



AGENDA

Sunday, July 16, 2023

Welcome Reception - Inflight, Human Resources, Drug & Alcohol Testing (Peacock Alley, 1st Floor)

06:00PM CDT	Hosted by VAULT WORKFORCE SCREENING
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Monday, July 17, 2023

07:30AM CDT – Registration Opens with Coffee (Morrison Boardroom, 3rd Floor)

Opening Session - Inflight, Human Resources, Drug & Alcohol Testing (Starlight Suite, 10th Floor)

08:30AM CDT	Introductions and Antitrust – RAA Staff Opening Remarks Faye Malarkey Black, President & CEO, Regional Airline Association
09:00AM CDT	Exclusive Fireside Chat Kimberly Pyle, Executive Director, Office of Accident Investigation and Prevention, the Federal Aviation Administration Jennifer Iversen, Vice President, Aviation Operations and Regulatory Affairs, RAA

Inflight and Human Resources Track (The Jones, 3rd Floor)

9:45AM – 10:45AM CDT	HR/Inflight Session 1 Employment Law Update Presented By: Sarah Wimberly, FordHarrison Nancy Holt, FordHarrison Industry veteran attorneys Nancy Holt and Sarah Wimberly open the Summer Seminars with a review and discussion of the many developments in employment law that are most impacting the airline industry today. Topics will include new breast-feeding accommodation requirements, gender-neutral uniforms, pilot retention agreements, grooming standards, California crewmember meal and rest breaks, and paid military leave.
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10:45AM - 11:00AM CDT	<i>Break (Morrison Boardroom, 3rd Floor)</i>
11:00AM - 12:15PM CDT	<p>HR/Inflight Session 2 Labor Grievance Arbitration – Defensive Termination Presented By: Nancy Holt, FordHarrison</p> <p>In this session, FordHarrison attorney Nancy Holt will discuss best practices for discharge grievance arbitrations. From initial investigation and evaluation, to arbitrator selection, to hearing preparation and post-hearing briefing, this session will highlight the key factors that impact arbitration success.</p>
12:15PM - 1:30PM CDT	<i>Lunch - Own</i>
1:30PM - 2:30PM CDT	<p>Ask The Attorney Presented By: Sarah Wimberly, FordHarrison Nancy Holt, FordHarrison</p> <p>This popular annual session provides an open forum to share experiences and receive guidance on managing common or unusual employee and labor issues. FordHarrison attorneys Nancy Holt and Sarah Wimberly will answer your questions and share their opinions on any issue you would like to raise. Come prepared to participate in this interactive session.</p>
2:30PM - 3:30PM CDT	<p>HR/Inflight Session 3 Rethink and Optimize your Background Screening Program Presented By: Shawn O’Neil, Vault Health</p> <p>The past three years have seen many companies scrambling to keep up with rapid changes in the hiring landscape. Screening programs, as a result have been running on auto-pilot. Learn how reviewing and retooling your screening program can modernize your program for this new landscape, and strengthen your culture of safety.</p>
3:30PM – 3:45PM CDT	<i>Break (Morrison Boardroom, 3rd Floor)</i>
3:45PM -5:00PM EDT	<p>HR/Inflight Session 4 Discussion and Mock Training – Diversity, Equity and Inclusion Facilitated By: Nancy Holt, FordHarrison Steven Jarret, PSA Airlines Laura Prince, CommuteAir Jeremy Gorges CommuteAir</p> <p>Industry experts facilitate discussions on best practices and provide training experience.</p>
5:00 PM CDT	Seminars Adjourn

Drug & Alcohol Testing Track (The Swearingen, 3rd Floor)

9:45AM – 10:45AM CDT	D&A Session 1 Regulatory Updates Presented By: Shawn O’Neil, Vault Health We will cover several regulatory updates from DOT, FAA, HHS, and other regulated authorities that might impact your drug testing program. We will spend time covering the changes to 49 CFR Part 40, beyond the changes made for the addition of oral fluid testing, that are effective on 6/1/2023.
10:45AM - 11:00AM CDT	Break (Morrison Boardroom, 3rd Floor)
11:00AM - 12:15PM CDT	D&A Session 2 Oral Fluid Deep Dive and Mock Collection Presented By: Shawn O’Neil, Vault Health Regina Doural, Vault Health The Department of Transportation (DOT) has issued a final rule that allows oral fluid testing for employees in the transportation industry. We will review the requirements for adding oral fluid testing to your testing program. While the rule is effective on 6/1/2023, we will discuss some of the milestones that must be implemented before oral fluid is available to regulated employers and what you should be doing now to prepare your company for oral fluid testing when it is finally made available.
12:15PM - 1:30PM CDT	Lunch - Own
1:30PM - 2:30PM CDT	D&A Session 3 FAA Compliance Best Practices Presented By: Regina Doural, Vault Health Although there are many regulations to follow for drug and alcohol testing, they don’t give you information on implementing or managing the regulations within your program. We will discuss some best practices provided by ODAPC, FAA and other employers in the industry.
2:30PM - 3:30PM CDT	D&A Session 4 Collection Site Issues and How to Solve Them Presented By: Regina Doural, Vault Health More errors occur during the collection process than any other part of a drug and alcohol program. During this presentation we will discuss what the DER should do when the collector gives the donor incorrect information, the collector makes a procedural error, there are allegations of cheating or the donor reports issues with the collection site.
3:30PM – 3:45PM CDT	Break (Morrison Boardroom, 3rd Floor)

<p>3:45PM - 5:00PM CDT</p>	<p>D&A Session 5 State Drug Testing & Marijuana Laws Presented By: Shawn O’Neil, Vault Health</p> <p>With legal changes continuing to happen at a state level, employers are tasked to keep up to date on them to be sure their company drug and alcohol testing program is compliant. We will take a look at some of the recent changes occurring at the state level and discuss how they might impact your company’s testing program.</p>
<p>5:00 PM CDT</p>	<p>Seminars Adjourn</p>

Tuesday, July 18, 2022

Human Resources Track (The Naylor, 3rd Floor)

<p>09:00AM - 10:15AM CDT</p>	<p>HR Session 1 (closed to RAA HR Committee Members) HR Round Table – Information Sharing Informal information exchange on the Effects of labor shortages and other hot topics.</p>
<p>10:15AM - 10:30AM CDT</p>	<p><i>Break (Morrison Boardroom, 3rd Floor)</i></p>
<p>10:30AM - 11:30AM CDT</p>	<p>HR Session 2 Accommodations for Disabilities Presented By: Sarah Wimberly, FordHarrison</p> <p>Accommodating employee disabilities is not a simple process and continues to challenge air carrier employers. What exactly qualifies as a disability? What makes an accommodation reasonable? And how long must accommodations be provided? Sarah Wimberly will review and update these and other pesky issues in this educational session for HR professionals.</p>
<p>11:30AM - 12:00PM CDT</p>	<p>HR Session 3 PRIA – PRD – AEV/RapBack and Q&A Presented By: Sarah Wimberly, FordHarrison</p> <p>The PRD is up and running, and the RapBack program is in full swing. As with all new programs, implementation raises a host of questions. Sarah Wimberly will discuss the status of both programs and answer your questions about them.</p>
<p>12:00PM CDT</p>	<p>Seminars Conclude</p>

Inflight Track (The Jones, 3rd Floor)

07:30AM – 08:15AM CDT	Inflight Session 1 FAA Updates Presented By: Tiffany LaTour, FAA Tanya Phipps, FAA Discussion Topics Include: Turbulence injuries Incapacitated flight attendants Cabin air quality PED fire risks in the cabin and flight deck Safety Management Systems (SMS)
08:15AM - 10:15AM CDT	Inflight Session 2 (closed to RAA Inflight Committee Members) Roundtable or Committee Meeting Topics: FA Fatigue Program Turbulence/OJI Prevention Reliability/Attendance Morale and the Effects from COVID Realistic Expectations from New Hires
10:15AM - 10:30AM CDT	Break (Morrison Boardroom, 3rd Floor)
10:30AM – 12: 00PM CDT	Inflight Session 3 Presented By: Krysten Kline, MedAire Richard Gomez, MedAire Managing Medical Volunteers Inflight In this session, we will be discussing the role of a medical volunteer onboard an aircraft, and how crew training plays an important aspect in utilizing a medical volunteer. We will also be discussing new technology and how it can play into Crewmembers facilitating the best onboard medical care for the ill or injured person. Crew Health & Wellbeing We will discuss the importance of “acceptance” of the new culture of mental health. We will discuss topics that airlines should consider when designing programs to support the overall health and wellbeing of crew. In this session we will be sharing data and best practices to support airlines efforts to enhance the duty of care not only physically but also mentally.
12:00PM CDT	Seminars Conclude

Drug & Alcohol Testing Track (The Swearingen, 3rd Floor)

09:00AM - 10:15AM CDT	D&A Session 6 Let's Talk Medications Presented By: Dr. Suzanne Steele, Vault Health We will discuss prescription and over-the-counter medications, and how they affect testing results. We will go in-depth and discuss amphetamines, opiates, opioids, anesthetics, antibiotics and more. We'll also cover why safety letters are issued and how to proceed if there is a safety concern.
10:15AM - 10:30AM CDT	Break (Morrison Boardroom, 3rd Floor)
10:30AM - 11:45AM CDT	D&A Session 7 Ask the MRO Presented By: Dr. Suzanne Steele, Vault Health We will touch upon frequently asked questions and have an open forum for participants to ask the MRO their burning drug testing related questions. There are no bad questions, only unanswered questions needing answers.
11:45AM CDT	Seminars Conclude

Optional Designated Employer Representative (DER) Training Course & Certification (The Swearingen, 3rd Floor)

01:30PM CDT	Presented By: Regina Doural, Vault Health Vault Workforce Screening's DER certification includes an overview of DOT regulations and FAA testing requirements, DER core responsibilities, service providers and the DER's interaction with them. It will also cover the implementation and best practices for each of the DER's core responsibilities. At the end of the course participants will have the tools necessary to run a DOT compliant drug and alcohol program.
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