



**LEADING
CHANGE IN THE
AIRLINE INDUSTRY
FORD & HARRISON'S**

2010 Airline Labor & Employment Law Symposium

For Airline Legal, Human Resources, Labor and
Employee Relations, and Operations Management Personnel
September 23rd and 24th, 2010 | JW Marriott | Atlanta, Georgia

HISTORIC CHANGE NEEDS THOUGHTFUL LEADERSHIP

The airline industry is in the midst of historic consolidation and change. Ford & Harrison and our airline clients are working together to lead change during this critical time.

Several air carriers are impacted by recent modifications to the National Mediation Board rules for representation elections and will likely face an increase in union organizing. Airlines with existing representation relationships are experiencing rising pressure from their unions in collective bargaining. In addition, health care reform, exposure to litigation and changes to the FMLA regulations continue to be of concern to all airlines.

The 2010 Ford & Harrison Airline Labor and Employment Law Symposium will focus on the significant issues and concerns facing airlines today to help them continue to lead change in the industry.

F O R D & H A R R I S O N ^{LLP}
THE RIGHT RESPONSE AT THE RIGHT TIME

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THURSDAY, SEPTEMBER 23rd

9:00am–10:30am **Registration**10:30am–12:00pm **Session I: Panel of Airline Experts**

Our annual panel of experts will feature the top labor relations and HR executives from several leading major, regional and cargo airlines, such as Delta Air Lines, US Airways, Republic Airways and Atlas Air. They will share their thoughts and experiences on the ever-changing airline industry.

12:15pm–1:45pm **Luncheon: Leading Change: What's Next?**

William S. Swelbar is a Research Engineer in the Massachusetts Institute of Technology's International Center for Air Transportation, where he is affiliated with the Global Airline Industry Program and Airline Industry Research Consortium. Swelbar is a much sought-after speaker and has provided expert witness testimony before various tribunals and before the United States Congress regarding the economics of commercial air transport. He is widely quoted in the financial and mainstream press on issues impacting air transport. His popular blog "Swelblog - Swelbar on Airlines" presents an economic perspective of the airline industry and airline labor relations that is often provocative.

2:00pm–3:30pm **Session II: Breakouts****A. Negotiating in a Crisis Atmosphere**

Marc Esposito, Mike Lowry, Jerry Glass and Bill Swelbar will discuss the challenges facing management at today's bargaining table and strategies to deal with the difficult economic climate and the lofty expectations of the workforce.

2:00pm–3:30pm **Session II: Breakouts (cont.)****B. Emerging Trends in Employment Law**

In this interactive session, Sarah Wimberly and Tom French will discuss the impact on airlines of the new rules for the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA). Other topics will include the increasing problems in the workplace associated with social media.

4:00pm–5:30pm **Session III: General Session****Women Leaders in the Airline Industry**

This panel will feature senior female executives from American Airlines, American Eagle, Delta Air Lines, ExpressJet and UPS representing a cross-section of leadership responsibilities including airline operations, human resources, labor relations, diversity and legal. The focus of discussion will be on the roles of women in the airline industry and the challenges they face in leading change.

5:30pm **Cocktail Reception and Dinner**

FRIDAY, SEPTEMBER 24th

8:00am–9:00am Breakfast

9:00am–10:30am **Session IV: General Session**

Looking Forward: Business Challenges and Capital Markets

Executives from several carriers will discuss the business and operational challenges they face today. These include restricted access to capital markets for the acquisition of air craft and funding of other growth opportunities, increased pressure for consolidation due to several industry corporate transactions, and intense competition for revenue.

11:00am–12:30pm

Session V: Breakouts

A. What You Need to Know about Recent Developments in Arbitration and Litigation Under the RLA

This session is an advanced level presentation designed for those who handle arbitrations and litigation under the RLA. Norman Quandt and Doug Hall will discuss key arbitration and court decisions that may well have an impact on your day-to-day practice.

B. Health Care Reform: Impending Requirements and Implementation

The Patient Protection and Affordable Care Act (PPACA) and Health Care and Education Reconciliation Act of 2010, and the implementing regulations, impose numerous requirements on airlines. Some of the requirements can be delayed by maintaining a grandfather plan or having a collectively bargained plan. Tiffany Downs and Daniel Sulton will review the key provisions of the Act and the regulations, the deadlines and impact of those provisions, and ways to delay implementation where appropriate.

12:30pm **Adjourn**

ADDITIONAL INFORMATION

Hotel Accommodations

Hotel rooms are available at the JW Marriott Hotel Buckhead Atlanta for a special rate of \$149/night. For reservations, call 1-800-613-2051 or visit www.jwmarriott.com/atljw and use the group code HARHARA.

Continuing Education

Continuing legal education credit has been applied for in multiple states, including Georgia, Florida, New York, Minnesota and Texas. 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.

Registration Fees

Registration deadline is September 10, 2010.

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 first attendee and \$145/\$195 for each additional attendee. This covers attendance at the symposium and all materials and meals. Advance registration is required as space is limited. Please complete the form below and return to Nicole Montgomery via email at nmontgomery@fordharrison.com, via fax at 404-888-3863 or via mail at Ford & Harrison LLP, 271 17th Street, NW, Suite 1900, Atlanta, GA 30363.

Attire

Attire for the symposium is business casual.

Cancellations

Cancellations after September 15, 2010 will forfeit one-half of the registration fee.

Miscellaneous

Boxed lunches will be available after the closing sessions.

REGISTRATION

Registration deadline is September 10, 2010. Please complete the form below and return to Nicole Montgomery via email at nmontgomery@fordharrison.com, via fax at 404-888-3863 or via mail at Ford & Harrison LLP, 271 17th Street, NW, Suite 1900, Atlanta, GA 30363.

NAME: _____ TITLE: _____

EMAIL: _____ PHONE: _____

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

Visa: _____ Mastercard: _____ American Express: _____ \$195 Client: _____ \$245 Non-Client: _____

CREDIT CARD NUMBER: _____ \$145 Additional Client Attendee: _____ \$195 Non-Client Additional Attendee: _____

EXPIRATION DATE: _____ CVC CODE: _____

CARD HOLDER NAME: _____ TOTAL ATTENDEES: _____

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