

*The National Academies of*  
SCIENCES • ENGINEERING • MEDICINE



TRANSPORTATION RESEARCH BOARD

**Committee Agenda**  
**Impacts of Alternative Compensation Methods on Truck Driver Retention and Safety**

**Fifth Meeting (Virtual)**

July 27, 2023

**OPEN SESSION 1:00 – 2:00 pm**

---

1:00

Swartz Swidler, LLC, Partner

Justin L. Swidler

**CLOSED SESSION 2:00-5:00 pm**

(Committee Members & Staff Only)

**ADJOURN 5:00 pm**

*The National Academies of*  
SCIENCES • ENGINEERING • MEDICINE



TRANSPORTATION RESEARCH BOARD

**Committee Agenda**  
**Impacts of Alternative Compensation Methods on Truck Driver Retention and Safety**

**Fifth Meeting (Virtual)**

July 27, 2023

**Statement of Task**

An ad hoc study committee will examine the impacts of existing methods of compensation on commercial motor vehicle driver retention and safety performance in the U.S. long-haul (150 miles or more) trucking and intercity bus sectors. The compensation methods examined will include, at a minimum, pay by the hour, pay by the mile, and pay for detention time. The committee will review the research literature and assess available data to determine if there are relationships among compensation methods, driver retention, driving behaviors, and safety performance. The committee will also consider how other factors may have a bearing on these relationships, such as non-wage rewards and work conditions. As part of its review, the committee will identify limitations and gaps in the data required for such assessments. The committee will collect primary data as needed and to the extent possible, such as by conducting case studies of trucking and bus companies and interviews of drivers and owner-operators. The committee will produce a final report with findings and conclusions about what is currently understood about the effects of compensation methods and other relevant factors on driver retention and safety performance. The report will contain recommendations to the sponsor and potentially to Congress on a research agenda that outlines the kinds of analytic methods, data gathering, and study designs that would be helpful for expanding and strengthening this understanding.

*The National Academies of*  
SCIENCES • ENGINEERING • MEDICINE



TRANSPORTATION RESEARCH BOARD

**Committee Agenda**

**Impacts of Alternative Compensation Methods on Truck Driver Retention and Safety**

**Fifth Meeting (Virtual)**

July 27, 2023

**Presenter Bio**

**Justin Swidler**

Justin Swidler has been a founding partner of Swartz Swidler, LLC, a 6-attorney employment law firm based in Haddonfield, NJ, since 2010. He has been admitted to practice law in multiple federal district courts across the country. Mr. Swidler's practice focuses on representing employees in FLSA collective action and has served as counsel in well over 150 federal class and collective actions involving wage and hour claims.

His firm has been recognized as being highly skilled in wage and hour litigation as exemplified by his firm's involvement in a number of high-profile minimum wage claims filed on behalf of commercial truck drivers. He is the lead attorney in more than a dozen pending class/collective actions, seeking unpaid minimum wages on behalf of commercial truck drivers, for over 100,000 over-the-road truck drivers.

Mr. Swidler earned his JD/LLM from Duke University School of Law.