



AGENDA

Monday, July 19, 2021

Inflight and Human Resources

11:30AM EDT Inflight and HR	Introductions and Antitrust – RAA Staff
11:40AM - 12:00PM EDT	Welcome and RAA & Regulatory Briefing <ul style="list-style-type: none"> - Faye Malarkey Black, President & CEO, RAA - Drew Jacoby Lemos, Senior Director, Government Affairs, RAA
12:00PM - 12:30PM EDT	Keynote Speaker – Sasha Johnson, Vice President, Corporate Safety, United Airlines
12:30PM - 1:30PM EDT	Hiring and Recruitment – Legal Considerations Speakers: Nancy Holt and Jacki Thompson, FordHarrison Carriers are slowly restarting their hiring programs and will soon find themselves once again competing for pilots and mechanics. This will drive a return to the creative recruiting strategies of pre-pandemic times. Many of these strategies raised legal issues around wage/hour, ERISA and tax compliance, as well as contractual enforceability, among others. We will dust off our memory banks and review the common areas of concern in this opening legal session.
1:30PM - 2:30PM EDT	COVID Confidentiality Speaker: Sarah Wimberly, FordHarrison The pandemic has brought medical issues into the mainstream in the workplace. Discussions of who has COVID, who has been vaccinated, and who is returning to work are commonplace. We have been taking temperatures, discussing employee health, and keeping records of all of it. One year later many of us are asking about obligations to keep this information confidential. This session will review carriers' many legal obligations to responsibly manage information, including changes we may see under a new Administration.
2:30PM - 2:45PM EDT	Break
2:45PM - 3:30PM EDT	Regulatory Update & FAA Initiatives Speaker: Jodi L. Baker, Aviation Safety, Deputy Director, Air Carrier Safety Assurance, Flight Standards Service, FAA

**RAA “Virtual” Summer Seminars
July 19-20, 2021**

AGENDA

3:30PM - 4:00PM EDT	Workforce Shortages Speaker: Bill Whyte, VP, Operations and Technical Services, RAA The pandemic temporarily halted member airlines hiring any staff as the future was seen to be uncertain. However, time has now moved on and the workforce shortages that we experienced in 2019 are starting to reappear. This session will discuss the challenges of handling workforce shortages.
4:00PM -5:20PM EDT	Ask the Attorney (HR Focus) Speakers: <ul style="list-style-type: none">• Sarah Wimberly, FordHarrison• Nancy Holt, FordHarrison• Jacki Thompson, FordHarrison
5:20PM EDT	Webinar Conclude

Tuesday, July 20, 2021

Inflight, Human Resources, Drug & Alcohol Testing

11:00AM EDT	Introductions – RAA Staff
11:10AM - 12:00PM EDT	Women in Aviation – Fireside Chat with Angela Stubblefield, Chief of Staff, FAA Exclusive interview with Angela Stubblefield. Angela will share the latest U.S. Government efforts on “Runway to Recovery”, diversity initiatives in aviation as well as her involvement in workforce programs.
12:00PM - 5:00PM EDT	Parallel Sessions – see separate agendas below: Drug & Alcohol Testing InFlight & HR
5:00PM EDT	Webinar Conclude

July 19-20, 2021

InFlight & HR Track

<p>12:00PM - 1:30PM EDT</p>	<p>Diversity, Inclusion and Belonging from 30,000 Feet: A Panel Discussion Moderator: Nancy Holt, FordHarrison Panelists:</p> <ul style="list-style-type: none"> • Margaret Soda, Vice President Inflight and Human Resources, PSA • Steve Jarret, DE&I Director, PSA • Amy Taute, Director Human Resources, Horizon Air
<p>1:30PM - 2:45PM EDT</p>	<p>Rise of Confrontation in the Workplace Speakers: Nancy Holt and Sarah Wimberly, FordHarrison Increasingly divisive politics and societal pressures seem to be driving conflict everywhere, including the workplace. Social media has given everyone a platform to express their opinion. Some of those opinions are incendiary. How can carriers responsibly address these forces – and what should the limits be? Join Nancy Holt and Sarah Wimberly for a lively discussion of legal considerations, best practices, and case studies in returning civility to the workplace.</p>
<p>2:45PM - 3:00PM EDT</p>	<p><i>Break</i></p>
<p>3:00PM - 4:00PM EDT</p>	<p>Handling Unruly Passengers Speaker: Kristi Morley, Republic Airways ACT ARC – De-Escalation Training Carrier Best Practices</p>
<p>4:00PM - 5:00PM EDT</p>	<p>Ask the Attorney (Inflight Focus) Speakers:</p> <ul style="list-style-type: none"> • Sarah Wimberly, FordHarrison • Nancy Holt, FordHarrison

Drug & Alcohol Testing Track

<p>12:00PM - 1:15PM EDT</p>	<p>Preventing Substance Abuse Starts with Knowledge Speaker: Jacki Thompson, FordHarrison As employers of safety-sensitive employees in the airline industry, it is important to maintain a drug and alcohol-free workforce. Almost 21 million Americans have at least one addiction and drug and alcohol abuse, is a leading cause of preventable illnesses and premature death. Knowing about substance abuse is a good first step to preventing or dealing with it. The goal of this presentation is to provide tips you can share with your managers on shifting how we think, talk, and act about substance abuse. Join Jacki Thompson of FordHarrison to learn about workplace and prevention programs, facts about alcohol and drugs, and data and research on prevention practices.</p>
<p>1:15PM - 2:30PM EDT</p>	<p>Drug and Alcohol Industry Updates Speakers:</p> <ul style="list-style-type: none"> • Dr. Randy Barnett, Chief Medical Review Officer, FSSolutions • Regina Doural, General Manager Compliance Services, FSSolutions <p>Drug and alcohol testing is an important tool that must be used correctly to meet all regulatory guidelines effectively. Understanding regulatory and industry changes</p>

	can help you make better choices leading to improved outcomes. FSSolutions' compliance experts will provide updates on regulations and changes in the drug and alcohol testing industry. We will discuss where HHS and DOT are with their rulemaking on oral fluid and hair testing, the rollout of the new Federal CCF, the changing landscape of state marijuana laws, and other notable updates.
2:30PM - 2:45PM EDT	Break
2:45PM - 4:00PM EDT	An Inside Look at the MRO Interview Speakers: <ul style="list-style-type: none">• Dr. Randy Barnett, Chief Medical Review Officer• Regina Doural, General Manager Compliance Services Medical Review Officers (MRO) follow specific practices and procedures to protect the donor's privacy and accurately verify any legitimate medical explanations. FSSolutions will provide DERs the opportunity to experience the MRO interview procedures and the many factors that may affect testing, result reporting, and turnaround time. Through role-play, Q&A, and general discussion, you will be led through the medical review process from start to finish.
4:00PM - 5:00PM EDT	Drug & Alcohol Roundtable – Open Discussion