

## 2015 Airline Labor & Employment Law Symposium

### *Global Connections*


FordHarrison is pleased to invite you to our 2015 Airline Labor & Employment Law Symposium, being held in conjunction with the 2015 Ius Laboris Global Labor & Employment Law Symposium.

The conference program includes plenary sessions, breakout groups and an evening reception at Chicago's Field Museum.

The conference is aimed at in-house counsel, human resources executives and employee relations professionals.

 **May 7 - 8, 2015**

 Renaissance Chicago Downtown

 **May 7** 11:00 am: Pre-conference workshops  
12:30 pm: Conference opens


**May 8** 1:30 pm: Conference closes

Approval is pending for continuing education including HRCI and CLE in several states.


Attendees are invited to an evening of cocktails and food from around the world at the impressive Field Museum.


Airline Symposium attendees are welcome to also participate in the Global Symposium sessions.

#### **How to register for this event**

 Register online at  
[www.chicago2015.iuslaboris.com](http://www.chicago2015.iuslaboris.com)

#### **For questions**

 Ius Laboris +32 2 761 46 10  
FordHarrison +1 404 888 3921

 [events@iuslaboris.com](mailto:events@iuslaboris.com) or  
[clientservice@fordharrison.com](mailto:clientservice@fordharrison.com)

Program includes:

#### **Pre-conference Airline Symposium workshop:**

➤ **The challenging legal landscape for California aviation employers**

Join us for a lively discussion about common issues and challenges facing aviation employers in California, including wage and hour, paid sick leave, and California's unique preemption landscape.

#### **Airline Symposium sessions:**

➤ **A conversation with NMB Member Nicholas Geale: insights on current developments**

The NMB has become increasingly unpredictable in recent years. We are honored to have NMB Member Nicholas Geale join us to share his perspective on some of the Board's recent actions, and to field questions from attendees.

➤ **Attendance and ability management**

Complying with leave and disability accommodation laws like the FMLA and ADA while maximizing employee utilization and productivity is particularly challenging in the aviation industry. This session reviews the most difficult aspects of attendance and ability management, as well as the most common legal pitfalls to it, and offers practical solutions to tackling the tougher issues.

➤ **The increasing impact of state and local law and regulation on airline operations**

Though some level of state and local law and regulation has always bedeviled the airline industry, there is now a concerted effort to increase it, whether in the form of minimum wage, "labor harmony" provisions, restrictions on background checks in the hiring process, training requirements or otherwise. This presentation discusses the latest examples of such activity, possible grounds to challenge these measures, and the status of ongoing efforts to reverse actions taken at certain airports.

➤ **Developing a comprehensive labor strategy: partnering a labor strategy with your business plan**

Why is it crucial for an air carrier's labor relations strategy to mirror the company's business plan? What factors should your company consider when developing a labor relations strategy? How often should you reassess your strategy to ensure it remains effective? This session will explain the importance of linking your labor relations strategy to your business plan, detail key considerations in crafting a strategy and highlight best practices to maintain productive relationships with various stakeholders.

➤ **Labor and Employment Challenges in the Aviation Industry: A Global Perspective**

Managing employment operations can be challenging for an air carrier, no matter what part of the world it operates in. This panel will discuss labor and employment issues affecting airlines around the world and challenges arising from unique laws in jurisdictions outside of the U.S.

**Pre-conference [Global Symposium workshop](#):**

- Managing international labor and employment projects

**[Global Symposium sessions](#):**

➤ **Employee relations in a globalized economy: how are multinational companies responding to cross-border issues?**

Sure as night follows day, the trend of globalization of commerce has led to the globalization of the trade union movement. Increasingly trade unions are operating cross border and seeking international involvement in national disputes. Find out how the largest group of international employers organizations is advocating a business friendly environment amongst the G20 and UN.

➤ **Corrupt practices in foreign operations: where does a company's accountability start and finish?**

The courts treat bribery and corruption in many different ways across the world. This plenary session combines legal experts from around the world with an in-house view of the impact that foreign corrupt practice laws have on compliance and company behavior.

➤ **Employee terminations outside the US: is the rest of the world really that different?**

US companies with operations outside of the US often struggle with the myriad of different employee protection regimes. Even in Europe where there are commonalities, EU countries have very different regimes for terminating employees. This session aims to highlight some of the key lessons for companies terminating outside the US.

➤ **To what extent are corporations responsible for the conduct of their suppliers outside of the US?**

Tragic events that occur at suppliers' manufacturing facilities, the treatment of employees working in natural resource locations, and a heightened awareness of social responsibility amongst consumers and investors, are causing companies to view their responsibility for human rights as going beyond their own operations and into their supply chain as well.

➤ **Your data has been breached – are you ready to respond?**

With the increased use on technology, companies have become vulnerable to data security breaches. In this presentation, attendees will learn how to deal with a breach that involves international components. Learn how to structure a response plan, identify the breached data, and understand who to notify about the breach.

➤ **How free are companies to move employees around the world and select key staff from outside home countries?**

With immigration high on the political agenda in many countries, the free movement of staff across borders and the hiring of key personnel from outside the home country is becoming an ever more critical issue for companies to deal with. This session outlines some of the practical steps companies can take to maximize their employee mobility.

➤ **To what extent can companies enforce non-compete agreements and confidentiality agreements extraterritorially?**

Once employment has ended, can employers restrict the ability to work for a competitor and/or disclose confidential information across borders? How can companies protect themselves in an age of instant technology and a mobile workforce? This session aims to outline the extent to which a company can protect itself in key jurisdictions.

➤ **Workplace investigations: where do you draw the line?**

In a perfect world, employers would never have to conduct workplace investigations, but people and the workplace are rarely perfect. Whether investigating sexual harassment, employee misconduct, or suspected fraud, the do's and don'ts for workplace investigations can vary greatly from country to country. Join this session to avoid the common pitfalls.

➤ **153 countries have signed up to the ILO Declaration of Freedom of Association, what does this mean for your international operations?**

The right to join groups and take collective action is an individual and collective right enshrined by the UN Declaration of Human Rights. Every country, though, has implemented these rights to different degrees. This session takes a look at how multinational companies are balancing the rights to freedom of association with operational effectiveness around the world.

The registration fee is \$195 for clients and \$245 for non-clients. Discount available for multiple bookings from the same company. Pre-conference workshops, breakfast, lunch and cocktails are included in the registration fee. There is a discounted hotel rate of \$244/night for conference participants, available through April 23.