



## AGENDA

### Monday, July 18, 2022

#### Inflight and Human Resources (HR)

11:30AM EDT Inflight and HR	Introductions and Antitrust Statement – RAA Staff
11:40AM - 12:00PM EDT	<b>Welcome from RAA &amp; Regulatory Briefing</b> <ul style="list-style-type: none"> <li>- Faye Malarkey Black, President &amp; CEO, RAA</li> <li>- Drew Jacoby Lemos, Senior Director, Government Affairs, RAA</li> </ul>
12:00PM - 12:30PM EDT	<b>Kickoff Session</b> <b>Speaker: Lisa Heiblum - Best Lives Coaching</b> Lisa Heiblum, a professional life coach, will kick off our Summer Seminars and share with us tips to establish empathy with others, how to leverage existing strengths to achieve personal and professional goals, and to improve mental well-being.
12:30PM - 1:30PM EDT	<b>Remote and Flexible Work Accommodation Challenges in the Airline Industry</b> <b>Speaker: Sarah Wimberly, FordHarrison</b> Despite the forced experimentation with remote work during the pandemic, accommodating remote and flexible work arrangements longer term remains a challenge. Monitoring an employee’s schedule, daily activities, policy compliance and just general fulfillment of job responsibilities can be very difficult if not impossible. And the legal issues these types of work arrangements create are complex. Sarah Wimberly will discuss these issues and challenges as well as best practices in this general session.
1:30PM - 2:45PM EDT	<b>CHRC Compliance and Challenges of the New RapBack Program</b> <b>Speakers:</b> <ul style="list-style-type: none"> <li>• Amber Arnette, FordHarrison</li> <li>• Colleen Chamberlain, AAAE</li> <li>• Sonya Badgley, Transportation Security Administration</li> <li>• Eric Byczynski, Transportation Security Administration</li> </ul> Subject matter experts will discuss challenges and best practices of implementing the RapBack program for operators.
2:45PM - 3:00PM EDT	<i>Break</i>

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<p>3:00PM - 3:45PM EDT</p>	<p><b>Regulatory Update &amp; Cabin Safety</b>  <b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• DK Deaderick, AFS-220, FAA</li> <li>• Tiffany LaTour, AFS-220, FAA</li> </ul> <p>FAA subject matter experts will update on the following:                      The communication and coordination required when accommodating seatbelt exemptions for special needs passengers.                      The Special Emphasis Enforcement Program (unruly passengers).                      Managing carry-on bags in accordance with Ops Spec A011.                      Improving the quality of exit seat briefings in accordance with Ops Spec A022.                      Managing extended delays (DOT).                      Managing and reporting requirements for intoxicated passengers that create a disturbance.                      Improving passenger safety education (AC 121-24D).</p>
<p>3:45PM - 5:00PM EDT</p>	<p><b>Ask the Attorney (HR Focus)</b>  <b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Sarah Wimberly, FordHarrison</li> <li>• Nancy Holt, FordHarrison</li> <li>• Jacki Thompson, FordHarrison</li> </ul>
<p>5:00 PM EDT</p>	<p><b>Webinar Concludes</b></p>

**Tuesday, July 19, 2022**

**Inflight, Human Resources (HR) & Drug & Alcohol Testing**

<p>11:00AM EDT</p>	<p><b>Introductions – RAA Staff</b></p>
<p>11:10AM - 12:30PM EDT</p>	<p><b>Transforming Company Culture Through DEI Strategies – Challenges &amp; Best Practices</b>  <b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Steven Jarrett, PSA Airlines</li> <li>• Christine Wampach, PSA Airlines</li> <li>• Nancy Holt, FordHarrison</li> </ul> <p>This year, we continue our discussion on Diversity, Equity, and Inclusion (DE&amp;I) and bring our view from 30,000 feet to ground level. We will focus on any relevant regulations, how to implement and sustain a DEI program and planning strategies to fill positions that opened during COVID-19.</p>
<p>12:30PM – 4:00PM EDT</p>	<p><b>Parallel Sessions – see separate agendas below:</b>  <b>Drug &amp; Alcohol Testing</b>  <b>InFlight &amp; HR</b></p>
<p>4:15PM – 5:00PM EDT</p>	<p><b>Ask the Attorney (HR Focus)</b>  <b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Sarah Wimberly, FordHarrison</li> <li>• Nancy Holt, FordHarrison</li> <li>• Jacki Thompson, FordHarrison</li> </ul>
<p>5:00PM EDT</p>	<p><b>Webinar Concludes</b></p>

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InFlight &amp; HR Track

12:30PM - 1:30PM EDT	<p><b>Challenges of the Pilot Shortage: Effects of Broken Employment Commitments and Contracts</b>  <b>Moderator: Nancy Holt, FordHarrison</b></p> <p>The only thing more difficult than finding a new, qualified pilot may be convincing that pilot to stay employed long enough for your carrier to recoup the massive financial incentives it had to offer to attract the pilot in the first place. Even traditional disincentives, such as contractual penalties, do not seem to be effective in convincing pilots to stay. So how do you manage the situation? Join Nancy Holt for a discussion of the challenges, legal issues, and strategy options for managing a very difficult situation.</p>
1:30PM - 2:30PM EDT	<p><b>Changes in the Background Screening Industry</b>  <b>Speaker: Marc Bourne, Vault Heath</b></p> <p>Vault Health can provide RAA members a full suite of background screening packages and options to support your hiring process. Join us for this session as we cover topics like: A review of the Pilot Records Database (PRD) timeline and changes you should have made to your Pilot Record Improvement Act (PRIA) process, as well as readiness for upcoming changes; common issues carriers face as they use the PRD and our best practices tips; and the challenges the industry faces when it comes to obtaining information out of difficult jurisdictions like California, Michigan, and Maine, including what options might be available to mitigate unnecessary delays.</p>
2:30PM - 2:45PM EDT	<i>Break</i>
2:45PM – 3:30PM EDT	<p><b>Focus on Aviation Crew Health Post Pandemic</b>  <b>Speaker: Richard Gomez, MedAire</b></p> <p>In this presentation, participants will learn through aviation health data driven cases, how the pandemic has affected crewmember health concerns and practices. Participants will learn how training should address pre-travel related health concerns and provide recommendations for healthy crew travel. Participants will be provided with pre-travel tips addressing physical and mental health in aviation.</p>
3:30PM - 4:15PM EDT	<p><b>Handling Unruly Passengers</b>  <b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Kristi Morley, Republic Airways</b></li> <li>• <b>Thomas Kaminski, Alaska Airlines</b></li> </ul> <p>A year has passed since the last presentation on the handling of unruly passengers. Since then, the De-escalation Training Enhancement (DTE) Working Group (WG) of the ACT ARC has provided its recommendations to the FAA. This presentation and Q&amp;A session will discuss the recommendations of the DTE WG.</p>

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Drug & Alcohol Testing Track

<p><b>12:30PM - 1:30PM EDT</b></p>	<p><b>Scope and Challenges of a Non-DOT Drug and Alcohol Testing Program</b>  <b>Speaker: Jacki Thompson, FordHarrison</b>                  In the past several years, states throughout the nation have legalized marijuana for medical and recreational use. Although still illegal under federal law, many employers are changing their drug testing programs for non-safety-sensitive employees, particularly in light of the worker shortage. Join Jacki Thompson, a partner at FordHarrison LLP, to discuss the latest on marijuana legalization, challenges associated with drug and alcohol testing, and why so many carriers are starting to change their approach to testing.</p>
<p><b>1:30PM - 2:30PM EDT</b></p>	<p><b>2022 Drug and Alcohol Regulatory Update</b>  <b>Speaker: Shawn O’Neil, Vault Heath</b>                  The Department of Health and Human Services (HHS) and the Department of Transportation (DOT) have been busy in 2022 posting changes to their respective drug testing programs—don't get caught off guard! Join us as we cover important topics and regulatory updates that might impact your testing programs, including: The DOT’s notice of proposed rulemaking on oral fluid testing, HHS's proposed changes to the guidelines for workplace drug testing using oral fluid and urine, our current timeline with the Pilot Records Database (PRD), and the status of marijuana testing laws at the state level.</p>
<p><b>2:30PM - 2:45PM EDT</b></p>	<p><i>Break</i></p>
<p><b>2:45PM - 4:00PM EDT</b></p>	<p><b>How to be the best Designated Employer Representative</b>  <b>Speaker: Shawn O’Neil, Vault Heath</b>                  Being a Designated Employer Representative (DER) isn't for the faint of heart, considering you're the sole person your company turns to for guidance and compliance. Vault Health is here to support your compliance efforts with the Department of Transportation (DOT) and Federal Aviation Administration (FAA). Join us for this session all about DERs as we cover topics like: Your obligations under the DOT's 49 CFR part 40, prepping a Management Information System (MIS) report and readiness upon receipt of a notice of audit, and considerations for your non-regulated testing program in light of marijuana law changes. We also want to hear from you—as your Medical Review Officer and Third Party Administrator, how can we make your life easier?</p>