

HR



**2010 SUMMER
SEMINARS**
Coronado Bay, California



July 25-28



Regional Airline Association

2010 Human Resources Seminar

FINAL AGENDA

Sunday

5:30 – 7:00 PM RAA Welcome Reception—Constellation A

Seminar attendees, speakers, sponsors and exhibitors will join RAA's staff at the welcome reception. Light hors d'oeuvres will be provided. We hope spouses and friends will join us.

Monday

8:00 Registration Opens with Coffee and Muffins Available - Lanyards Sponsored by Wings Financial

8:30 Welcome & Opening Comments – Scott Foose, RAA-- Constellation B

Attendees will have the opportunity to introduce themselves and share a few interesting facts about their organization's activities.

Industry Update – Roger Cohen, RAA

9:30 Session 1 – Update on New FMLA and FLSA Employment Regulations

Sarah Wimberly from Ford & Harrison will provide an update on the new breast feeding law and FMLA crewmember eligibility standards, followed by roundtable discussion about industry best practices with seminar attendees.

10:30 Sponsor Introductions & Networking Break

Sponsored by National Aviation Academy

11:00 Session 2 – NMB Representation Elections Rule Change

Tom French from Ford & Harrison will provide a briefing on the recent changes the NMB has adopted governing representation elections and the impact this will have on the industry.

12:30 Working Lunch sponsored by Wings Financial Britnnia & Cambria Room

Ways to Maximize your employees' financial benefits through Wings Financial.

Overview of value-add financial benefits/options to provide your employees including Financial First Aid, Budget Planning and Steps to Financial Success.

2:00 Session 3 – Small Group Breakout Session

Seminar participants will breakout into small groups to discuss topics of their choice. These informal, free flowing sessions allow participants to ask questions, identify issues, and share information. A team leader will report a summary of these discussions to the plenary session.

Locations: Lenore & Reliance

3:00 Networking Break

Sponsored by FirstLab

3:15 Session 4 - Social Media

Ford & Harrison will discuss how growing popularity of social media has challenged management and will recommend strategies for embracing and regulating these new tools.

4:15 Session 5 - Labor & Employment Update

In this session, the Ford & Harrison staff will cover several key recent labor and employment issues from labor unrest in the industry to new legislation requiring accommodation for nursing mothers.

5:15 Seminar Adjourns

Dinner on own

2010 Human Resources Seminar

Tuesday—Constellation B

7:30 Coffee and Muffins

8:00 **Session 6 – Labor Relations and Partnerships – A Joint Session of the HR Seminar and the Inflight Seminar Sessions**

Tom Kassin from Ford & Harrison will moderate this panel of airline HR and Inflight representatives to discuss strategies that can improve relationships and promote partnerships between labor representatives and airline management.

9:30 Networking Break

10:00 **Session 7 – Pilot Records Check Under the Freedom of Information Action (FOIA)**

Robin Thurman from the FAA Airmen Certification Branch will review the available records and the process for requesting records.

Mary Finnigan from Colgan Air will discuss the issue of how many “unsat” check rides are too many and FOIA from one operator’s perspective.

This session will include a roundtable discussion about pilot selection and hiring.

11:30 **Session 8 - Human Intervention Motivation Study (HIMS) – Captain Dana Archibald, ALPA HIMS Chairman**

Captain Archibald will discuss the HIMS program for commercial pilots including identification, treatment and return to the cockpit of impaired aviators and how it benefits both the pilots and their employers..

Note from RAA

Anti-Drug & Alcohol Misuse Seminar attendees have been invited and are welcome to attend the HIMS session.

12:30 Seminar Adjourns

This is a business casual event