



The Jacquard, Autograph Collection
222 Milwaukee Street Denver, Colorado 80206

CONFERENCE PARTNERS

FORDHARRISON



AGENDA

Sunday, July 28, 2024

04:00PM MDT – Sponsor Display Set-Up (Prada Foyer)

05:30PM MDT – Registration Opens (Prada Foyer)

06:00PM MDT

Welcome Reception: Rooftop Pool Party - Inflight, Human Resources, Drug & Alcohol Testing
(SE & SW Rooftop Corners)

Monday, July 29, 2024

08:00AM MDT – Registration Opens with Coffee, Muffins & Cinnamon Rolls and Exhibitors (Prada Foyer)

Opening Session - Inflight, Human Resources, Drug & Alcohol Testing

<p>09:00AM MDT (Prada Ballroom)</p>	<p>Introductions and Antitrust – RAA Staff Opening Remarks</p>
<p>9:15AM – 10:00AM MDT (Prada Ballroom)</p>	<p>General Session 1 – Keynote Remarks: Addressing Addiction in the Workplace Speaker: Stephen Loyd, MD</p> <p><i>Dr. Loyd will discuss the importance of properly addressing addiction in the workplace. Being a product of an employer properly addressing his own addiction, he will tell the story of his personal struggle with addiction and the vital role his employer played in his subsequent recovery journey that paved the way for where he is today. By the end of the talk the listeners will have a real-life example of what it looks like when a struggling employee gets the help they need.</i></p>
<p>10:00AM – 10:05AM MDT (Prada Ballroom)</p>	<p>Sponsor Remarks 1 – Denver International Airport</p>

July 28-30, 2024

Human Resources Track

<p>10:05AM – 11:05AM MDT (Prada Ballroom)</p>	<p>HR/Inflight Joint Session 1 – Mental Health and Peer Support Resources Roundtable Facilitated By: Jeremy Horn, Horizon Air</p> <p><i>Roundtable discussion on mental health and peer support effort facilitated by Jeremy Horn, Managing Director of Safety at Horizon Air. Jeremy also shares initiatives taken at Horizon Air after flight 2059 incident. Discussion focuses on building resilience, fostering peer support culture, and improving company support systems.</i></p>
<p>11:05AM - 11:20AM MDT (Prada Foyer)</p>	<p>Break with Exhibitors</p>
<p>11:20AM - 12:20PM MDT (Prada Ballroom)</p>	<p>HR/Inflight Joint Session 2 – Integrating the “F” Word into Your HR/Inflight Vocabulary</p> <p>Presented By: Heather Healy, Flight Attendant Drug & Alcohol Program Deborah McCormick, Flight Attendant Drug & Alcohol Program</p> <p><i>FADAP or the Flight Attendant Drug and Alcohol Program is an FAA funded safety initiative for Flight Attendants, similar to the HIMS program for Pilots. During this one-hour session, we’ll explore the realities of substance abuse within the Flight Attendant population. We’ll also share the no-cost resources and services available to HR, Inflight and your Flight Attendants employees and their family members.</i></p>
<p>12:20AM - 12:25PM MDT (Prada Ballroom)</p>	<p>Sponsor Remarks 2 – Travelpro</p>
<p>12:25PM - 1:30PM MDT</p>	<p>Lunch – Sponsored by SkyWest Airlines</p>
<p>1:30PM – 2:30PM MDT (Prada Ballroom)</p>	<p>HR/Inflight Joint Session 3 – Properly Assessing Accommodation Requests in the Airline Industry</p> <p>Presented By: Nancy Holt, FordHarrison Jacki Thompson, FordHarrison</p> <p><i>Join FordHarrison attorneys Nancy Holt and Jacki Thompson to discuss the ever-changing religious, pregnancy, and disability accommodation laws. Complying with these statutes is challenging for all employers, but even more so when accommodating crew members. Learn how to analyze accommodation requests and engage in the interactive process while complying with complicated worker protections.</i></p>
<p>2:30M – 3:30PM MDT (Prada Ballroom)</p>	<p>HR/Inflight Joint Session 4 – Uniform Appearance Standards</p> <p>Moderated By: Nancy Holt, FordHarrison</p> <p>Panel: Sonya Wolford, SkyWest Airlines Susie Silva, CapeAir Chanen Lively, Envoy Air</p>

**RAA Summer Seminars
July 28-30, 2024**

AGENDA

	<i>The panels discuss various topics related to uniform standards as well as appearance standards, from safety risk assessments to enforcement issues.</i>
3:30PM - 3:35PM MDT (Prada Ballroom)	Sponsor Remarks 3 – M&H Uniform
3:35PM – 3:50PM MDT (Prada Foyer)	Break with Exhibitors
3:50PM - 5:10PM MDT (Prada Ballroom)	<p>General Session 2 – Ask The Attorney Presented By: Sarah Wimberly, FordHarrison Nancy Holt, FordHarrison Jacki Thompson, FordHarrison Meron Squires, FordHarrison</p> <p><i>Back by popular demand. Bring your employment and labor questions to discuss with this expert panel from FordHarrison – no question too large or too small.</i></p>
5:10PM - 5:15PM MDT (Prada Ballroom)	Sponsor Remarks 4 – Ricardo Flight Essentials
5:15 PM MDT	Seminars Adjourn

Inflight Track

10:05AM – 11:05AM MDT (Prada Ballroom)	<p>Inflight/HR Joint Session 1 – Mental Health and Peer Support Resources Round Table Facilitated By: Jeremy Horn, Horizon Air</p> <p><i>Roundtable discussion on mental health and peer support effort facilitated by Jeremy Horn, Managing Director of Safety at Horizon Air. Jeremy also shares initiatives taken at Horizon Air after flight 2059 incident. Discussion focuses on building resilience, fostering peer support culture, and improving company support systems.</i></p>
11:05AM - 11:20AM MDT (Prada Foyer)	Break with Exhibitors
11:20AM - 12:20PM MDT (Prada Ballroom)	<p>HR/Inflight Joint Session 2 – Integrating the “F” Word into Your HR/Inflight Vocabulary Presented By: Heather Healy, Flight Attendant Drug & Alcohol Program Deborah McCormick, Flight Attendant Drug & Alcohol Program</p> <p><i>FADAP or the Flight Attendant Drug and Alcohol Program is an FAA funded safety initiative for Flight Attendants, similar to the HIMS program for Pilots. During this one-hour session, we’ll explore the realities of substance abuse within the Flight Attendant population. We’ll also share the no-cost resources and services available to HR, Inflight and your Flight Attendants employees and their family members.</i></p>
12:20AM - 12:25PM MDT (Prada Ballroom)	Sponsor Remarks 2 – Travelpro
12:25PM - 1:30PM MDT	Lunch – Sponsored by SkyWest Airlines

<p>1:30PM – 2:30PM MDT (Prada Ballroom)</p>	<p>Inflight/HR Joint Session 3 – Properly Assessing Accommodation Requests in the Airline Industry</p> <p>Presented By: Nancy Holt, FordHarrison Jacki Thompson, FordHarrison</p> <p><i>Join FordHarrison attorneys Nancy Holt and Jacki Thompson to discuss the ever-changing religious, pregnancy, and disability accommodation laws. Complying with these statutes is challenging for all employers, but even more so when accommodating crew members. Learn how to analyze accommodation requests and engage in the interactive process while complying with complicated worker protections.</i></p>
<p>2:30PM – 3:30PM MDT (Prada Ballroom)</p>	<p>Inflight/HR Joint Session 4 – Uniform Appearance Standards</p> <p>Moderated By: Nancy Holt, FordHarrison</p> <p>Panel: Sonya Wolford, SkyWest Airlines Susie Silva, CapeAir Chanen Lively, Envoy Air</p> <p><i>The panels discuss various topics related to uniform standards as well as appearance standards, from safety risk assessments to enforcement issues.</i></p>
<p>3:30PM - 3:35PM MDT (Prada Ballroom)</p>	<p>Sponsor Remarks 3 – M&H Uniform</p>
<p>3:35PM – 3:50PM MDT (Prada Foyer)</p>	<p>Break with Exhibitors</p>
<p>3:50PM - 5:10PM MDT (Prada Ballroom)</p>	<p>General Session 2 – Ask The Attorney</p> <p>Presented By: Sarah Wimberly, FordHarrison Nancy Holt, FordHarrison Jacki Thompson, FordHarrison Meron Squires, FordHarrison</p> <p><i>Back by popular demand. Bring your employment and labor questions to discuss with this expert panel from FordHarrison – no question too large or too small.</i></p>
<p>5:10PM - 5:15PM MDT (Prada Ballroom)</p>	<p>Sponsor Remarks 4 – Ricardo Flight Essentials</p>
<p>5:15 PM MDT</p>	<p>Seminars Adjourn</p>

Drug & Alcohol Testing Track

<p>10:05AM – 11:05AM MDT (Dior)</p>	<p>D&A Testing Session 1 – The Changing Landscape of DOT-regulated Drug Testing – What It Will Mean for Members of the Regional Airline Association?</p> <p>Presented By: Patrice M. Kelly, JD, National Drug & Alcohol Screening Association Jo McGuire, National Drug & Alcohol Screening Association</p>
--	---

	<p><i>Two key experts in the field, Patrice Kelly, the Senior Policy Executive Advisor to the National Drug & Alcohol Screening Association (NDASA) and Jo McGuire, NDASA's Executive Director will guide our attendees through the current changes facing employers and potential changes on the horizon this year. What is oral fluid testing all about? What else changed in that final rule last year and what reminders did DOT include in the preamble to the final rule? What do employers need to know about their business choices to get ready for the implementation of oral fluid drug testing coming soon? Also, what is going on with marijuana rescheduling?</i></p>
<p>11:05AM - 11:20AM MDT (Prada Foyer)</p>	<p>Break with Exhibitors</p>
<p>11:20AM - 12:20PM MDT (Dior)</p>	<p>D&A Testing Session 2 – Drug Testing of Non-Safety Sensitive Employees Presented By: Jacki Thompson, FordHarrison</p> <p><i>In the past several years, states throughout the nation have legalized marijuana for medical and recreational use. Find out why many carriers are changing their drug testing programs for non-safety-sensitive employees, particularly in states where testing for marijuana use is illegal or limited. Join Jacki Thompson, a partner at FordHarrison LLP, to discuss the latest on marijuana legalization, challenges associated with drug and alcohol testing, and how to comply with the various, and often conflicting, state laws.</i></p>
<p>12:20PM - 1:25PM MDT</p>	<p>Lunch – Sponsored by SkyWest Airlines</p>
<p>1:25PM - 1:30PM MDT 1:30PM - 2:30PM MDT (Dior)</p>	<p>Sponsor Remarks – Eli Gaghen, CRL FormFox D&A Testing Session 3 – Evolving Trends in Drugs of Abuse: Cannabinoids and Fentanyl Presented By: Dr. David Kuntz, CRL FormFox</p> <p><i>New drugs for abuse are evolving, but the two drugs with the most workplace interest are cannabinoids and fentanyl. A deeper look into the prevalence of these drugs found on the street as legal and illicit sales along with other drugs found in conjunction with marijuana and fentanyl in oral fluids and urine.</i></p>
<p>2:30PM - 3:30PM MDT (Dior)</p>	<p>D&A Testing Session 4 – DOT/FAA's Industry Drug and Alcohol Testing Program Presented By: Nancy Rodriguez Brown, FAA Office of Aerospace Medicine</p> <p><i>FAA Director of Drug Abatement Division provides program and organization updates and discusses common questions & best practices for compliance as well as review of online resources.</i></p>
<p>3:30PM – 3:50PM MDT (Prada Foyer)</p>	<p>Break with Exhibitors</p>
<p>3:50PM - 5:10PM MDT (Prada Ballroom)</p>	<p>General Session 2 – Ask The Attorney Presented By: Sarah Wimberly, FordHarrison Nancy Holt, FordHarrison</p>

	<p>Jacki Thompson, FordHarrison Meron Squires, FordHarrison</p> <p><i>Back by popular demand. Bring your employment and labor questions to discuss with this expert panel from FordHarrison – no question too large or too small.</i></p>
<p>5:10PM - 5:15PM MDT (Prada Ballroom)</p>	<p>Sponsor Remarks 4 – Ricardo Flight Essentials</p>
<p>5:15 PM MDT</p>	<p>Seminars Adjourn</p>

Tuesday, July 30, 2024

07:15AM MDT – Registration Opens with Coffee, Muffins & Cinnamon Rolls and Exhibitors (Prada Foyer)

Human Resources Track

<p>07:45AM – 08:30AM MDT (Ferragamo)</p>	<p>HR Session 1 – HR Round Table (closed to HR professionals)</p> <p>Topics: Employee learning, development and engagement Effects of labor shortages</p>
<p>08:30AM - 9:15AM MDT (Ferragamo)</p>	<p>HR Session 2 – Workplace Violence Support</p> <p>Presented By: Rachel Conn, Conn Maciel Carey LLP</p> <p><i>Workplace violence has been a focus for OSHA for several years as it remains a leading cause of occupational injuries. While OSHA lacks a specific standard for workplace violence, the OSH Act's General Duty Clause mandates a hazard-free workplace, and OSHA enforces this after incidents of violence. Additionally, OSHA is working on rulemaking for specific industries. California has pioneered a workplace violence rule for general industry, requiring most employers to have a written prevention plan, investigate incidents, maintain logs, conduct annual training, and comply with recordkeeping. This general industry rule follows the California/OSHA regulation on Workplace Violence Prevention in Health Care.</i></p>
<p>9:15AM-10:15AM MDT (Ferragamo)</p>	<p>HR Session 3 – Employment Law Update</p> <p>Presented By: Sarah Wimberly, FordHarrison Nancy Holt, FordHarrison</p> <p><i>The Biden Administration has advanced significant changes in the employment law landscape in the last three-and-a-half years. In this session FordHarrison attorneys Sarah Wimberly and Nancy Holt will update attendees on the many developments affecting regional carriers and discuss what is on the horizon with the U.S. Equal Employment Commission and the Department of Labor.</i></p>
<p>10:15AM - 10:30AM MDT (Prada Foyer)</p>	<p>Break with Exhibitors</p>
<p>10:30AM - 11:30AM MDT</p>	<p>HR Session 4 – FMLA: Are You Administering Correctly?</p>

(Ferragamo)	<p>Presented By: Sarah Wimberly, FordHarrison</p> <p><i>The FMLA just celebrated its 31st anniversary, yet employers still struggle to manage family and medical leave properly and comply with the law. Join Sarah Wimberly as she discusses some of the most common compliance issues she sees in her legal practice and reviews aspects of the law that are often litigated. Bring your questions and issues to discuss with Sarah and the group.</i></p>
11:30AM - 12:15PM MDT (Ferragamo)	<p>HR Session 5 – Pilot Records Database, Criminal History Record Check (CHRC) and RapBack Update</p> <p>Presented By: Sarah Wimberly, FordHarrison Meron Squires, FordHarrison</p> <p><i>The PRD is almost fully implemented, but many carriers are struggling to properly enter records and otherwise comply with its requirements. And, separately, the CHRC and RapBack programs continue to present compliance challenges for employers due to the varied nature of state criminal laws. Industry veterans Sarah Wimberly and Meron Squires will discuss these compliance challenges and answer your questions about the programs.</i></p>
12:15 PM – 12:30 PM MDT (Ferragamo)	Feedback & Closing Remarks
12:30PM MDT	Seminars Conclude

Inflight Track

08:00AM – 8:45AM MDT (Prada)	<p>Inflight Session 1 – 2023 FAA Reauthorization Bill Briefing – Cabin Focus</p> <p>Presented By: Drew Jacoby Lemos, Regional Airline Association</p> <p><i>With the signing of the 2023 FAA Reauthorization Bill, the Regional Airline Association is assessing its impacts. RAA’s Senior Vice President of Government Affairs provides an overview of the bill sections that affect cabin safety and outlines RAA’s plans to influence the policy-making process.</i></p>
08:45AM – 9:30AM MDT (Prada)	<p>Inflight Session 2 – Self-Defense Training Program</p> <p>Presented By: Scott Armstrong, CMSDT Program Manager, TSA</p> <p><i>Describe how the TSA conducts their Self-Defense Training Program and how they can bring this to RAA member airlines.</i></p>
9:30AM – 10:15AM MDT (Prada)	<p>Inflight Session 3 – Blue Light Human Trafficking</p> <p>Presented By: Kristen Draper, Homeland Security Investigations</p> <p><i>Kristen Draper, the Acting Group Supervisor for Homeland Security Investigations Denver’s Exploitation Crimes Group shares her experiences in human trafficking investigations and the Department’s efforts to eradicate criminal activities. With</i></p>

	<i>her involvement in the awareness and resilience mentoring program, she provides insightful tips to spot child exploitation activities.</i>
10:15AM - 10:30AM MDT (Prada Foyer)	Break with Exhibitors
10:30AM – 11:15AM MDT (Prada)	<p>Inflight Session 4 – The Fentanyl Threat to Commercial Aviation Presented By: Norman Tobias, DEA LAX Narcotics Task Force</p> <p><i>The presentation will elaborate on how the smuggling of Fentanyl, and the ingestion of Fentanyl in-flight, have affected ground and flight operations. This poses a health risk to airline/airport personnel as well as the flying public.</i></p>
11:15AM – 12:30PM MDT (Prada)	<p>Inflight Session 5 – Inflight Committee Round Table Topics:</p> <ul style="list-style-type: none"> Operations Training Safety FA Fatigue Program Turbulence/OJI Prevention Recruitment Reliability/Attendance Inflight Health Screening
12:30PM – 12: 45PM MDT (Prada)	Feedback & Closing Remarks
12:45PM MDT	Seminars Conclude

Drug & Alcohol Testing Track

Breakfast Sponsored by CRL form/fox

08:00AM - 10:15AM MDT (Dior)	<p>D&A Session 5 – Committee Round Table Topics: Reasonable suspicion testing for employees who work from home – best practices, tips, advice, company policy discussion</p>
09:15AM - 10:15AM MDT (Dior)	<p>D&A Session 6 – Trends in Drug Testing Presented By: Regina Doural, Vault Health</p> <p><i>What are the latest trends in the drug testing industry? Marijuana state laws are not the only trends that affect how you run your drug testing program. This program discusses current trends and the effect they have on your program as well as changes you may need to consider.</i></p>
10:15AM - 10:30AM MDT (Prada Foyer)	Break with Exhibitors
10:30AM - 11:30AM MDT (Dior)	<p>D&A Session 7 – Flying High vs Flying Under the Radar Presented By:</p>

	<p>Dr. Steele, Vault Health</p> <p><i>Vault’s Chief MRO, Dr. Steele will discuss the challenges drug use among employees creates for employers, and how their drug screening program can identify and tackle some of these issues. The discussion will include looking at the impact of different drugs on individuals on the ground and in the air. She will cover drugs that are on the “No Fly List” and drugs employers might want to consider testing on their NonDOT panel that could pose a safety risk.</i></p>
<p>11:30AM – 11:45 PM MDT (Dior)</p>	<p>Feedback & Closing Remarks</p>
<p>11:45AM MDT</p>	<p>Seminars Conclude</p>

Optional Designated Employer Representative (DER) Training Course & Certification

<p>12:30PM MDT – 04:45 PM MDT</p>	<p>Presented By: Regina Doural, Vault Health</p> <p><i>DER training will give the DERs an in-depth look at their responsibilities regarding drug and alcohol testing. This training will include discussions on regulations, training and reporting requirements, service providers and their interaction with the DER. At the end of this course, participants will have the tools and best practices to run an FAA compliant drug and alcohol program. Participants will also receive a certificate of completion.</i></p>
--	---