



# Recruitment and Retention Human Resources Committee

CO-CHAIRS: Mike Bash, Britton Transport, Inc.; Geoff Topping, challenger Motor Freight, Inc.  
TCA STAFF LIAISON: Ron Goode

## AGENDA:

MEETING DATE: Wednesday, September 26, 2018  
TIME: 8:00—9:15 a.m.  
PLACE: Crystal Gateway Marriott, Arlington, VA.

### Members in Attendance:

Mike Bash	George Fieser	Lee Gentry
Ben Greenberg	Ray Haight	Jeff Hermann
Geoff Topping	Christine VanHise	

### Guests in Attendance:

Zac Brumbaugh	Jeff Friess	David King
Mylene Patterson	David Widly	

### TCA Staff in Attendance:

Ron Goode  
Jim Schoonover  
Jamil Tadlaoui

#### I. Call to Order

Co-chair Geoff Topping called the meeting to order, welcomed everyone, reviewed the antitrust guidelines and asked everyone to abide by them

#### II. Approval of Minutes from March 25, 2018 Meeting

A motion was made by George Fieser, seconded by Ray Haight and the motion carried to approve the minutes from the March 25, 2018 meeting in Orlando, FL.

#### III. Approval of Minutes from August 20, 2018 Meeting

A motion was made by George Fieser, seconded by Ray Haight and the motion carried to approve the minutes from the August 20, 2018, conference call.

#### IV. TCA's 2019 Annual Convention

TCA Vice President of Operations and Education Jim Schoonover started the conversation with an update on the Annual Convention workshop sessions collection and vetting process. He shared how he is working with TCA officers to develop executive level content and shared how to submit a proposal through the TCA website. TCA Director of Education Ron Goode mentioned that the Committee should consider submitting a proposal. The Committee

discussed using data from The Best Fleets to Drive For and recommended asking CarriersEdge to submit a proposal. It was also recommended that Mark Murrell or Jane Jazrawy be invited to join the Committee. Jeff Hermann suggested that a topic the Committee should consider for a workshop is how much should a carrier invest in recruitment versus retention. Ron then asked who would be willing to participate on a panel workshop session and Jeff Hermann, Ben Greenberg and George Fieser indicated they would.

Ray Haight shared his optimism about the “Change in Culture” program he has been working on with TCA’s President John Lyboldt and Jim Schoonover. Haight emphasized the potential for being able to share the wealth of knowledge carriers have about how they adapt to change and how TCA can incorporate that into our programs. Haight recommended reaching out to Mark Murrell and Jane Jazrawy from CarriersEdge for the opportunity of collaborating on sessions, programs, and webinars. It was decided that two proposals should be submitted for consideration at the TCA 2019 Annual Convention: one by Ray Haight and the other by CarriersEdge and that Ron Goode would work with Ray Haight and reach out to CarriersEdge.

Geoff Topping stressed the importance of members of the Committee sharing their ideas, needs, and feedback to him and Mike Bash as the co-chairs of the Committee. Ray Haight mentioned that members will participate if there is something more tangible to take away. It was recommended that the minutes from each meeting be distributed within two weeks and that we would review the mission statement before every meeting or conference call.

#### **V. Update on Hiring Considerations Project**

Mike Bash reviewed the list of proposed common considerations that were derived from a review of 12 hiring practices that were collected from carriers by Ron Goode and Shelley Mundy. Ron asked if there were any other considerations we should add to the list. Ben Greenberg suggested adding hair testing considerations, explaining how a driver would not have tested positive with a urine test after driving under the influence. Mike mentioned that this would be a working document that we can add to or edit. Ron explained that the resources the Hiring Regulations Task Force were asked to create are almost completed. He stated that those resources included the list of common considerations, the resources necessary to help carriers avoid making a mistake in the hiring process and access to the recordings of webinars and workshop sessions on topics related to EEOC, FCRA and other federal regulations. He noted that these resources will be made available on the TCA webinar for TCA members only and that the committee would be responsible for keeping it updated on a regular basis.

#### **VI. TCA Policy on Younger Drivers**

Geoff Topping introduced the TCA policy on younger drivers that was adopted October 10, 2008 and asked the Committee members if they were in favor of supporting this policy. A motion was made by Ray Haight, seconded by Ben Greenberg and the motion carried to support the TCA Policy on Younger Drivers. Elizabeth Barna gave an overview of the DRIVE-Safe Act and the status of the bill in the House of Representatives.

Geoff then suggested to recommend adding a recruitment and retention component to the 2019 TCA Safety & Security Division Annual Meeting. The Committee members agreed that this is something they would support. TCA staff will discuss with those responsible for

developing the Safety Meeting about the feasibility of adding a day or a learning track to the meeting dedicated to recruitment and retention, and then report back to the Committee.

Geoff asked about other topics related to HR that the committee should consider. Suggestions offered by Ben Greenberg included opioid issue, ADA and other labor laws, and medical marijuana. George Fieser suggested how state laws comply with federal laws.

## **VII. Adjournment**

Geoff Topping adjourned the meeting at 12:05 p.m. with a motion from George Fieser that was seconded by Zach Brumbaugh and approved unanimously.