

Third Quarter 2021-2022 (Option Year 1)



**OTA # 693KA9-20-H-00003
(March 10, 2022-June 9, 2022)**

Submitted by Heather Healy, FADAP Program Manager

June 20, 2022

A progress report on planned and achieved tasks and milestones for the third (3rd) quarter of Option Year 1 for OTA #693KA9-20-H-00003 is provided below. This third quarter report covers the time span of March 10, 2021 to June 9, 2022. Technical and administrative problems are discussed in section 2.0 of this report titled "Contract Management".

D.1.Outreach Plan-*Develop an outreach plan to reach all currently active and employed Flight Attendants regardless of airline or labor union affiliation. The outreach plan must focus on establishing groups of Flight Attendants willing to be sponsors and points of contact for the initiation of intervention for substance abusing Flight Attendants.*

Outreach activities have been reported during all FADAP quarterly reports. The below outreach activities have been conducted during the third quarter of Contract Year 2021-2022 to build awareness and investment in the program:

The FADAP toll free number, 855-33FADAP, was launched in January 2011. This FADAP number is answered 24/7 by a live operator who routes each call to the appropriate peer representative. This number has been promoted through the FADAP e-lines, the FADAP brochure and posters, and via external links to the FADAP website. Since its inception, traffic across the 800 number has been steadily increasing. Typical calls include Flight Attendants seeking assistance for a range of substance use issue ranging from concerns about medication and flying, to how to address a flying partner's substance use, to how to get help for a mental health issue resulting in at risk substance use behavior, to how to get mental health/substance use treatment without losing one's job etc. A utilization report on the 800 number for the third quarter of Contract Year 2021-2022 shows a total of 286 calls into the system. No changes relevant to the FADAP toll free number are anticipated across the balance of the first option year (2021-2022). The call down list for peer representatives for each airline continues to be updated as peers expand across the system. That call down list is being monitored closely and adjusted as some peers go out on leave and others join the program following a FADAP regional training.

FADAP created an email address database of key airline stakeholders in 2010. This system allows for monthly distribution of FADAP information and substance abuse educational materials as e-lines. A new data distribution system was identified and utilized for the first time across the third quarter of 2013-2014 for all emails. Due to limited capacity of the e-line system, FADAP has again migrated to another e-line distribution system called “Constant Contact”. This system has a more robust capacity for e-line distribution without the end user having to formally opt into e-lines. Across the third quarter, a total of 2681 individuals received FADAP e-lines. New stakeholder contacts continue to be added on an on-going basis. A total of ten (10) e-lines were distributed during this past third quarter. Copies of these e-lines are available in the attachment section. Monthly e-lines will continue to be distributed across all quarters of Contract Year 2021-2022.

Percentage of Messages Opened- March 2022-June 2022

March 28 2022-53%	April 9- 44% April 18-45% April 25-46% April 28-41%	May 6-53% May 16- 48% May 26- 42%	June 1- 43% June 2- 40%
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A FADAP Facebook page was created at the beginning of the 2016-2017 contract year where recovering flight attendants could share their experiences and thoughts. Over this third quarter, the Facebook page touched 13,968 Flight Attendants.

During the third quarter of this 2021-2022 contract year, few in-person outreach efforts were canceled due to COVID-19 quarantine. With the new variant of COVID, FADAP plans to continue to provide a 3.5 hr. virtual provisional training to on-board new “in-training” FADAP peers through Nov. 2022. This training provides the provisional peer with basic competencies and procedures to jointly co-case manage substance use disorder cases with more senior peers until the provisional rep can attend the regional FADAP seminar.

During the third quarter, telephonic and/or virtual outreach efforts were conducted to the following treatment organizations:

All Points North-March 10, March 18, April 20, May 5, 2022-FADAP conference	Banyan Treatment Center-March 16, March 27, April 13, 26, May 8, 2022-FADAP Conference	Breathe Life Healing Centers-March 17, 22, April 1, 4, 19, 27, May 3, 11, 16, 22, 25, 2022-FADAP conference, patient care
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Brighton Recovery- March 15, 24, April 3, 20, May 1, 5, 19, 2022-FADAP Conference, patient care, documentation	Coral Bay Recovery-March 16, 29, April 11, 27, May 14, 19, 2022 Patient care, documentation	Cumberland Heights-May 6, 12, 19, 24, 2022-FADAP Conference
FHE Health-March 16, 23, April 3, 15, 18, 24, May 3, 6, 15, 19, 31- patient care, documentation, educational training	Discovery Behavioral Health-March 29, April 5, April 10, April 22, May 5, May 19, 2022-FADAP conference	High Watch Recovery-March 18, April 10, 2022, FADAP Conference
Lakeview Health-March 20, March 21, April 8, April 15, April 28, May 5, May 19, 2022, FADAP Conference patient care, documentation	La Fuente-March 29, April 16, 25, May 14, May 22, 2022, FADAP conference	La Hacienda-April 8, May 7, May 16, 2022-FADAP conference, documentation, and patient care
Landmark Recovery-March 22, April 16, April 23, May 7, 2022 FADAP Conference	New Start Recovery Solutions-March 27, April 9, 2022, FADAP Conference	Recovery Centers of America-facility capacity
Recovery Ways- March 12, 20, April 9, 13, 19, May 1, 8, 14, 22, 2022- FADAP conference, documentation, and patient care.	Rosecrance Health Network-March 18, 2022- FADAP conference, documentation, and patient care	

During the third quarter of the 2021-2022, FADAP program staff, fully vaccinated, conducted both in-person and virtual outreaches and training. Below is a roster of date specific outreach activities that were conducted for the third quarter of contract year 2021-2022.

- FADAP Advisory Board- March 16, 2022, Virtual – 14 participants

- FADAP Orientation for Flight Attendant Leaders at 18 Airlines- March 28, 2022 Washington DC, in-person- 42 participants
- Flight Attendant and Flight Technician Summit – FADAP Presentation to Business Aviation, April 6-7, 2022 Los Angeles, CA.- 108 participants
- Dual Diagnosis Training for Peers, April 28, 2022 Virtual- 186 participants
- FADAP Orientation to Multi-Carrier Flight Attendant Leaders , Las Vegas, May 12, 2022- 155 participants
- FADAP Presentation on Peer Assistance Programs, ASMA Workshop, Reno Nv May 23, 2022- 23 workshop participants

Outreach activities that are currently scheduled across the fourth quarter of option year one include:

- FADAP Orientation to Multi-Carrier New Flight Attendant Leaders- June 22, 2022- 48 participants
- FADAP Peer Refresher Training- Hawaiian Airlines – July 6, 2022- 13 participants
- FADAP Networking with Labor Assistance Professionals, July 19, 2022- 250 expected participants
- FADAP Advisory Board, August 18, 2022
- FADAP Orientation to Multi-Carrier New Flight Attendant Leaders- August 23, 2022- 35 expected participants

D.2 Educational Materials-*Develop educational materials to support educational and awareness seminars.*

Brochures: Orders for brochures continue to be filled as they come in from the field. The FADAP brochure has been modified to reflect recommended changes made by NBAA. Previous brochure language stated that FADAP was available to “certified” flight attendants and private aircraft flight attendants are not certified by the FAA. The brochure has been corrected to be inclusive of all flight attendants regardless of certification status. Three airlines have provided modifications to the electronic FADAP brochure for customization and distribution at their own airline. FADAP has produced those brochures. New printings were ordered prior to the FADAP Conference for the 2020-2021 base year. Additional brochures were reprinted just before this past second quarter for distribution to new hire training classes. Given that ALL airlines are

engaged in robust Flight Attendant recruitment and training, we have been sending out an average of 8,000 brochures of FADAP orientation materials for new hire classes across requesting airlines since the new year.

A FADAP brochure targeting family members was finalized during the first quarter of the 2016-2017 contract year and first distributed during the third quarter of that year. These brochures continue to be distributed along with the general FADAP brochure. The family brochure is now available as either an electronic or hard copy. A large printing of these brochures occurred during the second quarter of the base year, 2020-2021. As all supplies of this brochure were nearly exhausted, a new printing of the family brochure was completed just before the second quarter of Option year 1.

Across this third quarter, FADAP continued to distribute electronic and hard print information on a six (6) month professionally facilitated “Family Class” which is available to any flight attendant and/or family member struggling with the impact of addiction on their family. Two hundred and nineteen (219) Flight Attendants and/or their family members who are impacted by addiction have enrolled in these classes since their beginning three years ago. The class will continue to be offered during the the balance of the 2021-2022 contract year.

FADAP has partnered with Rosecrance Treatment to provide a “Parent Café” which offers weekly support to flight attendants struggling with children (adolescents, teens and young adults) who are at risk for or dealing with substance use disorders. This offering has been advertised in the second quarter e-lines through our email system. They will be re-advertised in fourth quarter e-lines.

FADAP has created customized folders which are distributed to Flight Attendants prior to their departure from residential treatment. Each folder provides information on FADAP post treatment resources like mentors, wings of sobriety meetings, family education and family twelve step meeting. Additionally, the folder provides the Flight Attendant with her/his first recovery pin. 101 folders were distributed to treatment programs across the third quarter of 2021-2022.

FADAP Posters: Three new posters were launched in the fall of 2013. In the fourth quarter of the 2016-2017 year, FADAP produced a “What medications can I take while flying?” poster for Southwest Airlines. During the first quarter of 2018-2019, FADAP also produced a 12-step poster advertising the telephonic support groups for afflicted and affected Flight Attendants. These posters continue to be printed and distributed for use during crew room sits. All posters can be found at the FADAP website. The posters can be downloaded or ordered as print materials. Positive feedback has been received on the design of these posters. Posters have also been created to advertise the Flight Attendant wellness app. These have been distributed electronically. New flight attendant artwork/pictures for conference banners were acquired during the third quarter of 2014-2015. Three re-designed banners with this new artwork are on display for the FADAP Conference each year. The Flight Attendant alcohol and drug screening tools were placed on posters for placement in Flight Attendant lounges. Over 500 posters were delivered across previous contract years. Posters have been reduced from 11x17 to 11x15 for easier distribution in the US Mail. Additionally, 4x6 alcohol and drug screening cards have been

printed for use during crew sits and other outreach activities. Over 7,000 of these cards have been distributed. Airlines, like SWA and SkyWest are employing FADAP art work in their customized posters to promote FADAP.

During the second quarter of 2017-2018, FADAP printed 20,000 wallet size cards identifying Flight Attendant's essential job functions. These cards educate medical providers on the essential job function of a flight attendant to help them determine if a medication would interfere with their essential duties. Nearly all these cards have been distributed for crew room sits and at seminars/conferences and by unions and inflight departments. A new printing of 10,000 was ordered in the first quarter of 2020-2021. All such cards have been distributed. Another 10,000 unit printing was completed during the second quarter of option year 1 (2021-2022). Flight Attendants across multiple airlines are receiving these cards for their new hire Flight Attendant packages.

E-Line Messages: E-Line messages provide substance abuse prevention and awareness information as well as updates about FADAP activities. These emails are distributed to FADAP stakeholders **at least** one time each month. Ten (10) e-lines were distributed during this past third quarter to 2,681 aviation stakeholders. A copy of each e-line is stored for visitor viewing on the website. On average, forty-eight percent (46%) of all third quarter e-line messages were opened following distribution.

FADAP Peer Manual: A FADAP peer manual which serves as a best practice guide for the development of FADAP services and is used during the regional trainings was reviewed by the Advisory Board during the fourth quarter of the first base year. Across the first Option Year 1, the FADAP Manual was finalized, printed, and distributed during both regional seminars. To date, it is distributed during regional seminars and to treatment programs serving as providers for Flight Attendants. Manuals are distributed during regional conferences to new FADAP peers and management representatives. The manual has been bulk printed five times since the start of the contract reflecting over 1,380 distributed manuals. During the 2015-2016 contract year, additional supporting material was developed to coincide with the manual. These revisions were conceptualized during the advisory board following the 5th Annual Conference. Specifically, across 2015-2016, a sub-committee put together data and model language for the development of second chance pathways. Proposed revisions to the developed material were presented at the Spring FADAP Advisory Board for review. Final edits were achieved before the 6th Annual Conference. The materials were show-cased during the 2016 FADAP conference's Flight Attendant Leadership/Management roundtable and stored on a new FA Leadership/Management section of the FADAP website, along with other resources. These materials are open to revision at any time. Due to supply depletion, a bulk printing of manuals was completed during the first quarter of 2018-2019. During the second quarter of 2019-2020, the manual was used by Allegiant, Jet Blue, and Flight Attendant Assistant Program of Australia to begin building their FADAP program at their airline. During the base year, 2020-2021, the manual was used by United Auto Workers, Custom and Border Patrol and the Canadian Regional under Air Canada, and Air Jazz. Manuals are distributed during all FADAP regional trainings.

During the third quarter of 2018-2019, FADAP staff assisted Alaska Airlines with creating its own customized FADAP Manual as it developed a recovery support team (RST) consisting of labor and management representatives for all work groups. The RST assists any Alaska Airlines Flight Attendant seeking treatment, even with a test positive. Legal teams from labor and management completed edits to the manual by July 1, 2019 with consultation from FADAP staff. The manual was modified during the second quarter of 2019-2020 for Horizon Air with help from FADAP. During the base year of 2020-2021, the FADAP manual was used by Endeavor Air to improve their policies and procedures. The manual will continue to be used during the first option year 2021-2022. A fifth bulk printing was accomplished during the second quarter in time for the March 2022 FADAP regional seminar.

FADAP Conference Manual: Materials, including the conference agenda, presenter biographies, available power point presentations, the FADAP brochure, speaker evaluation forms, conference evaluation forms, and continuing education certificates are prepared to support our in-person FADAP Annual Conference. The conference manual for the 12th annual conference, scheduled to be held August 16-18, 2022, is being readied for printing. A copy of the agenda can be found in the attachment section of this report. This year, FADAP will also develop a QRC for the agenda and presenter bio's in addition to the traditional printed conference manual.

FADAP Film: The 2020-2025 OTA statement of work includes the delivery of two informationals per year. Topics for the first option year 2021-2022 were discussed during the August 2021 advisory meeting. Drafts of one of the videos was shared with the advisory board during its spring 2022 virtual meeting. The film is titled "How to support a Flight Attendant in a mental health crisis". The target audience is flight attendant leaders and managers. It can now be viewed at <https://vimeo.com/720637940>. The password is FADAP.

The second film topic, which was decided at the spring advisory board meeting, educates Flight Attendants on how to recognize their own need for emergency mental health services. That will be finalized before the end of option year 1. All previously developed films are on the FADAP website and now used during the regional training.

Other Educational Materials: FADAP has developed a **Post Treatment Resource Folder** which has been distributed to treatment programs serving Flight Attendants. This ensures that Flight Attendants have materials at their fingertips about the post residential treatment support services that are available to them. Information on the Wings of Sobriety meetings, the mentor program, FADAP brochures, the Flight Attendant Wellness App and the "Dear Doctor" wallet cards are included in the folder. The folder is updated periodically as new materials are developed. Post treatment resource folders are distributed to treatment centers with specialized Flight Attendant tracks as needed. We anticipate the continued production and distribution of folders across the 2021-2022 contract year using the newly designed folder discussed in an earlier section.

FADAP has been receiving telephonic and web-based orders for its "**recovery pin**" for Flight Attendants who choose to self-identify their recovery status to others. This pin was finalized in time for the 3rd Annual FADAP Conference. Those flight attendants who are unable to wear it on

their uniforms due to company rules are finding other creative methods to display it (i.e., serving apron, bag tag, lanyard, etc.). A total of 2,669 pins have been distributed to date. During this past quarter, 29 pins were distributed. Pins will continue to be distributed across the 2021-2022 contract year.

D.3 FA Educational Seminar-*Conduct one Flight Attendant educational seminar with 20 hours of lectures and presentations over a 2–3-day period will be provided for 150 attendees. FADAP will conduct two regional seminars per year.*

Six (6) National Association of Alcohol and Drug Abuse Counseling (NAADAC) credit hours are available to attendees of FADAP regional seminars as FADAP was granted status as an approved sponsor of NAADAC recognized educational events. FADAP is also an approved provider of CEU's for Mental Health Professionals through the Board of Social Work Examiners as well as Employee Assistance Professional Development Hours (pdhs) through EAPA. The first FADAP regional seminar for 2021-2022 was conducted October 21, 2021 in Chicago. Evaluations for that training were summarized and provided in the appendix section of the second quarter report. An on-demand FADAP peer training was developed and produced to allow for the on-boarding of "provisional FADAP peers". Provisional FADAP peers have limited capacity to work with Flight Attendants until s/he attends an in-person training. The on-demand training was formally made available to all airlines Dec 1, 2020. We have extended this virtual training until November 2022. A second FADAP regional seminar for the option year was conducted in March in Baltimore, Md. The evaluations from that training are summarized in this quarterly report.

Work on the 12th Annual FADAP Conference began during the first quarter with solicitation of presenters and a debriefing among program staff about what went right and what went wrong with the 11th Annual Conference. The preliminary draft agenda for the 12th Annual Conference was shared and discussed during the Spring Advisory Board Meeting. The 12th Annual FADAP Conference will be held at the Baltimore Maritime Conference Center on August 16-18, 2022 as an in-person event with access to the educational power points via the website. The registration was opened June 1, 2022. By June 18, 2022, the FADAP registration was declared full with 320 flight attendant and airline management registrants from 21 airlines.

D.4. Tracking System-Update and Maintain a FADAP Tracking Database

During the first quarter of the base year (2009-2010) AFA created, tested, and launched a web-based forms driven data tracking system for Flight Attendants placed in treatment. During the summer and fall of 2013, data from the original tracking system underwent a review by a contracted researcher from the University of Maryland School of Social Work to design an initial and on-going method of extrapolating return on investment data following treatment. Additionally, they conducted on-line surveys and in-person interviews to identify significant workplace outcomes following FADAP intervention. Their full research report, which provides recommendations regarding data collection elements and processes, was finalized and distributed to the Advisory Board members in January 2014. Between January and March 2014, a subcommittee of advisory board members and other peer programs was convened to discuss revamping the database. FADAP staff, the researcher and the task force conducted five working

meetings to create the new database which better meets FADAP's outcome documentation needs. The new database was show-cased at the March 2014 FADAP Advisory Board meeting. Since that time, the database has undergone multiple refinements. Across the first, second and third quarter of 2018-2019, the entire data base was reconfigured to allow smoother downloading to the researcher. Additionally, some information that had been collected was eliminated as recommended by the Fall 2018 Advisory Board. The newly revised data collection system was reviewed by the Spring 2019 FADAP advisory board. Only minor changes were recommended to the data that is collected.

One 2018-2019 adjustment to the data base was the creation and inclusion of a treatment evaluation surveys for distribution to Flight Attendants following their discharge from treatment. This survey was launched in May 2019. Outcomes are reviewed on an on-going basis by FADAP staff as they come in and the finding will be summarized during Advisory Board meetings. Since the beginning of FADAP, 1,762 Flight Attendants have been recipients of treatment placement. Across the first, second and third quarter of 2021-2022, one hundred and twenty two (122) flight attendants were placed in treatment. Three (3) family members were placed in treatment for a total of eight (8) this contract year.

Todate, 1762 flight attendants represents the population that accepted placement and met clinical criteria for residential placement. Roughly twice this many Flight Attendants have received FADAP interventions but either were placed in an outpatient behavioral health program due to lack of medical criteria for residential setting or referred to community based services due to the lack of insurance or refused to accept a care plan at this time.

The year-end (September 2021) evaluation report was circulated to the COTR at the end of October 2021. No database changes are currently anticipated for the 2021-2022 contact year.

D.5 FADAP Website-*AFA-CWA must ensure proper maintenance of the FADAP Website. The FADAP website is to be a key informational resource for flight attendants and their families concerning both FADAP and recovery resources available.*

Traffic statistics for the FADAP website during the third quarter of Contract Year 2021-2022 are provided below. The FADAP website has been re-designed in both look and content. Recent website additions include audio and written flight attendant recovery stories, the flight attendant medication safety film, and the down-loadable wallet card listing essential flight attendant duties. During the third quarter of the 2015-2016 contract year, the website was adjusted to add a "Flight Attendant-Management Leadership" section per recommendation of the Spring 2016 Advisory Board meeting. Pages supporting the annual and regional conferences for this contract year have been designed and posted prior to the events. The newly developed FADAP family brochure was also uploaded to the site.

During the first quarter of the 2017-2018 contract year, the "Resource" section of the website was updated with alerts about opioid testing, resources to engage in best practices with prescribers and information about the family educational classes. A new recovery story of a male Flight Attendant was also posted to the site. During the second quarter of 2017-2018, the website tabs were reconfigured to be more intuitive based on end-user feedback. During the

2017-2018 third quarter, a registration process was launched to recruit Flight Attendants in active Family recovery to serve as Al-anon mentors. The seven FADAP infomercials approved by the Advisory Board have also been housed on the website. Contact information for Flight Attendant Leaders and Inflight Managers was added to the Leadership section per the request of attendees during the 8th annual FADAP conference. Routinely, the website is update with e-lines, airline FADAP contacts and educational information and films.

A new section was launched for the first quarter of option year one. This is a password protected section just for FADAP peers. In this section, case management checklists and forms are readily available to the peer as a downloaded document.

March 2022-June 2022

<i>Total Visitors this Quarter</i>	10,012
<i>Total Pages Viewed this Quarter</i>	18,002
<i>Average Time Spent on Site by Visitor</i>	1:10
<i>New Users</i>	3510

D.6 Repeat Deliverable around FADAP Outreach. See D.1

D.7 Mentoring: AFA-CWA must provide mentors as part of the FADAP program.

This support service pairs long-term recovering Flight Attendants with newly recovering Flight Attendants to support a sober transition back to work. This program has been featured at all the annual FADAP conferences where additional mentors were recruited. It is an exciting enhancement which supports improvement in treatment outcomes. Twenty Three (23) airlines have now launched mentor programs (see the list below). A total of 168 mentors have been recruited to date.

Airline	Mentors	Airline	Mentors
Alaska Airlines	8	Air Canada	2
Allegiant Air	3	American	34
British Air	1	Delta	25
Envoy	2	Endeavor	1
Frontier	1	Horizon	1
JAZZ	1	NBAA	2
Norse Atlantic	2	PED	2
PSA	2	SkyWest	9
Sun Country	2	Southwest	45
Spirit	5	Sunwing	1
WestJet	2	UAL	14
Jet Blue	3		

Flight Attendants who are affected by substance abuse within their families also now serve as mentors to other Flight Attendants in early family recovery. Over the past year, there have been targeted efforts to recruit this new class of mentors. Below is a break-out of the 47 Al-Anon mentors across 11 Airlines:

Airline	Mentors	Airline	Mentors
Alaska	2	Air Canada	1
American	2	British Air	1
Air Wisconsin	2	Jet Blue	1
Envoy	2	SkyWest	3
Southwest	25	WestJet	1
United	5	Retirees	2

Flight Attendant 12 step recovery telephonic meetings- The “Wings of Sobriety” meetings are hosted by FADAP mentors who want to share their experience, strength, and hope with other struggling Flight Attendants. The first 12 step meeting was formally launched October 3, 2011. Telephonic “Wings of Sobriety” meetings are currently held two times a week, every Wednesday at 3:00 pm EST and Sunday at 5:00 pm. EST. The Sunday meeting was launched to replace the previous Saturday 9:00 am EST meeting. Since this change, participation has jumped significantly upward.

D.8 Advisory Board-*A twelve-member advisory board will be created. A meeting of the advisory board will be held two times per year.*

The Spring 2022 Advisory Board Meeting was scheduled as a virtual meeting for March 16th from 2-5 pm EST. The agenda was approved by the COTR and was attached in the appendix section of the second quarterly report. The video of the zoom meeting was also circulated to the Advisory Board.

The Fall Advisory Board meeting for 2021-2022 will be held following the 12th annual FADAP conference per past practice. Delta Airlines has asked to join the Advisory Board so we anticipate their participation.

Support Positions

Below are the key personnel who performed work during the thirdquarter of the first option year and will continue to perform work across the 2021-2022 contract year, barring any unforeseen circumstances. No personnel changes have occurred since the award of this contract on September 9, 2010.

Heather Healy, LCSW-C, CCDC, CEAP, Q-SAP, LAP-C. Program Manager, W: 202-434-0560; C: 301-437-0390: HHealy@afanet.org and HHealy@fadap.org

Deborah McCormick, CEAP, LDAP, LAP-C. Program Coordinator (1.0 FTE); W: 202-434-0560; C: 401-225-1459; Dmccormick@afanet.org and DMccormick@fadap.org

Paula Willems, Program Support Coordinator (.5 FTE), W: 202-434-0560; C: 301-830-3946; PWillems@afanet.org and PWillems@fadap.org

Progress Reports

This report is being submitted within three weeks of the close of the third quarter of Contract Year 2021-2022. All prior quarterly FADAP reports have been submitted prior to the deadline. In addition to the quarterly report, AFA has reached out to the COTR via telephone and email to provide periodic updates on contract activities and planning. No adjustments to the format or content of the quarterly reports have been requested. Therefore, reports for the next quarters will continue to reflect a similar style unless otherwise requested.

Budget Management-FADAP has submitted timely monthly invoices reflecting sound management of awarded funds consistent with government requirements across all quarters. The invoices are now being submitted electronically per FAA request. There is no indication that FADAP staff will change this process nor have there been any known complaints about FADAP staff's fiscal management.

In addition to the successful performance of all deliverables required under FADAP contracts to date, FADAP has engaged in other projects to support FADAP efforts. Included activities are itemized below:

Flight Attendant Risk Assessment Instruments-The development of an occupation specific risk screening tool for substance abusing Flight Attendants was advanced across the Base and Option 1 years. Voluntary researchers under grant with the SAMHSA's Center for Substance Abuse Prevention, Workplace Division provided technical consultation around this project. These efforts resulted in the development of both a Flight Attendant alcohol and drug use risk screen tool. These tools have now been incorporated into two separate posters for placement in areas where Flight Attendants traffic. These posters continue to be distributed across all contract years.

Recovery Resources: FADAP developed a "Dear Doctor" wallet card that Flight Attendants can use to gently educate physicians about the need for specialized prescription practices for recovering Flight Attendants. FADAP also supported the development of a recovery pin for Flight Attendants to self-identify their status. FADAP has also developed post treatment resource packages which are used to orient Flight Attendants to the full complement of services available to them as they exit treatment.

Treatment Evaluation Instrument- FADAP has developed a site visit evaluation instrument to determine if visited treatment programs offer the comprehensive services and professional staffing expected of facilities for Flight Attendants. This instrument is used by FADAP peers who conduct site visits. This instrument has already been piloted and has been used multiple times across this contract year.

Flight Attendant APP- FADAP staff worked with HHS and RTI to develop a “well-being” app for the flight attendant community consisting of FADAP information/screening instruments and other workplace health issues including fatigue, sleep hygiene and stress management. The app is now available at the google and apple stores. It was launched on June 15, 2015.

Flight Attendant Survey (Fall 2016)- At the request of the Fall Advisory Board, FADAP developed and electronically posted a survey for recovering flight attendants who are actively engaged in their profession. The purpose of the survey was to capture some descriptive workplace outcomes that might better describe flight attendant work-related changes following treatment. The need for this data was relevant to Alaska Airlines considering a second chance and was used in a presentation of middle management to senior management.

*Family Brochure (Winter 2017)-*FADAP receives calls from flight attendants who are struggling with addiction within their families. The disease of addiction can manifest into a safety issue even when you are just a family member of an addict. It can impact concentration, vigilance, judgment, mood stability and healthy coping mechanisms. For that reason, FADAP has made a concerted effort to focus on both parts of the equation -- being the addict and living with addiction. A family brochure was created and is available for use by FADAP. It comes in hard copy and electronic form.

Family Class Program- FADAP has rolled out a six month on-line interactive family class program facilitated by a family therapist. The program was announced at the August 2017 FADAP Conference. It is available at no cost to all Flight Attendants and their family members. The purpose of the program is to support families struggling with addiction in their families.

Family Mentors- FADAP has solicited recovering “Al-Anoners” to assist families newly to recovery. Those names are distributed as families of Flight Attendants are identified during treatment.

On-Demand Virtual FADAP Seminar- Due to COVID-19, FADAP staff filled the peer on-boarding gap created by unsafe in-person meetings by launching an on-demand provisional FADAP seminar. This virtual seminar was made available Dec 1, 2020. It will remain available until Nov. 2022.

Parent Café- FADAP has partnered with a treatment facility to offer all Flight Attendants access to weekly support group with other parents in a virtual café. The group is composed of parents struggling with a child, teen or young adult who is at risk for or is struggling with substance use. This virtual support service was launched late September 2021.

Attachment Section

FADAP Conference Sessions and Presenter Bio's

March FADAP Regional Seminar Evaluation

Third Quarter E-lines

The Flight Attendant Drug and Alcohol Program (FADAP) Conference (15.5 Contact Hours)

Tuesday, August 16, 2022 (6.5 Contact Hours)

8:30 am-9:00 am Deborah McCormick, LCDP, CEAP, NCAC II, Heather Healy, LCSW-C, CEAP, CCDC, SAP, and Nicholas Lomangino, MD, FAA – “Welcome, History and Overview of the Flight Attendant Drug and Alcohol Program” (.5 hour)

Biographical Summary: Deborah McCormick is a 40+-year Flight Attendant and serves as the Flight Attendant Drug and Alcohol Program (FADAP) Coordinator. Deborah is a certified employee assistance professional, certified labor assistance professional, a national certified addiction counselor, level II, and a substance abuse professional. Deborah has served on the AFA-CWA Employee Assistance Program at US Airways, Inc., since 1990. She advanced to the Master Executive Chairperson of the EAP Committee in 1996. In 2011, Deborah received the President’s Volunteer Service Award for over 20 years of volunteer service in advancing the well-being of Flight Attendants.

Biographical Summary: Heather Healy is the FADAP Program Manager and the Director of Employee Assistance for the Association of Flight Attendants. Heather Healy is a clinical social worker licensed in Maryland and D.C. She is a certified employee assistance professional, certified chemical dependency counselor, and substance abuse professional. She has been in the EAP field since 1986 and serves as a field instructor for MSW graduate students specializing in EAP at the University of Maryland. Ms. Healy maintains a private psychotherapy, consultation and SAP practice. She also serves as the Clinical Coordinator for the State of Maryland’s Dental Hygienists and Assistants impaired professionals’ program.

Biographical Summary: Dr. Nicholas Lomangino is the Deputy Manager of Medical Specialties Division at Federal Aviation Administration headquartered in Washington DC. He has been practicing preventive medicine since receiving his medical degree in 1983. Dr. Lomangino serves as the FAA representative overseeing the technical administration of the Flight Attendant Drug and Alcohol Program as well as the HIMS substance abuse program for Pilots.

Learning Objectives: Understand the mission and services of the newly created Flight Attendant Drug and Alcohol Program (FADAP); recognize the historical role of FAA in enhancing safety; and develop an appreciation for the value of prevention of and early intervention with workplace substance abuse, especially for aviation.

9:00-10:30 am-James Boone, MD, FSAM- “The Neuroscience of Spirituality and 12 Step Recovery” (1.5 hours)

Biographical Summary: James C. Boone was born and raised in East Africa where his father worked as a missionary doctor and grew up with a strong spiritual foundation. Dr. Boone graduated from Baylor University in 1976 and University of Texas Southwestern Medical School in 1984. He works full time in Addiction Medicine at La Hacienda Treatment Center.

Learning Objectives: A brief overview of the neurobiology of addiction along with information on the prefrontal cortex and its critical role in decision making and impulse control and the impact of drugs and alcohol. With the strong emphasis on medications as the critical treatment for everything from depression to addiction, the lecture is a refreshing review of new and older studies documenting the neurobiological benefits of spirituality with specific emphasis

on the spiritual foundation of 12 step recovery and brain health and resilience in long term recovery and sobriety.

- The basic neuroscience of addiction.
- An appreciation of the science that supports spirituality and the spiritual foundation of 12 step recovery.

10:30-10:50 am-Break

10:50-12:20 pm- Panel of Recovering Flight Attendants- “My Flight into Recovery” (1.5 hours)

Biographical Summaries: FAA certified Flight Attendants, identified only by first name, and Flight Attendants participating in Al-Anon will share their recovery stories with participants.

Learning Objectives: The participants will have the opportunity to understand the various disease pathways, treatments and challenges that recovering flight attendants face through the presentation of personal recovery stories.

12:20-1:30 pm- Lunch

1:30-3:00 pm-Jonathan Saul, CEO-Brighton Recovery Center- “Sober Living: The New Crash Pad” (1.5 hours)

Biographical Summary: Jonathan Saul has been working closely with FADAP for the past nine years. He is passionate about the work he does every day in helping people recover from the disease of addiction and mental illness. He is especially grateful for the work he gets to do with aviation professionals. Jonathan is elated to be presenting to you on the concept of Sober Living. He believes in the power and stability that a healthy living environment can provide to someone that is in early recovery. Jonathan feels deeply that the best outcome for someone entering recovery is directly tied to their sense of community and connection to the people they share their world with. Together we are stronger!

Learning Objectives: To be able to conceptualizes sober living as part of the recovery continuum; recognize relapse vulnerability and how sober living can help mitigate relapse risks and to be able to identify differentiate essential features within and among such facilities.

3:00-3:20 pm-Break

3:20-4:50 pm- Adrienne Glasser, LCSW, RMDT- “Beyond the Stigma: Befriending Addiction with IFS (Internal Family systems)” (1.5 hours)

Biographical Summary: Adrienne Glasser, LCSW, RDMT (she/her) is a meditation/spiritual teacher, psychotherapist, certified IFS practitioner and somatic movement therapist. She teaches clinicians and clients how to integrate experiential IFS and compassion into trauma and addiction treatment. She is the Executive Advisor at Breathe Life Healing Centers, where she facilitates the IFS trauma groups and integrates compassionate addiction treatment. She is the co-founder of IFSLA community group for professionals in Los Angeles and also trains leaders, therapists, and those in recovery through her online and in-person practice. Adrienne has enjoyed intuitively helping others to find their creative path towards healing and recovery for 20 years.

Learning Objectives: Explores compassionate model: Internal Family Systems (IFS) which validates the real reasons why people become addicted.... trauma. IFS explores the nuanced function of addiction and how it actually protects trauma. By befriending parts of ourselves,

rather than fighting them, we are able to show addicted parts of us the appreciation they deserve for survival, and in return, we heal shame and stigma.

4:50-5:05 pm- Heather Healy, LCSW-C, CEAP, and Deborah McCormick, LCSP, CEAP-
“Closing Comments”

Wednesday, August 17, 2022 (6 Contact Hours)

8:30-8:45 am Heather Healy-FADAP Manager and Deborah McCormick- FADAP Coordinator
“-Welcome”

8:45 am-10:15 am- Jaime Vinck, MC, LPC, NCC- “Suicide, Depression and Addiction, It’s Complicated” (1.5 hours)

Biographical Summary: Jaime Vinck, MC, LPC, NCC, is the CEO of CPF Recovery Ways. In her role, Jaime provides leadership to the operations of Salt Lake City, Utah, Spokane, Washington, Arlington, Washington, Las Vegas, Nevada, Boise, Idaho, Houston and Austin, Texas. She is also overseeing the strategic expansion and integration of Recovery Ways in other markets. Jaime was previously CEO of The Sierra Tucson Group where she led the rebranding of Sierra by the Sea and Sunrise Ranch, as well as oversaw the Sierra Tucson campus where she introduced groundbreaking outcomes measurement and recovery programs that earned Sierra Tucson top recognition within and outside the industry.

Jaime has been recognized as a mentor to women in leadership positions both internally at Acadia Healthcare and within the industry. She was named Licensed Professional Champion as part of the 2018 Women of Influence Awards sponsored by *Inside Tucson Business* and in 2019 was named as one of Arizona’s Most Influential Women by *AZ Business Magazine*. Jaime has regularly been named one of the top leaders in AZ in both Healthcare and Behavioral health. An industry advocate, Jaime serves as Treasurer on the Executive Committee of the Board of Directors of the National Association of Addiction Treatment Providers. She speaks nationally and internationally on trending topics, including Suicide, Addiction & Depression – It’s Complicated, Compassion Fatigue and Provider Resilience. The Importance of Collaboration When Treating Co-occurring Disorders and at the All-Parliamentary Meeting, House of Commons, Today’s Marijuana and the Addiction Treatment Experience. In 2020, Jaime spoke at the Treatment Center Investment and Valuation Conference on Trauma Informed Leadership and in 2021 was the Keynote speaker for the Labor Assistance Professionals Leadership Conference. Prior to entering the Behavioral Health profession, Jaime had a successful career in Human Resource Management with Chrysler Corporation in Detroit, and Omnipoint Communications (aka T-Mobile) in New Jersey.

Jaime holds a bachelor’s degree in labor and employee relations from Michigan State University and a master’s degree in professional counseling from Ottawa University.

Learning Objectives:

- Understand the current mental health crisis, especially as it pertains to suicide ideations, attempts and completions.
- Discuss media role and responsibility in fueling contagion effect after a celebrity or community suicide.

- Review latest research by Dr. Thomas Joiner on suicide Risk Factors and Warning Signs.

10:15-10:35 am- Break

10:35 am-12:05 pm- Horizon Air, SkyWest and Jet Blue- “Partnerships to Advance the Flight Attendant Well-Being” (1.5 hours)

Biographical Summary- Representatives from labor and management will discuss the policies, procedures and collaborations that they have developed within their workplace to advance prevention, early intervention and successful treatment for Flight Attendants with substance use disorders, mental health disorders, and process addictions.

Learning Objectives: Panelist will share and discuss with the audience

- Collaborative labor/management strategies to advance flight attendant well-being
- Workplace policies and agreements that support prevention an early intervention of SUDs
- Health insurance benefits that have been redesigned to support best clinical practices for SUDs

12:05-1:30 pm- Lunch

1:30-3:00 pm- Kamrin Carver, LMFT, CSAT- “I Love Me (or I Love My Damn Self)” (1.5 hours)

Biographical Summary: Kamrin Carver is the Owner and Clinical Director of Mindful Life Recovery in North Salt Lake Utah. He has been involved with the addiction and recovery community since 2012 and has served as Clinical Director for both residential and outpatient programs. His specialization in Sex Addiction, Trauma and Codependency have helped to develop a substantial number of presentations and programs which have been delivered to diverse audiences across the country. Kamrin completed his undergraduate studies in Social Work at Weber State University and his graduate work in Marriage and Family Studies at Argosy University. His post graduate efforts were facilitated by the International Institute for Trauma and Addiction Professionals. Kamrin has since received his advanced training in EMDR, The Gottman Sound Relationship House, Emotionally Focused Therapy (EFT) and is a Certified Sex Addiction Therapist (CSAT). Kamrin’s experience has included working within an array of settings inclusive of inpatient hospitalization, emergency psychiatric care, substance abuse treatment centers, residential treatment, partial hospitalization and intensive outpatient for both the adolescent and adult populations. Kamrin has a passion for creating positive change in the lives of people who suffer from trauma and co-occurring addictive disorders. Kamrin is a father of three and is an avid yoga and meditator. He brings this mindfulness into both his private and organizational practices.

Learning Objectives: To gain knowledge of the risk factors for and signs/symptoms of professional burn-out, compassion fatigue and secondary trauma; to identify and encourage a range of self-care skills that reduce vulnerability to such professional risk factors; and to recognize self-care as a professional best practice.

3:00-3:20 pm- Break

3:20-4:55pm- Heather Healy, LCSW-C, CEAP, and Deborah McCormick, LCSP, CEAP “Flight Attendant Peer Workshop” (1.5 hours)

Biographical Summary – See biographical information under 8:30-9:00 am slot on Tuesday August 17, 2021.

Learning Objectives: Through a series of role plays conducted by Heather Healy and Deb McCormick, the audience will see mock demonstrations that model how peers can use motivational interviewing techniques, coordinate the safe movement of flight attendants to treatment, support flight attendant as they step down from residential care and to address workplace triggers (like the beverage cart) that could challenge early recovery.

4:55-5:10 pm- Heather Healy, LCSW-C, CEAP, and Deborah McCormick, LCSP, CEAP-
“Closing Comments”

Thursday, August 18, 2022 (3 Contact Hours)

8:30-8:45 am Heather Healy-FADAP Manager and Deborah McCormick- FADAP Coordinator-
“Welcome”

8:45-10:15 am- Patrick Lockwood, PsyD- “Drug Use in the LGBTQ+ Community” **(1.5 hours)**
Biographical Summary: Dr. Patrick Lockwood joined La Fuente in 2020 and has been pivotal in continuing to shape and inform the La Fuente mission and vision. His passion for the LGBTQ community is immediately felt when you meet him and his commitment in destroying LGBTQ stereotypes is an area of focus.

Dr. Lockwood grew up in a small southern Missouri town, enculturated with classical southern and Midwestern values like honesty, integrity, and the ‘neighborly’ way of relating to people. He completed his BA in psychology at the University of Missouri, then moved to LA to earn his Doctorate of Psychology at TCSPP.

Dr. Lockwood has worked for non-profits, treatment centers, and has been a part of a number of startups over the past ten years. His background in community interventions began before he even graduated from the University of Missouri where he successfully co-authored a grant creating a virtual intervention to help parents on campus become more connected and developed a supportive community while working at ParentLink, a division of the university’s College of Education.

Dr. Lockwood has trained with experts in the field of addiction treatment and has worked at every level of the mental health and addiction treatment industry. He is currently an adjunct professor at California Lutheran University, teaching future clinicians about clinical skills, addiction, and research analysis. He also has a podcast on YouTube about topics related to mental health, wellness, psychology, and neuroscience called “The Psychology Checkup.” Finally, Dr. Lockwood is the author of “The Fear Problem,” a book integrating the neuroscience and evolutionary psychology of our fear process to explain why we get triggered by politics and other ‘hot topics.’

Learning Objectives:

- Describe common drug use behaviors prevalent in the LGBTQ+ community.

- Describe three (3) common resources and interventions to be used to assist LGBTQ+ persons in managing/treating substance use disorders (SUDs).

10:15-10:35 am- Break

10:35 am-12:05 pm- Marcie Phillis, PhD- “Addiction: Trauma Roots and Hope for Resilience” (1.5 hours)

Biographical Summary: Dr. Marcie Phillis is a Community Relations Coordinator for Rosecrance Health Network in Central Illinois. She has over 20 years’ experience working in addictions, trauma, and mental health. Dr. Phillis earned her PhD in sociology from Southern Illinois University-Carbondale, a master’s degree in sociology from the New School for Social Research in New York City, and a bachelor’s degree in sociology from Saint Louis University. Her dissertation focuses on resilience strategies of trauma survivors. She is deeply committed to addressing social determinants of health in her community. She conducts various trainings and talks on topics ranging from trauma and resilience to adverse childhood experiences (ACEs) and trauma informed care. In her spare time, Marie enjoys painting, hiking, and volunteering.

Learning Objectives:

- Attendees will recognize various traumas and their consequences including addiction.
- Recognize and be able to identify types of coping mechanisms including the negative coping mechanism of substance abuse.
- Retain information pertaining to the transformation from trauma survivor to overcome through post-traumatic growth.
- Apply what they have learned in their own lives and/or apply to programmatic elements in their organization to promote recovery leading to successful resilience and post-traumatic growth.
- Teach others the skills of resilience and post-traumatic growth.

12:05-12:20 pm- Heather Healy-FADAP Manager and Deborah McCormick- FADAP Coordinator – Wrap Up/Closing remarks

FADAP REGIONAL SEMINAR
Maritime Conference Center, Baltimore MD—October March 10, 2022
Presentation/Speaker Evaluation

Heather Healy, LCSW-C, CEAP

Presenter was knowledgeable about the subject matter Strongly agree: 26
The presenter was well prepared Strongly agree: 26
Presenter's approach kept my attention Strongly agree: 25; Agree: 1
Adequate time was allocated for this presentation Strongly agree: 26
Presentation was relevant to my area of professional practice Strongly agree: 26

Comments: *Very informative—truly enjoyed it—thank you; I really appreciate all of the information, tips, and care you put into the training—I feel encouraged in my ability to help our FAs; Heather is awesome; Heather is fantastic and knowledgeable—I would highly recommend this program; thank you so much; awesome; very thankful to be here—look forward to learning more—very nice meeting you both; as always Heather is nicely dressed and is confident and comfortable speaking about the material—she discusses the topic in a way that makes it sound interesting and her enthusiasm is infectious; thank you so much for your time—such an amazing program; thank you; what can I say—four plus decades experience and it shows—I feel grateful and confident I can help my peers and support them through any difficult trial life brings; fantastic as always; very informative—provided so much info I never knew FADAP offered; very informative—looking forward to sharing program with fellow flight attendants—thank you; professional and articulate; knowledgeable—love the training; great information—it would be great to have an abbreviated training about this program for all FAs to have to take once hired.*

Deborah McCormick, LCDP, NCAC II, CEAP

Presenter was knowledgeable about the subject matter Strongly agree: 26
The presenter was well prepared Strongly agree: 25; Agree: 1
Presenter's approach kept my attention Strongly agree: 25; Neutral: 1
Adequate time was allocated for this presentation Strongly agree: 26
Presentation was relevant to my area of professional practice Strongly agree: 26

Comment: *Very informative—truly enjoyed it—thank you; really great information—so many ways it will help me in assisting our FAs; fantastic—Deb is enthusiastic and experienced—she added great value to the class; this was very helpful—thank you; awesome; very knowledgeable, personable, friendly, and professional—leaving here feeling confident to assist colleagues—thank you; Deb has a very vibrant energy and does extremely well working the room and her space (walking around, back/forth, hand-arm gestures); Deb, you're an amazing and beautiful soul—thank you for your time and your story—I'm grateful you are here to share; thank you for your story—I needed a meeting type share today; wow Deb—this is not your first rodeo—excellent, confident presentation—I'm grateful to be under your tutelage when I get the privilege to support my hurting colleagues—I'm filled with gratitude to be a team member and equipped to understand my troubled colleagues and assist them to get the best treatment so they can heal and get back to living their best lives; funny and engaging; great training; very important information to share—we need to get this info out—wonderful; thoroughly enjoyed the training and was very informative; professional and articulate; love the training—very informative; great program with a lot of information; great information*

March 28, 2022

**"When Substance Abuse is Not Just Using:
A Discussion on Dual-Diagnosis**

Open to all Flight Attendants, Flight Attendant Leadership and Airline Management

Substance abuse is an outward sign that someone has a problem (or problems). Whether caught by friends, family, a legal issue, or drug testing, it may seem that this is the “problem” and by fixing this people will be better. More often, a mental health issue such as trauma, depression, loneliness, financial anxiety, unresolved grief, or simply boredom may be the precipitating issue and the substance use *follows* the mental health issue.

Effective intervention needs to understand and treat both.

Dr. Beau Nelson, Chief Clinical Officer for FHE Health, will explain dual diagnosis, the intersection of mental health issues and substance use (as well as other addictive behaviors), how it is treated, and how to understand the interplay of mental health issues in the process of recovery for a substance use disorder and how that looks in the real world.



April 8, 2022

MENTAL HEALTH AND WELLNESS MINUTE

"Coping with Stress and Anxiety"

Dr. Beau A. Nelson, DBH, LCSW

Stress and anxiety are normal feelings that we all get from time to time. If the feelings are temporary and do not cause impairment, they go away, and we continue forward, no problem. If the feelings take over, then there is a problem. Stress and anxiety are a psychological and physical response to a threat, or issue that is part of our internal thinking process or in our environment.

You can reduce the internal thinking stress but you cannot always control external stress and anxiety (a fast-paced schedule, disruptions in routine, time away from family, demanding passengers, safety concerns, etc.). Learning ways to help manage stress and anxiety and learning helpful coping skills can make a real difference. You cannot have a completely stress- or anxiety-free life, so zero is not the goal. What you want to be able to do is to help control chronic stress or anxiety that impedes your normal life.

3 Proven Tools and Techniques for Reducing Stress and Anxiety

You can take some practical steps to help reduce anxiety and stress. Here are a few research-proven tools and techniques to help get you started.

Engage in Cardiovascular exercise. It gets your heart pumping which is very effective at releasing stress and anxiety. If you're on a long layover or overnight, make a point to visit the hotel gym or get outside for a walk or run—even if it's just 15 minutes. Just walking around an airport terminal can be a good way to expel stress and anxiety. Working on a project in the yard or cleaning the house can be other helpful ways to get the body moving, lift mood, and clear out obsessive worry.

Take worry breaks. This may seem counterintuitive as we are trying to reduce our worries; but research has shown that when you take a five-minute worry break, (for worrying and obsessing as much as you want), then at the end of that time it is done. You do not have permission to continue to think or ruminate. Just move on until your next worry break. (A recommended starting point is a couple of times a day).

Breathe stress away. Yoga breathing, mindfulness breathing, or what is called “diaphragmatic breathing” is very good at reducing stress and anxiety. If you stick with it and practice it regularly—it really works. The 4-7-8 breathing technique, also known as “relaxing breath,” involves breathing in for 4 seconds through your nose, holding the breath for 7 seconds, and exhaling for 8 seconds out your mouth (slowly). Make sure your tummy goes out and get a deep breath. Practice 10 times to relax your body and your mind.

April 18, 2022

HOW TO OBSERVE NATIONAL ALCOHOL AWARENESS MONTH IN

APRIL 2022 [View as Webpage](#)

Participate in the Alcohol-Free-Weekend

Alcoholism is the third-leading preventable cause of death in the United State claiming the lives of more than 90,000 people every year. As part of National Alcohol Awareness Month, the National Council on Alcoholism and Drug Dependency encourages the public to spend 72 hours without alcohol. During those three days, monitor your symptoms for discomfort or cravings. Consider what those warning signs mean to you? Evaluate the role of alcohol in your lives. Is that role healthy? Does it need to change? What resources can you and your family/friends identify to make those changes? Remember, FADAP is a 24/7 confidential resource available to all Flight Attendants and their family members. Just call 1-855-33FADAP or 1-855-333-2327.

For more information- **National Council on Alcoholism and Drug Dependency**
(NCADD)

Learn More



**Wings of Sobriety Telephonic Meetings-
Open to all!**

These meetings are open to all Flight Attendants who are exploring their need for or seeking recovery from substance use disorders.

Meeting times are scheduled on Wednesday at 3:00 pm EST and Sunday at 5:00 pm EST.

Each meeting will last between forty-five (45) minutes to one (1) hour.

The conference call in number is 1-855-544-2320.



SAVE THE DATE!

**12th Annual Flight Attendant Drug
and Alcohol Program (FADAP)
Conference**

August 16-18, 2022

Baltimore, MD.

April 25, 2022

**"When Substance Abuse is Not Just Using:
A Discussion on Dual-Diagnosis"** [View as Webpage](#)

Open to all Flight Attendants, Flight Attendant Leadership and Airline Management

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Zoom Meeting: April 28, 2022, 3:00-4:00PM ET

Join Zoom Meeting:

<https://us02web.zoom.us/j/82784178511?pwd=NHlJV05Wb1FiY0g3WVlnZEJ6MjByUT09>

Meeting ID: 827 8417 8511

Passcode: 448523

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Meeting ID: 827 8417 8511

*Find your local number: <https://us02web.zoom.us/j/82784178511>

Save the Date!

***June 2, 2022, 2:00 – 6:00PM ET: Special Training
"How to Respond to a Mental Health Concern"***

Connect with us



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Floor, Washington, DC 20001

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April 28, 2022

**When Substance Abuse is Not Just Using:
A Discussion on Dual-Diagnosis" [View as Webpage](#)**

Open to all Flight Attendants, Flight Attendant Leadership and Airline Management

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Save the Date!

June 2, 2022, 2:00 – 6:00PM ET: Special Training

"How to Respond to a Mental Health Concern"

May 6, 2022

Topic: Workplace Mental Health First Aid

Time: Jun 2, 2022 beginning at 2:00 PM-ending at 6:00 PM EDT (US and Canada)

Join us for a special in-depth virtual training opportunity!

We will be discussing workplace issues and learn best practices in dealing with mental health and substance abuse concerns for Flight Attendants, Flight Attendant leadership, Flight Attendant managers, friends, and family.

Utilizing components of the Mental Health First Aid curriculum, a nationally used workplace training program, we will explore the following topics:

- § Signs and symptoms of depression and anxiety
- § Assessment, warning signs, and interventions for suicide
- § Understanding traumatic events
- § Facts and risk factors for substance abuse
- § Understanding stages of change and interventions for substance abuse
- § Time will be available for questions and answers

Join Zoom Meeting-

<https://us02web.zoom.us/j/84015257760?pwd=MFdGSXJTdWtJTERQWUxEWWQ4NEJxUT09>

Meeting ID: 840 1525 7760

Passcode: 774802

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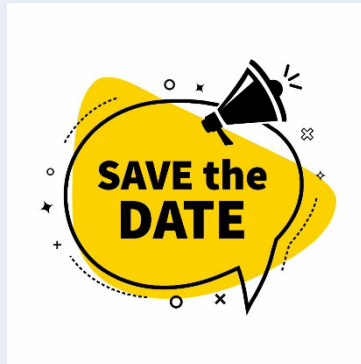
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May 31, 2022

**12th Annual Flight Attendant Drug
and
Alcohol Conference
August 16-18, 2022**



MARK YOUR CALENDAR!

Conference registration opens June 1, 2022

Dates: August 16-18, 2022 (Conference ends at 12:30 p.m. on August 18, 2022)

Location: Maritime Conference Center (MCC), 692 Maritime Blvd., Linthicum Heights, MD 21090

Conference Registration: Please complete an individual registration form regardless of who is responsible for paying for your lodging. There is no fee attached to a Flight Attendant's registration.

Registered Flight Attendants will be given priority lodging at the MCC. The nightly rate for a single occupancy room is \$154.00 per night plus tax. The nightly rate for a double occupancy room is \$199.00 per night plus tax. This includes all meals while attending the conference, beginning with dinner on August 15th and ending with breakfast on August 18th.

12th Annual FADAP Conference Agenda

Wings of Sobriety Telephonic Meetings

Meetings are open to all Flight Attendants who are exploring their need for or seeking recovery from substance use disorders. Meeting times are scheduled on Wednesday at 3:00 pm EST and Sunday at 5:00 pm EST.



Each meeting will last between forty-five (45) minutes to one (1) hour.

The conference call in number is 1-855-544-2320.

Flight Attendant Drug and Alcohol Program | 501 3rd Street, NW , 6th Floor, Washington, DC 20001

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June 1, 2022

Flight Attendant Drug and Alcohol Program 2022 Conference

12th Annual FADAP Conference Agenda

General Information

Dates: August 16-18, 2022

Location: Maritime Conference Center, (MCC)
692 Maritime Blvd. Linthicum Heights, MD 21090.

Registration: Please complete an individual registration under the appropriate category: [Flight Attendant](#), [Airline Management](#), [Sponsor](#) or [Other](#). The 12th Annual Flight Attendant Drug and Alcohol Program (FADAP) Conference advance registration fee for "Other" is \$250.00. Onsite Conference registration fee for "Other" is \$275.00. This registration fee includes a light breakfast and afternoon snack in the MCC, as well as lunch in the MCC dining room.

Registration Closing: Registration for the 11th Annual FADAP Conference will close *[once we reach attendance capacity](#) or August 1, 2022 whichever is sooner*. Once the registration is closed, individuals may place their name on a wait list by emailing Paula Willems, FADAP Administrative Coordinator, at pwillems@fadap.org

Lodging Information: Based on a limited block of rooms at the Maritime Conference Center (MCC), Flight Attendants will be given priority rooming based on order of completed registration and verification of payment. If you are not a Flight Attendant, please move forward securing your lodging. The hotels listed below are either one or two walking blocks from the Maritime Conference Center (MCC) entrance way.

[Holiday Inn Express](#), 1510 Aero Drive, Linthicum Heights, MD 21090
(410) 671-5679

[Hilton Garden Inn](#), 1516 Aero Drive, Linthicum Heights, MD 21090
(410) 691-0500

[Hyatt Place BWI](#), 940 International Drive, Linthicum Heights, MD 21090 (410)
859-3366

[Flight Attendant Drug and Alcohol Program
Conference](#) [General Information](#)

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Conference](#) [Agenda 2022](#)

[Airline Management General
Conference Information and
Registration](#)

[Flight Attendant General
Conference Information and
Registration](#)

**Other General
Conference Information and
Registration**

**Sponsorship General
Conference Information and
Registration**

Flight Attendant Drug and Alcohol Program | 501 3rd Street, NW , 6th Floor, Washington, DC
20001

June 2, 2022

Topic: Workplace Mental Health First Aid

Time: Jun 2, 2022 beginning at 2:00 PM-ending at 6:00 PM EDT (US and Canada)

Join us for a special in-depth virtual training opportunity!

We will be discussing workplace issues and learn best practices in dealing with mental health and substance abuse concerns for Flight Attendants, Flight Attendant leadership, Flight Attendant managers, friends, and family.

Utilizing components of the Mental Health First Aid curriculum, a nationally used workplace training program, we will explore the following topics:

- § Signs and symptoms of depression and anxiety
- § Assessment, warning signs, and interventions for suicide
- § Understanding traumatic events
- § Facts and risk factors for substance abuse
- § Understanding stages of change and interventions for substance abuse
- § Time will be available for questions and answers

Join Zoom Meeting-

<https://us02web.zoom.us/j/84015257760?pwd=MFdGSXJTdWtJTERQWUxEWWQ4NEJxUT09>

Meeting ID: 840 1525 7760

Passcode: 774802

One tap mobile

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Meeting ID: 840 1525 7760

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