions, or exaggerated claims can indicate an unprofessional organization. If the job description is unclear or changes during the interview process, it may indicate disorganization or a lack of a well-defined role. Be cautious if the job expectations seem too good or if you are promised rapid promotions or unrealistic earnings.

Is this company always hiring? Is it because they are expanding? Frequent job openings for the same positions within the company may indicate a high turnover rate, suggesting potential issues with the work environment.

When you research the company, do you see negative reviews? What do they say? How many negative reviews compared to positive reviews? Are the reviews factual, or do they seem retaliatory? Do you care if someone complains about the colour of the uniform? Or is it more important that a review shares the lack of training and safety measures? Has the company been in the news recently or even in the distant past? Good/ Bad? Consistently negative reviews regarding work conditions, management, or company culture can be a red flag.

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During the Interview

When you attend an interview, pay attention to the facility, the equipment, and whether there is an emphasis on cleanliness and safety. What type of equipment? Is it taken care of? See how employees act within the facility. Are they rushed? Do they seem happy?

- Look for general safety practices:
- Poor Housekeeping.
- PPE not worn in the shop or yard.
- Health and Safety Board lacking content.
- Equipment and vehicles appear to be in poor condition.
- No Safety Orientation.
- No visitor Sign In.

During the interview process, pay attention to how the company treats you as a candidate. Are they respectful, organized, and professional in their communication? This can be indicative of their overall culture. You may want to look elsewhere if they are condescending, disrespectful, or patronizing. A disorganized or unstructured interview process may indicate a lack of professionalism or clear expectations.

Ask about training, mentorships, safety standards, and work conditions during the interview. If the employer is vague about the role, team, or company structure and avoids answering your questions, it can be a red flag. If the employer does not provide a clear training plan or onboarding process, it may be a sign of poor support for new employees.

Ask about the expectations of the role. Be cautious if the workload or expectations seem unmanageable, as it can lead to burnout and job dissatisfaction.

If the employer is evasive about salary or benefits, it could suggest a lack of transparency or potential compensation issues. Money is a challenging subject to speak about for both employees and employers. Many progressive companies share compensation early on in the recruitment process. However, traditionally, organizations have kept their compensation negotiations until a decision is made and a subsequent offer is presented to the employee. Do what is right for you. If you know what you require to live comfortably, consider asking, “Would you mind sharing the compensation range

for this role?” Let the company know if the compensation does not align with your requirements. This way, you are not wasting your time or the company’s.

After the Interview


After the interview, you may receive an offer. Congratulations! If you are unsure, take your time to consider the offer; three (3) days is a fair amount of time. Employers who pressure you to make a fast decision without adequate time for consideration may be trying to hide something or discourage due diligence. Employers who use high-pressure sales tactics to persuade you to accept an offer may not have your best interests in mind.

IN CONCLUSION

It is crucial to trust your instincts and thoroughly research potential employers. If you encounter multiple red flags during the application or interview process, it is wise to consider whether the job opportunity is a good fit for you and whether you want to proceed with the application or accept an offer.

In essence, the company you choose to work for as a newcomer can be a foundational factor in your professional journey. It shapes your career trajectory, influences your job satisfaction, and sets the stage for personal and financial well-being. It is imperative to conduct thorough research, ask the right questions during the hiring process, and make a well-informed decision to set yourself on a path to a successful and fulfilling career.

Remember that the ideal company may vary based on your priorities and career goals. Assess each potential employer against your individual criteria to make the best choice for your career!



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