



2013 FORDHARRISON AIRLINE LABOR & EMPLOYMENT LAW SYMPOSIUM

# CONNECTING THE DOTS

Integrated and Strategic Solutions to  
Industry Challenges Here & Abroad

September 26th and 27th • Intercontinental Hotel • Atlanta, GA

 Ius Laboris UNITED STATES  
FORDHARRISON



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Integrated and Strategic Solutions to  
Industry Challenges Here & Abroad

ABSENCE MANAGEMENT

While each segment of our airline industry continue to face different challenges and opportunities, all carriers experience a myriad of common employee and labor issues best solved through strategic analysis and integrated solutions. Effective communications with employees, unions and the public to get your message across and accomplish your objectives is critical. How do you minimize the risk of a whistleblower AIR21 complaint? What are best practices to legally address absenteeism problems? Do you know the top ten easily-fixed management errors that make it harder for arbitrators to rule in your favor? What should you do if one of your employees is arrested while working overseas?

FordHarrison's 2013 Airline Labor & Employment Law Symposium is aimed at helping our clients in the aviation industry connect the dots and find comprehensive solutions to these and other industry issues.

EMPLOYEE BENEFITS

AFFIRMATIVE ACTION

OVERSEAS STRATEGY

IMMIGRATION

# AGENDA

Thursday, September 26

9:30 AM - 10:30 AM | Registration & Legal Information Center

Use this opportunity to get answers to your questions. Attorneys who specialize in employee benefits, immigration, and federal contracts/affirmative action will be available to provide information regarding these complex areas of the law. In addition, representatives of the global human resources law firm alliance Ius Laboris and F&H Solutions Group human resources consultants will be available to address your questions in their areas of expertise.

10:30 AM - 11:45 AM | General Session

## Communicating Effectively with Your Employees, Unions and the Public

This session will address the what, when and how of communications. The expert panel of FordHarrison attorneys and communications professionals will provide best practices in day-to-day and crisis communications and in fostering good media relationships. They will also discuss methods for handling corporate campaigns.

12:00 AM - 1:45 PM | Luncheon Keynote Speaker

## Randy Babbitt, Senior VP of Labor Relations for Southwest Airlines

Randy Babbitt brings a unique depth of aviation experience, talent and skill to airline labor relations. Prior to joining Southwest, he served as the Administrator of the Federal Aviation Administration, Senior Partner of Oliver Wyman Consulting, founder of Eclat Consulting, president of the Air Line Pilots Association, and 25 years as a pilot for Eastern Airlines.

2:00 PM - 3:15 PM | Breakout Sessions

## The Latest in FMLA Rulemaking:

### In-Depth Analysis of the New FMLA Crewmember Regulations

The DOL has imposed new crewmember regulations that implement a radically different method for evaluating crewmember eligibility, for measuring the value of a crewmember's FMLA leave bank, and for calculating a crewmember's FMLA leave usage. This session will review and evaluate these regulations in detail and discuss their practical application to, and challenges for, existing FMLA leave programs.

## Creative Solutions to Contractual Problems:

### Lessons Learned in a Competitive and Shrinking Industry

An interactive panel led by experienced negotiators will explore strategies and creative solutions to reaching competitive deals in a shrinking industry that is facing intense pressure to contain costs.

3:45 PM - 5:00 PM | General Session

## Beyond the Borders:

### What You Need to Know Before You Send Your Employees Abroad

A distinguished panel of lawyers from Canada, Mexico, Brazil and Germany discuss how to protect your company and employees when they are working abroad.

5:00 PM | Cocktail Reception and Dinner

Friday, September 27

8:00 AM - 9:00 AM | Breakfast

9:00 AM - 10:15 AM | Breakout Sessions

## Attendance and Reliability

Absenteeism no longer implicates only attendance policies; it triggers duties under the FMLA, the ADA, the FARs, and state and local sick, leave and workers' compensation laws. Optimizing reliability while complying with the myriad of employment laws and regulations requires strategic planning. FordHarrison attorneys will discuss strategies for meeting these challenges and executing them at your carrier.

## Winning at Arbitration by Steering Clear of Easily Avoidable Errors

While arbitration can be unpredictable, there are a number of steps management can take on the front-end to minimize the risk. FordHarrison attorneys will discuss the easily-avoidable errors busy managers make prior to and during the grievance process, how to minimize and even eliminate such management errors, and strategies for WINNING at arbitration. Make it as easy as possible on the arbitrator to rule in your favor!

10:45 AM - 12:00 PM | Breakout Sessions

## AIR21 - A Lawsuit Coming to You Soon!

The number of whistleblower/retaliation AIR21 claims is on the rise. The stakes are high and the exposure to your company is significant because the forum for litigating these claims is exceedingly employee-friendly. Join us for a robust discussion of the AIR21 statute, including the unexpected situations that have led to AIR21 claims, and suggestions for strategically managing this risk.

## Integrated HR Solutions

Join FordHarrison attorneys and F&H Solutions Group consultants as they explore an array of personnel challenges including employee leave management, employee engagement and workplace violence. The panelists will discuss best practices and will provide concrete solutions that can be utilized in managing these issues.

12:00 PM | Adjourn

## Additional Information

### Continuing Education

Continuing legal education (CLE) credit has been applied for in multiple states. If you are a Certified Human Resources Professional, credit toward GPHR, PHR and SPHR recertification has been applied for with the Human Resources Certification Institute.

### Hotel Information

Hotel rooms are available at a rate of \$175 per night at the Intercontinental Buckhead Atlanta. To reserve your room, visit the Intercontinental Hotel website at [www.intercontinentalatlanta.com](http://www.intercontinentalatlanta.com) or call the reservation desk at 404.946.9000 and reference booking code "E55" for the FordHarrison event at the Intercontinental Buckhead Atlanta, September 26 and 27.

### Cancellations

Cancellations after Wednesday, September 4, 2013 will forfeit one-half of the registration fee.

### Registration

The registration fee is \$195 for clients and \$245 for non-clients. We offer a discount for multiple attendees from the same airline – \$195 /\$245 for the first attendee and \$145/\$195 for each additional attendee. The registration fee covers attendance at the symposium and all materials and meals. Advance registration is required as space is limited.

### Attire

Attire for the symposium is business casual.

### Miscellaneous

Boxed lunches will be available after the closing sessions.

# REGISTRATION

Registration deadline is September 4, 2013.

Please register at [www.fordharrison.com/airlinesymposium](http://www.fordharrison.com/airlinesymposium) or complete the form below and return to Chelsea Rodenhiser via email at [crodenhiser@fordharrison.com](mailto:crodenhiser@fordharrison.com), via fax at 404.888.3863 or via mail at FordHarrison LLP, 271 17th Street, NW, Suite 1900, Atlanta, GA 30363.

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
Email: \_\_\_\_\_ Phone: \_\_\_\_\_

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Airline: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

### Payment:

Make checks payable to Ford & Harrison LLP. If paying by credit card, fill in the information below.

\_\_\_\_\_ \$195 Client  
\_\_\_\_\_ \$145 Additional Client Attendee  
\_\_\_\_\_ \$245 Non-Client  
\_\_\_\_\_ \$195 Additional Non-Client Attendee

\_\_\_\_\_ Total Attendees  
\_\_\_\_\_ Total Cost

VISA  Mastercard  American Express

Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_ CVC Code: \_\_\_\_\_

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