



Recruitment & Retention Human Resources Committee

CHAIRMAN: Mike Bash, Vice President, Bison USA

TCA STAFF LIAISON: Jim Schoonover, Vice President, Operations and Education
Shana Gipson, Director of Education

MINUTES:

MEETING DATE: Sunday, March 5, 2023
TIME: 11:00 a.m. – 12:00 p.m. EST
PLACE: Gaylord Palms Orlando

MEMBERS PRESENT

Jeremy Reymer
Ed J. Nagle
Al Anderson
Lee Gentry
Max Farrell
Ray Haight
Kim Richardson

Dirk Kubar
Marilyn Surber
Emily Weaver
Dave Renfrew
Garth Pitzel
Jackie McManus

GUESTS PRESENT

Lane Williams
Luke Subler
Matt Richardson
Deen Albert
Lori Widly
Laura Gates
Tony Mendoza
Greg Dubuque
Lacy Schugel
Deidre Hudson
Jeff Reeves
Chris Tielens
Derick Singleton
Richard Prose
John Culp

Crystal Hill
Bryon Stefan
Megan Wells
Jim Pirnie
Jeff Davis
Mark Waller
Trevor Kurtz
Yousef Akil
Michael Frolick
Jeff Barga
Brent Falgione
Rick St. Paul
Gen Nelson
Karolina Magnuszewski

Jake Pollock
Ron Young
Meredith Prestley
Daniel Patterson
Chad Norris
Rebecca Anderson
Glynn Spangenberg
Brianna Hook
Jewel Jones
Grant Lemmen
Mark Tushmann
Brad Bentley
Clay Brown
Sylvia M.

Dennis Walrath
Dafne Palomino
Steven Sichterman
Mike Barnes
Greg Nichols
Ed Burns
Konor Swedberg
Benton Landers
Alex Zuhlke
Travis Baskin
Rick Schugel
Ken Stubler
Stephan Hatfield
Dean Newell

TCA STAFF

Jim Ward
Jim Schoonover
Shana Gipson

I. Call to Order

Garth Pitzel of Bison Transport called the meeting to order approximately 11:00 p.m. EST as the Proxy Authority residing over the committee meeting given the absence of Chairman Mike Bash. Pitzel thanked Transforce for their sponsorship of the meeting and he informed the committee that a brief video will be shown towards the end of the meeting.

Pitzel forwent the verbal roll call and asked the committee to complete the sign in sheet with Shana Gipson. Then, a motion was made, seconded, and passed to conduct the meeting according to the antitrust guidelines. A motion was made, seconded, and passed to approve the minutes of the previous meeting.

II. Recruitment, Retention and Human Resources Committee

- **Restroom Initiative – Update:** Pitzel referenced the “Truck Bathroom Act, “the bipartisan restroom initiative. Pitzel focused the message of encouraging each carrier to have a conversation with shippers and receivers to address the new guidelines, creating a grassroots effort for safe and respectable bathroom policies. *The Voluntary Guide to Good Business Relations for Shippers, Receivers, Carriers, and Drivers* was distributed to the committee for review.
- **TCA/NATMI Initiative – Update:** Jeff Arnold, the Executive Director of the North American Transportation Management Institute (NATMI), spoke regarding the ongoing initiatives between TCA and NATMI. Arnold mentioned the certificate offerings along with the single sign-on initiative for members to access TCA and NATMI courses all in one system. Arnold concluded with confirmation of the NATMI Annual Meeting in June, in correlation with TCA’s Safety Meeting.
- **Apprenticeship ELDT – Veteran Ready:** Pitzel prompted an open conversation with the committee regarding attracting and retaining talent with a focus on veterans. Many suggestions were mentioned to include: Surveying your existing fleet of drivers regarding vet status; Ask about vet status on job applications; Create a separate program for vets; Launch an apprenticeship program; Involve military support groups in your efforts; lastly, Seek out resources such the Veterans in Trucking website.
- **Mental Health and the Commercial Trucking Industry:** Jim Schoonover presented information to the committee regarding mental health in the workplace as it relates to the truckload industry. It was mentioned that mental health, whether

emotional or physical, affects levels of workplace engagement, with distracted drivers and isolation being top concerns. The committee agreed that TCA must take a role in supporting driver mental health. A motion was made, seconded, and passed to develop a mental health focused sub-committee.

III. Education Engagement Report

- **Department Update**

1. **Certificate Participation:** Shana Gipson provided the committee with an update on TCA certificates enrollees and completions for FY 2022/2023: Human Resources Certificate – 254 enrollees, 7 awarded; Retention Certificate – 254 enrollees, 6 awarded; Recruitment Certificate – 254 enrollees, 20 awarded; Fleet Management Certificate – 673 enrollees, 27 awarded.
2. **Education and TPP Initiatives:** Gipson provided the committee with a list of top webinar topics from the past fiscal year. The top two included: Transforming Safety from a Cost Center to Cost Saver and How to Get Drivers on Board with In-Cab Cameras. Jim Schoonover provided a TPP update, focused on the participation goals of processing perspectives, gaining insight, and learning how to measure KPIs.
3. **Dispatcher Training:** Schoonover launched a video for the committee's review regarding dispatcher training.

IV. Old/New Business

Since there was no old or new business to address, Garth Pitzel called for a motion to adjourn, and the meeting ended at approximately 12:00 p.m. EST.

V. Adjournment