

2017 AIRLINE LABOR & EMPLOYMENT LAW SYMPOSIUM

IN IT FOR
THE LONG HAUL
COMMITTED TO
PROBLEM SOLVING
FOR THE FUTURE

March 23 and 24 | The Fairmont Hotel | Dallas, Texas



COMMITTED TO PROBLEM SOLVING FOR THE FUTURE

Although challenges remain in some parts of the airline industry, after more than 35 years of airline deregulation, it appears the majority of the industry has finally figured out how to run their businesses profitably. But even with prosperity, problems remain. Management is spending a great deal of time and effort relearning how to deal with employees and labor. How do labor relations professionals negotiate in a time of prosperity? With tens of thousands of veteran airline employees retiring, how do we recruit new skilled workers? Diversity and inclusion are ever-more-critical parts of an airline's business strategy as it competes for an increasingly-demanding traveler through its front-line employees. What is the effect on airlines of the National Mediation Board's new analysis of representation & bargaining issues? How do we address thorny legal issues in California, absence management, and arbitration decisions with broad impact across the industry?

FordHarrison and F&H Solutions Group are committed to helping our clients in the aviation industry understand the structural changes that have occurred in the industry and prepare for a future that looks very different than the past.

March 23 and 24
The Fairmont Hotel | Dallas, Texas

www.fordharrison.com

AGENDA

Thursday, March 23

12:00 PM - 1:30 PM | Luncheon Keynote Presentation

Never Lose Focus: Leading During a Time of Transition (Fountain Room)

Pedro Fabregas, CEO, Envoy Airlines

Few companies have had to deal with more turmoil than Envoy Airlines. Formerly known as American Eagle, Envoy was created through the merging of four regional airlines and the shutdown of another. During this time, Envoy was working with a new management team at their parent company, and besieged with demands to lower costs in the very competitive regional airline industry. Following the airline's emergence from bankruptcy, President and CEO Pedro Fabregas faced a number of difficulties: the airline's pilot group voted down two agreements, planes that were promised to Envoy were given to a competing airline, and Envoy's fleet had been reduced by a third.

Throughout it all, Pedro never lost focus and used all of the management skills he developed in his 30-year career at American, Executive Airlines, and American Eagle to steer his airline through unprecedented times. You will hear how Pedro managed his team through the ups and downs and never lost faith that his airline could survive the demands being placed on it by the dramatic changes in the industry.

1:30 PM - 1:40 PM | Break

1:40 PM - 2:40 PM | General Session (Pavilion Room)

National Mediation Board Update

Linda Puchala, Chairman - National Mediation Board

National Mediation Board Chairman Linda Puchala will share with us her observations of what is taking place in the airline industry, present her views on impending changes at the NMB, and project what a Trump Administration might mean for Railway Labor Act carriers and labor-management relations in general.

2:40 PM - 2:55 PM | Break

2:55 PM - 3:55 PM | General Session (Pavilion Room)

Creative Strategies for Aviation Recruiting

A panel of industry experts will discuss innovative methods airlines are

using to recruit key skilled positions and the potential advantages and drawbacks of those methods.

- Moderator: Jerry Glass, President - F&H Solutions Group
- Peggy Chabrian, President and CEO - Women in Aviation International
- Rob DeLucia, VP, Labor and Employment & Assistant General Counsel - Airlines for America
- Kent Lovelace, Professor & Director of Industry Relations - University of North Dakota, Dept. of Aviation

3:55 PM - 4:10 PM | Break (Vista Room)

4:10 PM - 5:10 PM | Breakout Sessions

Inclusion: How do We Get Everyone in the House? (Pavilion Room)

Diversity is a hot topic, but rarely do we get it right. How do we build a culture of inclusion? Two industry experts will identify effective ways to get beyond compliance and explore tools, techniques and principles that leverage the unique beliefs, backgrounds, talents, and capabilities of your people. They will discuss how to embed inclusion as a fundamental value for ourselves and our organization, and how that effort promotes discovery and impacts the marketplace and our clients.

- Brad Federman, COO - F&H Solutions Group
- Nancy Holt, Counsel - FordHarrison

Significant, Recent Arbitration Decisions in the Airline Industry (Fountain Room)

A panel of industry experts will discuss the most significant recent arbitration decisions and will weigh in on their impact on the airline industry.

- Moderator: Jessica Asbridge, Senior Associate - FordHarrison
- Lucretia Guia, Managing Director and Associate General Counsel - American Airlines
- Tom Kassin, Of Counsel - FordHarrison
- Jessica Kimbrough, Managing Director Labor Relations and Legal Strategy - United Airlines
- Bruce Murray, Director of Labor and Employee Relations - LSG Sky Chefs

6:30 PM | Buses Leave from Hotel Lobby for Dinner Reception at the Perot Museum

7:00 PM - 10:00 PM | Dinner Reception at the Perot Museum

Join us for a fun and interactive evening at the renowned Perot Museum of Nature and Science. Guests will be able to stroll through the immersive exhibits at their own pace, beverage and food in hand, to rediscover the wonders of science through high-tech hands-on exhibits as they network with their industry peers.

AGENDA

Friday, March 24

8:00 AM - 9:00 AM | Breakfast (Fountain Room)

9:00 AM - 10:00 AM | Breakout Sessions

Hot Legal Issues in California Affecting the Airline Industry (Pavilion Room)

FordHarrison will discuss the latest legal issues in California affecting the airline industry including recent developments in flight attendant and pilot class actions, seating and uniform requirements, rest and meal breaks, and overtime requirements including a discussion of the regular rate of pay and shift trades.

- Moderator: Michelle Abidoye, Partner - FordHarrison
- Kerrie Forbes, Associate General Counsel - Southwest Airlines
- Chris Pappaioanou, VP Legal - Envoy Air
- Maranda Rosenthal, Senior Attorney - Alaska Airlines

Negotiating in a Time of Prosperity (Garden Room)

Our panel of experts will discuss the challenges of negotiating compensation, work rules and benefits in the current economic environment of industry profitability while balancing carrier interests in investing in their employees, passengers, new aircraft and infrastructure improvements.

- Moderator: Tony Bralich, Management Consultant - F&H Solutions Group
- Brendan Branon, Managing Director - Labor and Employee Relations - Delta Air Lines
- Jerry Glass, President - F&H Solutions Group
- Juan Suarez, Managing Director, Deputy General Counsel - Southwest Airlines
- Jeff Wall, Partner - FordHarrison and Recent VP Labor Relations, United Airlines

10:00 AM - 10:15 AM | Break

10:15 AM - 11:15 AM | Breakout Sessions

Appearance Standards in Today's Aviation Industry (Pavilion Room)

A discussion of the many complicating factors involving the evolution and enforcement of appearance standards in the modern aviation industry. Topics will include transgender and religious accommodation as well as policies regarding pro-union adornments such as pins, buttons, t-shirts and lanyards.

- Nancy Holt, Counsel - FordHarrison
- Jacki Thompson, Counsel - FordHarrison

Renewed Strategies to Impact Negotiations and Organizing (Garden Room)

Whether it is a one-day walkout at airports by non-union workers, an illegal strike conducted by Local 1224 of the International Brotherhood of Teamsters, or demanding releases from mediation with the National Mediation Board, airline and aviation-related unions are using tactics not seen in many years to further their agendas. Company officials and attorneys who are dealing with these issues will talk about what is going on and what makes managing these situations so difficult.

- Moderator: Andy McClintock, Partner FordHarrison
- Michael Carbone, VP, Associate General Counsel - JetBlue
- Patricia Griffith, Partner - FordHarrison
- Jeff Wall, Partner - FordHarrison and Recent VP Labor Relations, United Airlines

11:15 AM - 11:30 AM | Break

11:30 AM - 12:30 PM | General Session (Pavilion Room)

Strategic Absence Management and FMLA Administration

Managing absenteeism and FMLA leave usage continues to plague aviation employers. It is not a core business function, so inefficiencies in absence and leave management programs divert critical resources away from the operation and inhibit any ability to operate cost-effectively. In this session, a seasoned absence-management aviation attorney and aviation leave administrator will share best practices for attendance management procedures, accountability, oversight, education, discipline, and collective bargaining.

- Maria Reed, Manager, Absence Management Services - F&H Solutions Group
- Sarah Wimberly, Partner - FordHarrison

12:30 PM | Lunch & Adjourn