

# You Hired WHO?

## ***Smart Growth Strategies for Natural Gas Employers***

will begin shortly

While you wait, please take part in our poll located on the right lower portion of your screen.

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# You Hired WHO?

*Smart Growth Strategies for  
Natural Gas Employers*

# Topics

- The hiring process
- Classifying employees as exempt / non-exempt
- Orientation of new employees
- Union avoidance

# The Hiring Process

- Applications
- Interviews
- Background & Reference Checks
- Post-offer Testing
- Orientation
- Non-disclosure Agreements

## **DECISIONS:**

### **EMPLOYEE OR CONTRACTOR**

### **EXEMP OR NON-EXEMPT**

#### **EXEMPT**

- Executive
- Administrative
- Professional

#### **NON-EXEMPT**

- Everyone Else

# Employee Orientation

- Handbook with “at will” disclaimer?
- Sexual harassment training
- Drugs/Alcohol/Weapons policy
- Safety (including vehicle operations)
- “Off duty” “Down time” while away from home

# Union Avoidance

- Be careful hiring

<http://thedailyreview.com/news/unions-say-they-are-left-out-of-marcellus-shale-jobs-1.1015963>

“The problem with "union" in the gas industry is this: Time is money for this industry, and this industry doesn't work a 7.5 hour day, have a mandatory 15 minute morning break, a mandatory 30 minute lunch break, and a mandatory 15 minute afternoon break, and then simply walk off the work site at the end of the day at, for example, 4:00 PM once your "shift" is over. The guys on these rigs, the guys preparing the pads, the guys hauling the stone and water, the heavy equipment operators, they work very hard for 12 to 14 or more hours a day, many times with no "breaks" per se, or time to sit down for 30 minutes to enjoy a lunch. Many unions seem to have this sense of entitlement to certain jobs, and think these extra perks and benefits are "owed" to them. There is no room for this attitude here, those things just don't exist in this line of work. And I have a feeling that THAT is the reason "the unions are being left out of Marcellus shale.”

- Neutralize salts
- Train first-tier supervisors



# Good Management Practices

- Visit locations often
- Maximize interchangeability
- Communicate goals and objectives
- Publicly reward merit

# Upcoming Webinars

- **May 25 – Managing Risk in the Marcellus Shale**
- **June 22 – Special Considerations for Horizontal Drilling in the Utica Shale**
- **July 20 – Water Issues in Shale Gas Development in OH and WV**
- **August 24 – Pipeline Safety in the Marcellus & Utica Shale Plays**