

**Airline Training Program Agenda**  
**1 PM to 5 PM, May 3, 2023**  
**National Academy of Arbitrators 2023 Annual Meeting,**  
**Denver, CO**

**1:00 PM – 1:45 PM**

Overview: Josh Javits: need for new neutrals, “essential” industry, unique issues (5 minutes)

I Railway Labor Act: jointly drafted and current support, infrastructure, purposes (Moderator: Josh Javits)

- A. RLA: history, structure, and bargaining process (**Luby/Esposito/Dowling**) (20 minutes)
- B. Differences with NLRA (major/minor disputes; ULPs; amendable CBAs, union density) (**Siegel/Luby/Dowling**) (10 minutes)
- C. NMB: Mediation, releases, IBB training, grievance mediation (**Hamilton**) (10 minutes)
- D. Q & A

**1:45 – 2 PM: Break**

**2 PM to 2:45 PM:**

II Dispute resolution: Options for CBA formation and implementation

Comments: Rich Bloch: complex issues, SBAs (5 minutes)

- A. Grievance arbitration: “minor” disputes, SBAs, mediation use, number of cases, neutrals selection, permanent panels/ad hoc, pandemic and post-pandemic issues (e.g. virtual hearings) (**Torre/Mennel/Richard/Minchey**) (30 minutes)
- B. Interest arbitration (Luby) (5 minutes)
- C. Presidential Emergency Boards (Sec 10) (**Siegel/Dowling**) (5 minutes)
- D. Q & A

**2:45 PM – 3:00 PM: Break**

**3 PM – 4:00 PM:**

III “Craft or class” issues: key issues for each employee grouping reflecting their unique roles (Moderator: Josh Javits)

- A. Flight Attendants: scheduling, pay, safety, training (**Torre/Boswell/Mennel/McDaniel**) (20 minutes)
- B. Pilots: scheduling, pay, scope, training, FAA oversight, staffing shortage, DEIB (Nooger/**Esposito/ Luby**) (20 minutes)
- C. Ground employees (mechanics, fleet, customer service agents, dispatchers): FAA oversight, pay, seniority, staffing shortages, outsourcing, line/maintenance base (**Siegel/Hamilton/Minchey**) (15 minutes)
- D. Q & A

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**4:00 PM- 4:15 PM: Break**

**4:15 PM – 5 PM:**

IV General Subjects: Airlines industry structure, background, and norms (Moderator: Rich Bloch)

- A. Industry consolidation: deregulation, airline economics, boom/bust cycles, international alliances (**Esposito/Luby/Mennel/Boswell**) (20minutes)
- B. Union craft or classes, Carrier segments: regionals, cargo, fractionals, foreign, derivative carriers; Crafts or classes: pilots, flight attendants, ground employees (**Dowling**) (10 minutes)
- C. Pattern bargaining: external, internal (Esposito/Luby) (10 minutes)
- D. Contrasts with railroad practices: National Handling, local handling, tribunals (**Siegel**) (5 minutes)
- E. Q & A

Rich Bloch, Member and former President, NAA

Alin Boswell, Assistant to the President, Association of Professional Flight Attendants (APFA)

Maria-Kate Dowling, General Counsel, National Mediation Board

Marc Esposito, Managing Director of Labor Relations at Delta Airlines

Deirdre Hamilton, Member, National Mediation Board (NMB)

Josh Javits, Member, former VP, NAA

Art Luby, Assistant Director, Representation, Airline Pilots Association (ALPA)

Eric Mennel, Director, Labor Relations and Labor Strategy (UAL)

Kevin Minchey, Assistant GC, Southwest Airlines (SWA)

Jeff Nooger, ALPA Economic and Financial Analysis Department, and retired United Air Lines pilot and former chair of ALPA's UAL scheduling committee

Mark Richard (Phillips, Richard & Rind -- Reprs. TWU)

Carla Siegel, GC International Association of Machinists and Aerospace Workers (IAMAW)

Maria Torre, UALMEC Grievance Chairperson

Association of Flight Attendants (AFA-CWA)

Resources;

1. **The Railway Labor Act Treatise, Fourth Edition (ABA)(PDF version)**  
Edited by Douglas Ward Hall and Marcus C Migliore
2. Railway Labor Act at 50, 1977, <https://www.amazon.com/Railway-labor-act-fifty-collective/dp/B00305GE48>
3. National Mediation Board at 75
4. Cleared for Takeoff
5. ALI-CLE Conference Materials
6. NAA at 75 (airline chapter)
7. Dunlop I and II Reports
8. RLA in a Nutshell (1 page)