

2019 AIRLINE LABOR & EMPLOYMENT LAW SYMPOSIUM



APRIL 11 AND 12, 2019
HYATT REGENCY AUSTIN | AUSTIN, TEXAS

Many sectors of the airline industry are enjoying unprecedented profitability and growth, but significant challenges remain – and are looming on the horizon. How we handled problems in the past may not be the best way to solve problems in the future. New technology is taking a more prevalent role in the industry, but where will we find the people to manage it? Baby boomers are retiring in greater numbers and shortages are appearing in many highly-skilled jobs. Despite a prosperous industry, many employees seem unhappy and restless with their jobs. There are an ever increasing number of lawsuits, charges and grievances being filed by employees and unions. Local and state governments are pushing through more restrictive and onerous ordinances to increase wages, expand time off, and even legislate worker schedules. Unions are continually pushing broader rest and duty requirements and demanding releases from mediation. Can all of this be accommodated – today or tomorrow?



This year's Symposium will focus on these important labor and employment issues confronting you and your management team. Working together, we will analyze the impact these issues have on you and your employees and strategize with you over how to best address these issues and the challenges they present. Our goal is to partner with you to ensure your continued growth and profitability.



2019 airline
**LABOR & EMPLOYMENT
LAW SYMPOSIUM**

THURSDAY, APRIL 11

9:00 – 12:00 **Registration and Networking with Light Refreshments
(Foothills I and II, 17th Floor)**

9:45 – 10:45 **Pre-Conference Workshops**

California Employment Law for Aviation Employers (Foothills II, 17th Floor)

Join us for a lively discussion about common issues and challenges facing aviation employers in California, including a California case law update, new statutes enacted in response to the #metoo movement, and recent trends in litigation.

The Unique Employment and Labor Law Landscape for Airline Service Providers (Foothills I, 17th Floor)

Don't miss this workshop specifically geared toward the unique challenges faced by service providers. In this roundtable discussion, leaders from several major service providers will provide a legal update on significant, recent decisions involving service provider employers and the evolving interpretations of law and precedent based on shifting political leadership. We will also discuss key differences between the RLA and the NLRA, and best practices for navigating each, particularly with the increased use of Labor Peace Agreements by unions.

12:00 – 1:00 **Welcome Luncheon (Foothills II, 17th Floor)**

Join us as we kick off the 2019 Airline Labor & Employment Law Symposium with an elegant luncheon overlooking the City of Austin, which will afford attendees ample time to network with peers in the industry.

1:00 – 1:30 **Networking Break/Dessert**

1:30 – 2:30 **General Session**

What's Changing at The National Mediation Board? (Foothills II, 17th Floor)

After eight years of a Democratic administration, the NMB has a Republican majority. But what does this mean for airline management and labor? In this session, NMB Chair Kyle Fortson will discuss NMB initiatives to manage its workload, address issues within the RLA and the industry, and respond to the increasing demands being made by interested parties.

» Kyle Fortson, Chairwoman, National Mediation Board

2:30 – 2:45 **Break**



THURSDAY, APRIL 11

2:45 – 3:45

Breakout Sessions

The Turbulent Wave – What’s Next in Industry Class Actions? (Foothills I, 17th Floor)

By now all carriers are painfully aware of the assault on their pay practices by the large plaintiff-side class action firms. But what’s next? In this panel discussion, FordHarrison attorneys discuss the next frontier of class claims for which all carriers should prepare.

What Happens When the Economic Engine Slows? Preparing for Negotiations in a Down Economy (Foothills II, 17th Floor)

Air carriers recently have been agreeing to eye-catching contracts. Many experts wonder if these types of labor costs are sustainable long-term – when our Nation’s economic engine inevitably slows. Given their post-9/11 experience, will unions flatly refuse to agree to any concessions – even those that merely slow the rate of labor cost increases? This panel will discuss how management should prepare for an economic downturn and what needs to do be done now to manage labor’s future expectations.

3:45 – 4:00

Break

4:00 – 5:00

General Session

Now Trending in Labor and Employment Law (Foothills II, 17th Floor)

In this session, seasoned FordHarrison attorneys provide an update on what they deem to be the most significant developments and news in the industry – in both the labor and the employment arenas. Topics will include legislative, regulatory and case updates on the scope and structure of the RLA, sexual harassment in the industry, changing PRIA interpretations, transgender employment, the age 65 rule, and breast-feeding accommodation.

6:30

Buses Leave from Hotel Lobby for Dinner Reception at Boiler Nine

7:00 – 10:00

Dinner Reception at Boiler Nine

Join us for a fun and social evening on the rooftop of Boiler Nine, one of Austin’s trendiest restaurants. Attendees will enjoy delicious locally-inspired food, live music, and beautiful views of the Austin skyline.

FRIDAY, APRIL 12

8:00 – 9:00

Breakfast (Foothills I, 17th Floor)

9:00 – 10:00

General Session

AIR21: The Runaway Train (Foothills II, 17th Floor)

Disgruntled current and former employees continue to file AIR21 claims. The expedited nature of AIR21 proceedings coupled with employee-friendly administrative procedures create significant challenges for defending these claims. What can a carrier do to minimize the risk associated with an AIR21 claim? This panel will discuss what to expect in an AIR21 case at the investigatory, trial and appeal levels, ways to manage costs, and lessons learned from prior cases, including strategies for avoiding whistleblower liability.



FRIDAY, APRIL 12

10:00 – 10:15 **Break**

10:15 – 11:15 **Breakout Sessions**

Addressing the Union's Social Media Machine (Foothills II, 17th Floor)

Join us for a conversation about the legal risks of a tweet, post, text, snap, hashtag, or mention. Unions are using the social media machine to great advantage – can you? With all of the new ways to communicate, how do our old modes of communication evolve, yet remain legally compliant? In this session you will gain a better understanding of what is permissible for carriers, supervisors, unions, and employees, and you will leave with best practices for using social media in labor relations to your carrier's advantage.

Transgender at Work: Assisting Employees Through the Transition (Foothills I, 17th Floor)

Employers play a crucial role in assisting and protecting transgender and gender non-binary employees. Join FordHarrison partner Nancy Holt and Kathryn Tierney, Medical Director at Middlesex Health Transgender Medicine Program, for a candid, interactive discussion about the medical aspects of gender transition and best practices to support all employees before, during and after transition.

11:15 – 11:30 **Break**

11:30 – 12:30 **Breakout Sessions**

Flying High: The Opioids Epidemic and Medical and Recreational Marijuana in Aviation (Foothills I, 17th Floor)

Drug overdose and opioid-involved deaths continue to increase in the United States, and drug use is more common – even legal in an increasing number of states. This panel will discuss the opioid crisis, the difficulties of managing employees who are using prescription pain killers, and the ever-changing landscape of medical marijuana, including the differences between medical and legal guidelines governing marijuana.

D.C. in the Cockpit (Foothills II, 17th Floor)

The environment in DC is so dynamic that it can be difficult to keep up with important legal and regulatory changes. This authoritative panel of experts from key industry advocacy associations will discuss recent legislation and regulations – including the FAA Reauthorization Act of 2018 – that have impacted the aviation workplace, and changes that are on the horizon.

12:30 **Adjourn | Boxed Lunches**



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CONTINUING EDUCATION

Continuing legal education credit has been applied for in multiple states. Approval is also pending from the Human Resources Certification Institute for PHR, GPHR, and SPHR credit and from the Society for Human Resources Management for PDC's.

HOTEL INFORMATION

Hotel rooms are available at a rate of \$235 per night at the Hyatt Regency Austin for the nights of April 10 and 11. To reserve your room, visit Hyatt's [customized booking website for this event](#). The deadline to reserve hotel rooms is March 13.

ATTIRE

Attire for the symposium is business casual.

REGISTRATION

Please register by March 21 at - www.fordharrison.com/2019AirlineSymposium

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. Advance registration is required as space is limited. Cancellations after March 28 will forfeit one-half of the registration fee. Please note the deadline to reserve hotel rooms is Wednesday, March 13.

QUESTIONS?

Contact Sarah Adams at sadams@fordharrison.com or 404-888-3987.