

What is HIMS?

F/O Corey Slone

ALPA National HIMS Chairman



2017 PILOT ASSISTANCE FORUM 
Assisting For A Safer System

MAY 23-24, 2017
ALPA CONFERENCE CENTER
HERNDON, VA





"Ok I'll come out, but only one..."



ALCOHOL

Your doing it wrong

motifake.com

DrunkDrank.com



Party Hard
TONIGHT I WILL



ONLY HAVE ONE
DRINK

memegenerator.net



2017 PILOT ASSISTANCE FORUM
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What is HIMS?

- HIMS is a SAFETY Program
 - Protect the public/ profession
 - Save life of alcohol/drug dependent pilot
 - Save the career of the pilot
 - Resource for the family to get help



What is HIMS?

- A *Monitoring* and Support Program for Medical Special Issuance under 14 CFR 67.107 (4), 14CFR67.401
 - Substance Dependence is defined there, as well as symptoms
 - Substance Abuse is equally disqualifying and treated the same
 - Must have a diagnosis to enter HIMS
 - An extra set of stipulations to be met, much like any other disqualifying medical condition
 - Career abstinence, no return to drinking



What HIMS is NOT...

- HIMS is not a recovery program
 - Recovery is done by personal work, HIMS monitors/supports that work
- an SSRI program
- a hideout for discipline cases
- other addictions (drugs & alcohol only)
- a self help, just need to get my life right program
- a control my drinking now but drink later program



What is HIMS?

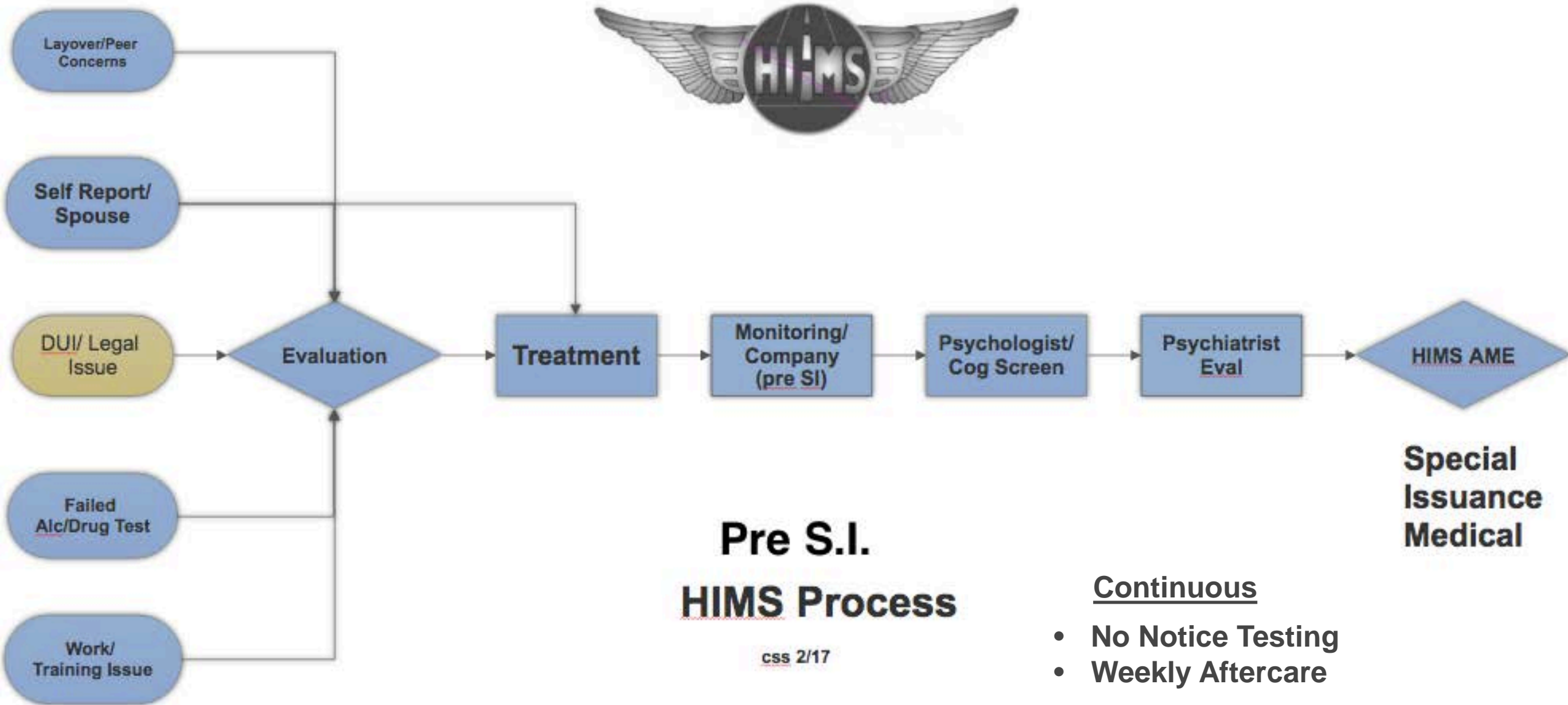
- HIMS is not an ALPA only program
 - The HIMS **TEAM** is FAA, HIMS-AME, Union HIMS reps, mgmt, peer pilot, medical professionals
 - available to *ALL* pilots, GA to Part 121
 - Corporate run HIMS Programs
 - dependent on Corporate Philosophy
- ALPA is responsible for the Education of HIMS via ALPA Aeromedical and National HIMS Committee
 - Funding is from an FAA Grant, Administered by ALPA and subcontracted to AMAS (ALPA Aeromedical)



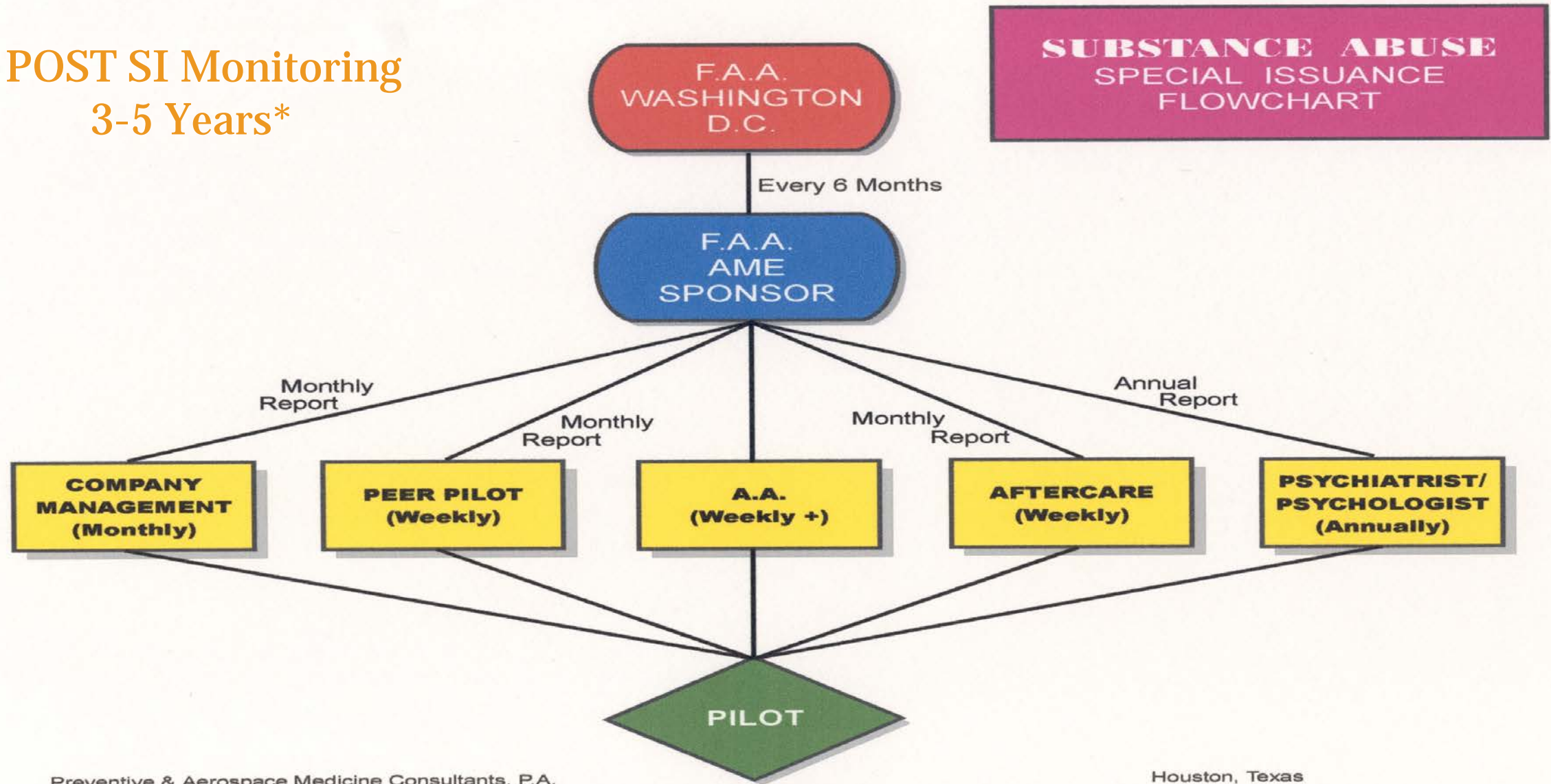
What is HIMS?

- HIMS is a process: FAA Special Issuance Requirements
 - Identification/ Evaluation
 - Treatment (28 day min)
 - Recovery Program Attendance AA/NA etc..(continuous)
 - Aftercare (weekly)
 - No Notice Alcohol/Drug Testing Regimen (continuous)
 - P&P (one time cog testing and annual psyc eval)
 - SI...Monitoring Period (3-5yrs) - SI valid only 6 mos.
 - Release from Monitoring





POST SI Monitoring 3-5 Years*



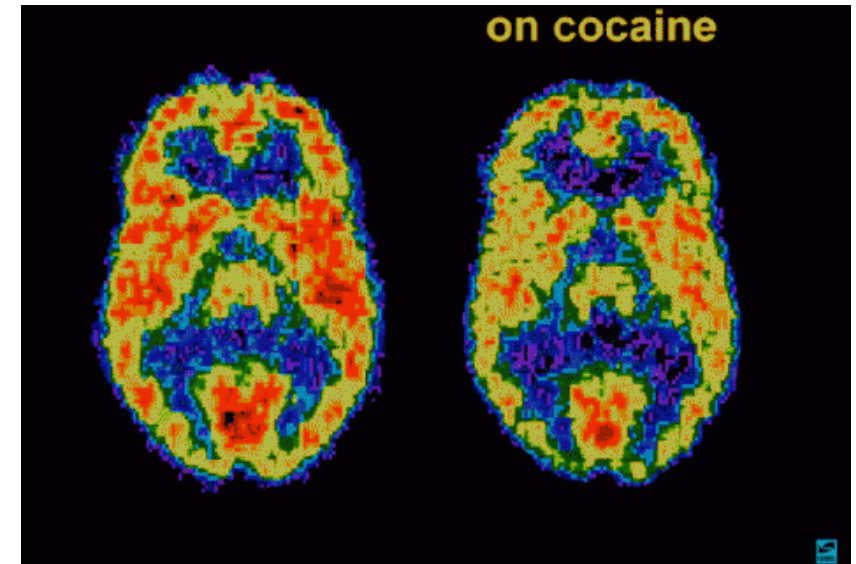
Preventive & Aerospace Medicine Consultants, P.A.

Houston, Texas



Identification

- Alcoholism/ Drug Addiction is a disease!
 - Primary disease of the brain
 - chronic, progressive, fatal
 - AMA classified in 1956
 - Codified in DSM-V
 - FAA codified in 14 CFR 67.107
 - Dr. Bedi will discuss in depth at breakout



Identification

- Failed Drug/ Alcohol Test
 - Operational/ Training Problems
 - Excessive Sick Leave
 - Layover Behavior/ Peer Concerns
 - Pro Stans Issues
 - DUI and Legal troubles
 - Drama!!
 - Self Report*



When to call HIMS?

- What does alcoholism/addiction look like?
 1. Does your drinking/using cause problems?
 - Legal
 - Relationship
 - Employment
 2. Can you predict how many and what will happen once you start drinking/ using?
 3. Do you have to hide your drinking?
 - amounts, bottles, geograpically



Investigations and Interventions

- An Investigation should *always* be prior to an intervention
- The goal of an intervention is to get a professional evaluation, NOT treatment*
- Remember, you're dealing with a SICK person, not a BAD person



*Self Referral



Intervention/ Evaluation

- **Phone call – “shot across the bow”**
- **Drug Test**
- **Meeting w. HIMS team**
- **Family**
- **Full Blown Professional Intervention**

- **Evaluation done by trained medical professional**



Why HIMS?

General Population

- 67% of U.S. age 12+ consume alcohol
- 8.9% of U.S. age 12+ use illegal drugs
- 20% of U.S. age 12+ use RX non medically
- 10% of population is Chemically Dependent
 - US is under an opioid epidemic (78 OD/Day)

*NIH.gov, HHS.gov, NCADD.org



Why HIMS?

Pilots

- Rate of Alcoholism probably the same
- Rate of illicit drug use is lower
- 5% of all Pilots have 1 DUI
- .5% have 2 or more DUIs
- HIMS Database, Alcohol #1, Cocaine #2



Why HIMS?

Drugs and Alcohol in Civil Aviation Accident Pilot Fatalities From 2004-2008

Dennis V. Canfield
Kurt M. Dubowski
Arvind K. Chaturvedi
James E. Whinnery

Civil Aerospace Medical Institute
Federal Aviation Administration
Oklahoma City, OK 73125



Table 5. Positive fatal pilots by drug class.

Type	Drug Class				
	CI-CII	CIII-CV	RX	OTC	Ethanol
Part 121 (5)	0	0	1	1	0
Part 133 (6)	0	0	1	1	1
Part 135 (63)	3	0	11	9	1
Part 137 (38)	4	1	15	5	1
Part 91 (1203)	70	45	349	156	86
Part Unk ^τ (22)	2	2	9	2	1
Public Use (16)	0	0	4	1	2
Totals (1353)	79	48	390	175	92
Airline Transport (208)	8	6	60	23	13
Commercial (397)	24	17	98	50	22
Private (641)	40	21	196	84	50
Student (51)	3	3	11	9	3
No Designation (40)	4	1	17	8	3
Sport (6)	0	0	3	1	0
Foreign (10)	0	0	5	0	1
Totals (1353)	79	48	390	175	92
Med Class 1 (181)	10	4	34	21	12
Med Class 2 (427)	21	13	108	42	26
Med Class 3 (672)	42	28	212	95	50
Med Class Other (73)	6	3	36	17	4
Totals (1353)	79	48	390	175	92

τ - Unknown



Table 6. Comparison of CI-CV drug positives for the past 20 years

CI-CV Drug	N= 1845		N= 1683		N= 1587		N= 1353		Notes
	1989-93	%	1994-98	%	1999-03	%	2004-08	%	
Amphetamine/Meth	6	0.3	11	0.7	11	0.7	8	0.6	CDS II <1989
Barbiturates	18	1.0	9	0.5	10	0.6	6	0.4	CDS II <1989
Cocaine/Metabolites	15	0.8	13	0.8	16	1.0	9	0.7	CDS II <1989
Codeine/Morphine	11	0.6	17	1.0	31	2.0	15	1.1	CDS II <1989
Marijuana	46	2.5	43	2.6	39	2.5	28	2.1	CDS I <1989
MDMA	0	0.0	0	0.0	1	0.1	0	0.0	CDS I <1989
Methaqualone	1	0.1	0	0.0	0	0.0	0	0.0	CDS I <1989
PCP	0	0.0	0	0.0	0	0.0	0	0.0	CDS I 1990
Synthetic Opiates	7	0.4	10	0.6	20	1.3	21	1.6	CDS III-V <1989
Benzodiazepines	24	1.3	33	2.0	24	1.5	21	1.6	CDS III-V <1989
Buprenorphine	0.0	0.0	0	0.0	0	0.0	1	0.1	FDA<1989
Fenfluramine	0	0.0	5	0.3	0	0.0	0	0.0	CDS IV, FDA stop 1997
Meprobamate ^a	0	0.0	0	0.0	0	0.0	1	0.1	CDS IV<1989
Pentazocine	0	0.0	1	0.1	0	0.0	0	0.0	CDS IV <1989
Phendimetrazine	1	0.1	0	0.0	0	0.0	0	0.0	FDA <1989
Phentermine	2	0.1	7	0.4	5	0.3	9	0.7	FDA <1989
Zolpidem	0	0.0	0	0.0	2	0.1	7	0.5	FDA 1992

^a - Established base, acid, and neutral HPLC and MS screening.



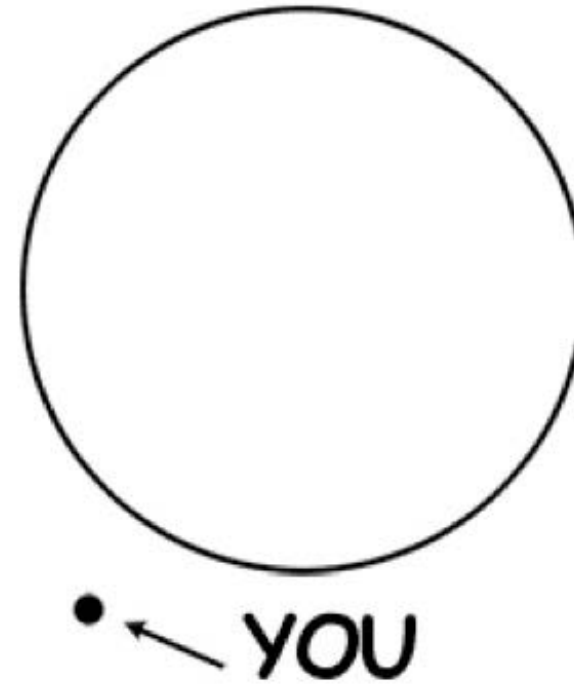
Why HIMS?



Pre- HIMS?



Circle of trust



How did HIMS arrive?

- Pre- HIMS pre-1974
 - AMA Defines Alcoholism as disease in 1956
 - No FAA “Exemptions” for alcohol or drugs (career ender)
- 1972 ALPA BOD approves funding for “information-gathering exercise”
 - Capt. Rod Gilstrap, UAL
 - Capt. Gil Chase, CAL
 - Dr. Richard Masters, ALPA Aeromedical Advisor



How did HIMS arrive?

- Pilot Group Survey
- Survey of Addiction Medicine Experts
- Survey of Addiction Treatment Centers
- Discussions with Airline Medical Directors
- Discussion with FAA Medical Dept.



How did HIMS arrive?

Fundamental Assumptions

- Alcoholism is a primary treatable disease
 - Chronicity
 - Relapse
- Early identification and treatment is possible
- Total abstinence is essential for recovery
- Job motivation yields a ↑ pilot recovery rate



How did HIMS arrive?

- 1972 – ALPA BOD approves HIMS proposal
- 1973 – ALPA HIMS Grant Proposal to NIAAA
- 1974 – Proposal Accepted by NIAAA / Program begins
- “**Human Intervention Motivation Study**”



What Now?

- Education, Education, Education
 - Company management
 - Union Reps
 - Peer Pilots
 - AME's
 - Medical Professionals
 - PILOT GROUP!



Education and Awareness

- HIMS Basic Seminar (fall annually)
- HIMS AT Seminar (spring annually)
- HIMS Website
- HIMS Union Reps
- Lanyards, Pins, Cockpit Conversations
- Publications
- US and International outreach
- FADAP



BUT WAIT!!!... THERE'S MORE!!



Educate, Rehabilitate.....don't Terminate!!

- HIMS has built in “Safety Relief Valves”
 - no medical/ license = no fly
 - monitored return to flight duties/ SI
 - revocable SI



SUCCESS!!!

<u>Years</u>	<u>Pilots returned to flight status</u>
1974- 1980	305
1981-1990	900
1991-2000	1500
2001-2010	1700
2010-Pres	1395 approx
Approx Total:	5800 lives saved!!



Success!

HIMS Program

- HIMS Relapse Rate – 14.6%*
- Compared to AA Approx. relapse rate- 60%*
- What's the diff? = monitoring and accountability

» *HIMS Database, AA World Services survey



“I accepted many years ago the fact that a human being, responsive to humane treatment, deserved an amortization at least equal to that of an inanimate machine which we protected and amortized. We don’t throw a machine into the scrap heap when it goes temporarily out of service due to a mechanical breakdown – and I don’t think human beings should be thrown out under similar conditions.”

- W.A. “Pat” Patterson - Founder and First CEO of
United Airlines



Questions??

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