

# HR POLICIES?

Yeah, you probably need a  
policy for that, too!

*Let us get you to the finish line.*





# No Video Or Pictures?



(it didn't happen!)

*Let us get you to the finish line.*





## KINZIE STREET BRIDGE



ON THE AFTERNOON OF AUG. 8, 2004, AT THIS VERY LOCATION,  
THE DAVE MATTHEWS BAND TOUR BUS EMPTIED THE SEPTIC  
TANK OVER THE CHICAGO RIVER, DRENCHING PASSENGERS ON  
A BOAT TOUR WITH 800 POUNDS OF HUMAN POOP.  
NO ONE DIED THAT DAY, BUT MANY WISH THEY HAD.

PAID FOR BY THE RIOT FEST HISTORICAL SOCIETY

DEDICATED AUGUST 8, 2022



*Let us get you to the finish line.*

# No Policy? No Training?

How are they supposed to know?  
Yeah...common sense went out a long time  
ago.



*Let us get you to the finish line.*



# Don't count on it!

## Does your handbook have the basics?



*Let us get you to the finish line.*

(You do have an employee handbook, right?)

Not a “Driver Handbook”

But truly an employee handbook!

*Let us get you to the finish line.*



# Possibly 3 sets of Policies

- General for all Employees
- Driver Policies
- Maintenance

*Let us get you to the finish line.*





# Policies for all employees

- Montana's protection from wrongful discharge
- Drug and alcohol policy (different than FTA)
  - Does yours cover CBD Oils?
- FMLA?
- Sexual Harassment/bullying?
- Social Media use?
- Employee right to privacy? Or not?
- Worker injury and compensation?
- Non-disclosure of organizational information?
- Jury policy?
- Breastfeeding policy?
- Jury duty?

*Let us get you to the finish line.*





# Driver Policies

- FTA Drug and Alcohol
- Customer Service
- Uniform/Dress code
- Driving Violations
- Paperwork/money
- Onboard cameras
- GPS tracking
- Safety

*Let us get you to the finish line.*



# Maintenance Policies

- Steel toed boots?
- Equipment lift/Pit policies
- Tool purchase? Using other's tools?
- Safety issues?

*Let us get you to the finish line.*



Write it down

Write it dow



And Write it down!!

*Let us get you to the finish line.*



# Are you a Farmer?



*Let us get you to the finish line.*



A GREAT LEADER IS  
NOTHING MORE THAN A  
GREAT FARMER!

*Let us get you to the finish line.*



You need to be able to watch  
over all the crops in all your  
fields!

*Let us get you to the finish line.*





You need to know when some of your crops need special attention with perhaps more water, or if there are bugs and weeds, you need to get rid of those!



*Let us get you to the finish line.*





You never allow weeds and bugs to  
take over your good crops.  
Sometimes you just have to react  
and get rid of them!

*Let us get you to the finish line.*





As a great farmer (and leader) you  
need to be knowing when to  
fertilize the good crops!

*Let us get you to the finish line.*





# Grow your own leaders!!!

## (Don't let your land go barren!)

*Let us get you to the finish line.*





And a Good Farmer knows to  
watch for Bad Weather!

*Let us get you to the finish line.*



You can't be reacting after the fact that a storm or a hard freeze is already at hand. You must be prepared and watch the weather reports!

*Let us get you to the finish line.*





**Just as a good leader watches  
the financial reports, the  
local, state and national news  
and attends conferences like  
this to know what is  
happening and what is on the  
horizon!**

*Let us get you to the finish line.*





*Let us get you to the finish line.*

**Mark L Szyperski**

**ONYOURMARKTRANSPORTATION.COM**

**615-669-0107**

*Let us get you to the finish line.*

