



## ALPA and A4A Flight-Time/Duty-Time Seminar Fatigue Management: Best Practices and Lessons Learned



January 17–18, 2018 • ALPA Herndon Conference Center • 535 Herndon Parkway • Herndon, VA 20170

### Speaker Biographies

#### **Captain Robert “Chip” Benton** **Specialist, Crew Resources, United Airlines**

Captain Chip Benton has served with United Airlines over the past 35 years in various leadership positions. Having been a 737 captain and line check airman, he has also led development and FAA approval of computerized training recordkeeping systems, and has been responsible for various scheduling systems, pilot contracts, and FAR 117 implementation projects.

His extensive Flight Operations experience has also included participation in pilot contract negotiations and development, FAA approval, and deployment of Fatigue Risk Management Systems, as well as responsibility for all aspects of pilot scheduling and staffing. He continues in his current management position working with industry, labor, and the FAA to help better understand, educate, and communicate all aspects of FAR 117.

Captain Benton graduated with a BA in economics from Denison University, where he was a member of the Air Force ROTC program.

#### **Captain Darrell Cox** **Mesa Airlines** **Member, Flight-Time/Duty-Time Committee, Air Line Pilots Association**

Captain Darrell Cox has been a line check airman for the past 12 years and has been involved with Air Line Pilots Association, Int'l for 15 years. Past and current ALPA work includes committees such as Pilot to Pilot, Scheduling, Contract Implementation, PBS, Fatigue Review, Merger, and Flight-Time/Duty-Time, and he also served as Mesa Airlines Master Executive Council treasurer. He was a member of the Flight/Duty Time Aviation Rulemaking Committee in 2009.

Darrell has flown for Mesa Airlines for 18 years and is based in Dallas/Fort Worth, Tex. He is currently a Bombardier CRJ 900 captain. Additional aircraft flown include the Beechcraft 1900D.

#### **First Officer David Carrier** **American Airlines** **Chairman, National Flight Time/Duty Time Committee, Allied Pilots Association**

First Officer David Carrier oversees the National Flight Time/Duty Time Committee (FTDT) at the Allied Pilots Association (APA), which provides interpretation of and develops Association policy concerning 14 CFR Part 117. The committee oversees and monitors the fatigue program as defined in the Collective Bargaining Agreement, the interface with American Airlines' Fatigue Risk Management Plan (FRMP) and Fatigue Risk Management System (FRMS), and the FRMS Memorandum of Understanding.

He is a sitting member of the joint Fatigue Risk Analysis Team, Fatigue Event Review Team, Fatigue Review Committee, and Part 117 Working Group. In addition to flight-time/duty-time, his contributions at APA include active participation in the union's Professional Standards organization.

From a civilian flying background, David has served on other airlines' Scheduling and

Negotiating committees; held various management roles as fleet manager, chief pilot, director of Operations, and vice president of Operations at a national air carrier; and participated in the initial Part 117 rulemaking process while serving as chairman of the National Air Carrier Association Operations Council.

He currently flies as a first officer on the A320 family of aircraft and resides outside Portland, Maine.

**Captain Pete Davis**

**ExpressJet Airlines**

**Member, Flight-Time/Duty-Time Committee, Air Line Pilots Association, Int'l**

Captain Davis is a CRJ900 captain for ExpressJet Airlines (formerly ASA) and is a member of ALPA's Flight-Time/Duty-Time Committee. Captain Davis also served as an ALPA representative on the FAA's Aviation Rulemaking Committee for Pilot Flight, Duty, and Rest Limitations. The work of this committee ultimately led to the FAA issuing FAR Part 117—Flight and Duty Limitations and Rest Requirements: Flightcrew Members.

Captain Davis previously served as the Scheduling Committee chairman for the ASA ALPA Master Executive Council, and before that was a member of ALPA's Pilot Training Committee.

Hired by ASA in April 1986, Davis is a former flight instructor. He graduated from Embry-Riddle Aeronautical University with a bachelor of science in aeronautical science. Captain Davis resides in Prescott, Ariz., with his wife and son.

**Lydia Hambour**

**Manager, Fatigue Risk Management System, JetBlue Airways**

Lydia Hambour has been in the fatigue risk management (FRM) field for the past 10 years, working on the development and implementation of FRM programs at EasyJet, American Airlines, and now with JetBlue Airways.

Lydia is a safety professional with vast experience working collaboratively with the scientific community, regulators, and labor groups developing sleep and fatigue research studies to improve schedule design and reduce fatigue risk. She has acted as a subject-matter expert on the FAR 117 introduction and has influenced industry groups globally on FRM processes and tools in different airline work groups, including pilots, flight attendants, ground operations, and maintenance.

Lydia has a degree in air transportation management and business from Swinburne University in Melbourne, Australia.

**Captain Richard Hughey**

**FedEx Express**

**Member, Flight-Time/Duty-Time Committee, Air Line Pilots Association, Int'l**

Captain Richard Hughey has spent 21 years as a civilian pilot with FedEx Express. He currently serves in several roles for the Air Line Pilots Association, Int'l, including chairman of the President's Committee for Cargo, chairman of the Scheduling Committee, and member of the Flight-Time/Duty-Time Committee. He is also a DC-10 line check airman.

Captain Hughey served 31 years as a military aviator including service as a multi-service fighter pilot, instructor pilot, adversary instructor, and USN model manager (evaluator). Combat operations include Desert Storm, Provide Comfort, Northern Watch, Enduring Freedom, and Global War on Terrorism.

As a civilian, he is rated as an Airline Transport Pilot with more than 6,000 flight hours on aircraft that include C-310, B-727, DC-10, and MD-11. In the military he is rated as a Command Pilot (USAF/ANG) Naval Aviator (USN) with more than 2,500 flight hours on the T-34, T-2, TA-4, F-5, F-14, F-16, and F-18.

Captain Hughey's education includes:

- 1986—Bachelor of Science, Mathematics, Auburn University, Alabama
- 1989—U.S. Navy Flight School (Primary, Intermediate, Advanced Jet), various locations
- 1994—U.S. Navy Fighter Weapon School, NAS Miramar, California
- 1996—U.S. Navy to U.S. Air Force Transition/F-16 Pilot Training, Tucson, AZ
- 2002—Air Command and Staff College, by correspondence
- 2006—Master of Business Administration, Auburn University, Alabama
- 2007—Master of Strategic Studies, Air War College, Maxwell AFB, Alabama
- 2009—NTSB Investigating Human Fatigue Factors
- 2014—ALPA Basic Safety School
- 2015—ALPA Risk Management Course

**Steven R. Hursh, PhD (USA COL, retired)**  
**President, Institutes for Behavior Resources Inc.**

Dr. Steve Hursh is president of the Institutes for Behavior Resources Inc., where he directs research and application efforts on human performance and fatigue, behavioral economics, drug abuse, and cooperative team performance. He is also adjunct professor of behavioral biology in the Department of Psychiatry and Behavioral Sciences at the Johns Hopkins University School of Medicine. His leadership builds on a distinguished career both as a behavioral researcher and research manager, including 23 years of experience as a scientist in the U.S. Army, serving as the consultant to the Army surgeon general for Research Psychology, director of the Division of Neuropsychiatry at the Walter Reed Army Institute of Research, and as a medical staff officer in the Office of the Assistant Secretary of the Army (Research, Development, and Acquisition).

Dr. Hursh is a leader in theory and modeling in the behavioral economics subfield of psychology as defined by the application of economic concepts and metrics to individual and group behavior. In addition, Dr. Hursh is also the technical leader of an effort to model the relationship between sleep deprivation and performance. His patented biomathematical model—the Sleep, Activity, Fatigue, and Task Effectiveness or SAFTE® model—has been accepted by the U.S. Department of Defense as the standard warfighter fatigue model, validated and calibrated by the Department of Transportation as a fatigue risk management tool, and is currently used by the Federal Railroad Administration, the Federal Aviation Administration, and the Federal Motor Carrier Safety Administration to assess fatigue in transportation operations.

He is also the co-inventor of the FAST™ (Fatigue Avoidance Scheduling Tool) and SAFTE-FAST for aviation computer programs used by government agencies and over 30 airlines and a dozen railroads to assess and manage fatigue in operational settings.

Dr. Hursh earned his BA in psychology from Wake Forest University and PhD in experimental psychology from the University of California, San Diego. Over his 44 years in research, Steve has authored or

coauthored over 100 published articles, book chapters, and technical reports and served as associate editor of the *Journal of the Experimental Analysis of Behavior*.

**Captain Jim Mangie**  
**Director, Pilot Fatigue Program, Delta Air Lines**

Captain Jim Mangie is currently the program director, Pilot Fatigue, for Delta Air Lines. He is responsible for all matters concerning pilot fatigue mitigation, flight- and duty-time regulatory compliance, crew rest, and fatigue risk management. He also serves as the technical advisor to the International Air Transport Association for the International Civil Aviation Organization's Fatigue Risk Management Task Force and was the industry co-chair for the FAA Flight Crewmember Duty and Rest Requirements Aviation Rulemaking Committee in 2009.

In his 29 years at Delta, he's held positions as a chief pilot, base regional director, and line operations general manager. In these positions he's been responsible for administrative support and operational performance of approximately 4,000 pilots in both the domestic and international system, as well as overall operational oversight of day-to-day line operations.

Captain Mangie has over 10,000 hours of airline and military flying experience. He has flown the B-727, B-757, B-767, DC9, MD-88, T37, T38, and C130 B/E/H/H2.

**Captain Doug Marchese**  
**JetBlue Airways**  
**Chairman, Fatigue Committee, JetBlue ALPA Master Executive Council**

Doug Marchese has been with JetBlue Airways for six years where he currently works as an Embraer 190 captain and is the JBU ALPA Fatigue Working Group chairman. He is also a member of the ALPA Flight-Time/Duty-Time Committee. Working with Lydia Hambour, JetBlue's manager of Fatigue Risk Management Systems, he has helped develop the fatigue program at JetBlue and was a part of the development of the Letter of Agreement that has recently been signed.

Prior to joining JetBlue, Doug was a captain for ExpressJet Airlines and also operated for a 91k carrier and was a captain for a 135 operator out of New York, where he also flight instructed. He has a bachelor of science and master of science in aeronautical science from Embry-Riddle Aeronautical University and has flown the LR-Jet 35/55/45, EMB-145/190, and the A320. He resides in New York and is based at JFK.

**Dr. Thomas E. Nesthus, PhD**  
**Office of Aerospace Medicine, Civil Aerospace Medical Institute, Federal Aviation Administration**

Dr. Thomas Nesthus worked for the USAF Crew Technology Division, Brooks Air Force Base, Tex., from 1986 to 1992. He supervised diverse aerospace medical research projects and was principally responsible for providing human factors performance research support to the Sustained Operations Branch, Flight Motion Effects Branch, Cockpit and Equipment Integration Lab, and High-Altitude Protection Function of the USAF Armstrong Research Laboratory. Research experience at Brooks AFB included the evaluation of high-altitude aircrew protection ensembles; pilot performance during severe hypobaric and acceleration stress; evaluation of the effects of hypobaric and hypoxic hypoxia on attention, cognition, and motor performance; and the assessment of cognitive performance during sustained operations with airborne warning and control system weapons directors.

He was hired by the FAA Aerospace Human Factors Research Division in 1992. Current focal research activities include evaluation of fatigue and performance associated with flight and cabin crewmembers, ATCSs, TechOps, and aviation maintenance technicians. He participates on numerous performance and fatigue-related DOT and interagency working groups. He has chaired the Aerospace Medical Association's Human Factors Committee (11 years) and the DOD Human Factors Engineering, Sustained and Continuous Operations Technical Advisory Group (12 years). He provides assistance as requested by the National Transportation Safety Board and the Department of Justice. He testified on the fatigue factors associated with the crash of Colgan Air Flight 3407 during the NTSB's public hearing in May 2009. He is currently assisting the Flight Standards Service—Air Transportation Division with the CFR Part 117, pilot flight- and duty-time and rest requirements, and the scientific evaluation of carrier FRMS proposals.

**Captain Brian Noyes**

**United Airlines**

**Member, Flight-Time/Duty-Time Committee, Air Line Pilots Association, Int'l**

Brian Noyes is currently a captain flying the B-757/767 for United Airlines based out of Houston. Prior to joining United in 1995, he worked as an instructor for Embry Riddle and Flight Safety International.

Captain Noyes has a wide range of experience across ALPA, and is currently on the United Airlines Master Executive Council System Schedule Committee and the Fatigue Risk Management Systems Working Group and is a FAR 117 subject-matter expert. Brian is also a member of the ALPA International Flight-Time/Duty-Time Committee.

Captain Noyes graduated with a bachelor of science in aeronautical science from Embry Riddle Aeronautical University-Daytona Beach.

**Heather Provost**

**Senior Manager, Fatigue Risk Management Systems, American Airlines**

Heather Provost joined American Airlines three years ago as the senior manager of Fatigue Risk Management Systems. She has been actively involved in fatigue analysis, mitigation, and industry initiatives for over seven years.

Heather's background includes flying as a 121 regional pilot and working as a Flight Operations Quality Assurance analyst, and she was responsible for the development and implementation of multiple Safety Management Systems, Fatigue Risk Management Plans, Fatigue Risk Management Systems, and FAA Exemptions. She also has a master's in aviation safety.

**First Officer Andy Riggs**

**United Airlines**

**Crew Desk Pilot Coordinator, System Schedule Committee, UAL ALPA Master Executive Council**

Andy Riggs is currently a first officer flying the B-777 for United Airlines out of Chicago. Prior to joining United/Continental in 2006, he worked as a pilot for ExpressJet Airlines dba Continental Express in Houston.

First Officer Riggs has worked in the areas of contract compliance/grievance, as well as scheduling, with a focus since 2013 on the real-time operational scheduling of pilots. Andy is a member of the United

Airlines ALPA Master Executive Council System Schedule Committee, where he serves as the Crew Desk Pilot Coordinator, and is also a member of the United Airlines Fatigue Review Committee.

First Officer Riggs graduated with a bachelor of science in aeronautical science from Oklahoma State University.

### **Dale Roberts**

#### **Air Transportation Division, Part 121 Air Carrier Operations Branch, Federal Aviation Administration**

Dale Roberts has been assigned to the Federal Aviation Administration's Air Transportation Division, Part 121 Air Carrier Operations Branch, for the previous eight years. He is responsible for flight- and duty-time limitations and rest requirements, fatigue risk management, Fatigue Risk Management Plans, Fatigue Risk Management Systems, and fatigue-related rulemaking.

Prior to joining to the FAA, Mr. Roberts served 22 years in the airline industry as a pilot conducting Part 121 operations. He has extensive experience in passenger-carrying operations along with all-cargo domestic and international long-haul operations.

Mr. Roberts holds an airline transport pilot certificate with several airplane type ratings, a flight engineer-turbo-jet certificate, a certified flight instructor certificate (CFII/MEI), and ground instructor certificates. He earned a bachelor of science in business from the College of Charleston, S.C.

### **Captain Don Wykoff**

#### **Delta Air Lines**

#### **Chairman, Flight Time/Duty Time Committee, Air Line Pilots Association, Int'l**

Captain Don Wykoff, a pilot for Delta Air Lines, serves as chairman of the Flight-Time/Duty-Time Committee for his home association, the Air Line Pilots Association, Int'l (ALPA). In this role, he is responsible for the development of scheduling guidelines and best practices for the mitigation of pilot fatigue.

Wykoff recently served as co-chair of the FAA's Aviation Rulemaking Committee, which was charged with a complete overhaul of the FAA's flight- and duty-time regulations. He has held numerous other leadership positions, including ALPA executive administrator and Negotiating Committee chairman for the Delta ALPA Master Executive Council.

Captain Wykoff is the past president of the International Federation of Air Line Pilots' Associations, having served two two-year terms at the federation, which represents over 100,000 airline pilots at more than 100 member associations from around the world.

Hired by Delta in June 1988, Wykoff flies the B-737. He is a retired U.S. Air Force fighter pilot and graduated in 1979 from the University of Cincinnati with a bachelor of business administration, majoring in finance.

Wykoff resides in Cincinnati, Ohio, with his wife, Susan.