



CLIMB + DESCEND: ADJUSTING TO A CHANGING WORKFORCE

# 2023 AIRLINE LABOR & EMPLOYMENT LAW SYMPOSIUM

SEPTEMBER 21 AND SEPTEMBER 22, 2023 | ST. ANTHONY HOTEL | SAN ANTONIO, TX

In an industry in flux, where the only constant these days is change, it is crucial for aviation employers to adapt to the evolving dynamics of the airline workforce. FordHarrison's 2023 Airline Labor & Employment Law Symposium offers a forum for aviation employers to exchange insights, share best practices, and learn from one another. Through panel discussions led by industry experts and straightforward presentations offering practical guidance, we will delve into a range of pressing topics that are shaping the future of the industry.

The symposium will explore how technological advancements are revolutionizing the aviation workforce. We will also tackle the complexities of enforcing pilot training contracts and recouping hiring bonuses, supporting DEI in the aviation workplace, addressing labor's unprecedented demands, and navigating the ever-changing landscape of aviation labor and employment law. Join us for an engaging event, as we equip you with the knowledge and tools necessary to respond effectively to current workplace issues and prepare for those to come.



[WWW.FORDHARRISON.COM/2023AIRLINESYMPOSIUM](http://WWW.FORDHARRISON.COM/2023AIRLINESYMPOSIUM)



8:00 AM - 8:45 AM

REGISTRATION AND BREAKFAST

8:45 AM - 9:00 AM

SYMPOSIUM WELCOME & INTRODUCTIONS

**GENERAL SESSION #1**

9:00 AM - 10:00 AM

**BUILDING ON THE PAST, CHARTING THE FUTURE: ASSESSING THE SUCCESS OF HIRING & RETENTION STRATEGIES IN THE AIRLINE INDUSTRY**

*In this follow-up session to our 2022 symposium, Jerry will examine the hiring and retention strategies that have shaped the industry over the past two years, analyzing their efficacy and identifying those that have proven successful in this period of unprecedented change. He will also discuss what he sees as ongoing challenges for the industry.*

- **Jerry Glass**, President, FH Solutions Group

10:00 AM - 10:30 AM

NETWORKING BREAK

**GENERAL SESSION #2**

10:30 AM - 11:45 AM

**DEI AT AMERICAN AIRLINES AND BEYOND**

*American Airlines Chief Diversity Officer Cedric Rockamore will discuss what American is doing to support ongoing DEI initiatives at the airline and how those programs will ensure a stronger and more diverse company in the future. He will also address the recent Supreme Court decision on affirmative action and whether that could impact DEI programs in the airline industry.*

- **Cedric Rockamore**, Chief Diversity Officer, American Airlines

11:45 AM - 1:00 PM

NETWORKING LUNCHEON



EMPLOYMENT LAW

1:00 PM - 2:00 PM

TAKING FLIGHT: NAVIGATING THE SKIES OF AVIATION EMPLOYMENT LAW IN 2023

FordHarrison partners Sarah Wimberly and Becky Kalas will review the developing legal landscape of aviation employment in 2023, including new pregnancy and breastfeeding accommodation laws, challenging PRIA/PRD issues, expanding discrimination protections, and class action trends.

- **Sarah Wimberly**, Partner, FordHarrison
- **Becky Kalas**, Partner, FordHarrison

BREAKOUT SESSIONS

LABOR RELATIONS

1:00 PM - 2:00 PM

UNIONS - WHAT ARE THEY THINKING?

This session features seasoned industry leaders in labor relations with decades of collective experience in negotiating contracts. These experts will explore the perspectives of unions in contract negotiations, enabling management to better understand the motivations behind the outrageous demands being made by labor across the industry.

- **Marc Esposito**, Managing Director Labor Relations, Delta Air Lines
- **Doug McKeen**, Sr. Vice President Labor Relations, Atlas Air
- **Lucretia Guia**, Sr. Vice President Labor Relations & Deputy General Counsel, American Airlines

**Moderator: Jerry Glass, President, FH Solutions Group**

BREAKOUT SESSIONS

LABOR RELATIONS

2:00 PM - 2:30 PM  
NETWORKING BREAK

EMPLOYMENT LAW

2:30 PM - 3:30 PM

FOREIGN PILOT HIRING UPDATE/OFCPP UPDATE

FordHarrison partner Geetha Adinata will present an update on foreign pilot hiring, including which strategies are producing the best results, followed by a presentation by Nancy Holt on recent changes and emerging priorities at the Office of Federal Contract Compliance Programs.

- **Geetha Adinata**, Partner, FordHarrison
- **Nancy Holt**, Partner, FordHarrison

2:30 PM - 3:30 PM

MASTERING ARBITRATION FROM INVESTIGATION TO RESOLUTION

This practical workshop led by FH Solutions Group's Susan Kramer and FordHarrison's Ben Fryer will review best practices and common pitfalls in investigating an employment action, implementing discipline, processing a grievance, preparing a case for arbitration, and defending management action at a hearing.

- **Susan Kramer**, Sr. Labor Relations Consultant, FH Solutions Group
- **Ben Fryer**, Partner, FordHarrison



3:30 PM - 4:30 PM  
NETWORKING BREAK

GENERAL SESSION #3

4:00 PM - 5:00 PM

**BROKEN PROMISES: RECOUPING HIRING BONUSES AND ENFORCING TRAINING CONTRACTS**

*Airlines have invested billions in recruiting and training pilots, but a severe shortage persists as pilots leave for seemingly better opportunities, breaching contracts they entered into just months before. As the workforce drain and financial impacts threaten operations, carriers have attempted to recover training investments, bonuses, and other costs, with varying success. This session will discuss the challenges, the options and what the industry has learned thus far.*

- **Chris Pappaioanou**, Senior Vice President, Legal, Labor & Employment, Envoy Air
- **Laura Prince**, Vice President of Human Resources, CommuteAir
- **Todd Emerson**, Vice President, Legal, SkyWest

**Moderator: Jacki Thompson, Partner, FordHarrison**

DINNER AT THE ALAMO

6:00 PM - 9:00 PM

*Join us on a short walk to the iconic Alamo for a casual evening of networking with a touch of history. Tour the historic church and learn more about the role that the Battle of the Alamo played in the Texas Revolution. Enjoy elevated Tex-Mex cuisine, a variety of beverage options, live music, a history talk, and a musket firing demonstration. You won't want to miss it!*





8:00 AM - 9:00 AM

BREAKFAST

**GENERAL SESSION #1**

9:00 AM - 10:00 AM

**UPDATING UNIFORM AND APPEARANCE GUIDELINES FOR THE MODERN ERA**

*Updating dress and appearance guidelines can be an effective strategy to reduce legal risk and increase employee satisfaction. In this session, a panel of industry experts will discuss their experience evaluating their uniform/dress and appearance standards, the motivations for doing so, the practical process for updating these policies for their work groups, and unique challenges and successes they have experienced in the context of modernizing these policies and practices.*

- **Tami Becker Gomez**, Managing Director & Associate General Counsel, Labor and Employment, Alaska Airlines
- **David Boyd**, Director Inflight Experience, JetBlue
- **Jennifer Chernichaw**, Vice President, Labor & Employment Counsel, Atlas Air Worldwide

**Moderator: Nancy Holt, Partner, FordHarrison**

10:00 AM - 10:15 AM

BREAK





## EMPLOYMENT LAW

10:15 AM - 11:15 AM

## STATE AND LOCAL COMPLIANCE STRATEGIES AND LEGAL CHALLENGES AT 30,000 FEET

Aviation employers have the unenviable and increasingly complicated responsibility to comply with employment laws and regulations in every state and municipality in which they operate – and the number of these local laws has increased exponentially in recent years. In this session, aviation industry leaders will share their unique experiences and strategies for both compliance and legal challenges.

- **Sheila Frederick**, Associate General Counsel, Labor and Employment Law, United Airlines
- **Vicki Gillette**, Associate General Counsel, Employment, American Airlines
- **Riva Parker**, Vice President Labor & Employment/Litigation, A4A
- **Larry Wexler**, Associate General Counsel, Delta Air Lines

**Moderator: Sarah Wimberly, Partner, FordHarrison**

11:15 AM - 11:30 AM  
BREAK

## GENERAL SESSION #2

11:30 AM - 12:30 PM

## ARTIFICIAL INTELLIGENCE IN EMPLOYMENT: ASSESSING VALUE, BIAS AND RISK MITIGATION

In this session FordHarrison's Nancy Holt will chat with Dr. Eric Dunleavy, an Industrial/Organizational Psychologist who has particular expertise in AI tools and employment decision-making in the airline industry. The discussion will cover responsible use of artificial intelligence (AI), changes in the legal and regulatory landscape, bias auditing, and recommendations for best practices.

- **Eric Dunleavy**, Vice President of Employment & Litigation Services, DCI Consulting Group, Inc.

12:30 PM  
ADJOURN + LUNCH

## BREAKOUT SESSIONS

## LABOR RELATIONS

10:15 AM - 11:15 AM

## BREAKING THROUGH THE TURBULENCE OF NEGOTIATING UNION CONTRACTS

Led by FH Solutions Group's Jerry Glass and Chris Lewless along with FordHarrison partner Jacki Thompson, this session will provide practical insights, proven strategies, and valuable tips to empower your organization to smoothly navigate union contract negotiations and achieve reasonable outcomes in the current labor-friendly environment.

- **Jerry Glass**, President, FH Solutions Group
- **Chris Lewless**, Sr. Labor Relations Consultant, FH Solutions Group
- **Jacki Thompson**, Partner, FordHarrison



### 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 through the Society for Human Resources Management for PDC's.

### HOTEL INFORMATION

Hotel rooms are available at a rate of \$209 per night at The St. Anthony for the nights of September 20 and 21. To reserve your room, visit The St. Anthony's [customized booking website](#) for this event by **Thursday, August 24.**

### ATTIRE

Attire for the symposium is business casual.

### REGISTRATION

Please register by September 14 at [www.fordharrison.com/2023AirlineSymposium](http://www.fordharrison.com/2023AirlineSymposium). 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 September 18 will forfeit one half of the registration fee. **Please note the deadline to reserve hotel rooms is Thursday, August 24.**



## QUESTIONS?

Contact Sarah Adams at [sadams@fordharrison.com](mailto:sadams@fordharrison.com) or 404-888-3987.