

# HIMS Advanced Topics Seminar

## Struggling Through HIMS – Progress, Not Perfection



2025 Advanced Topics Seminar

Struggling Through HIMS – Progress Not Perfection

April 9-10, 2025

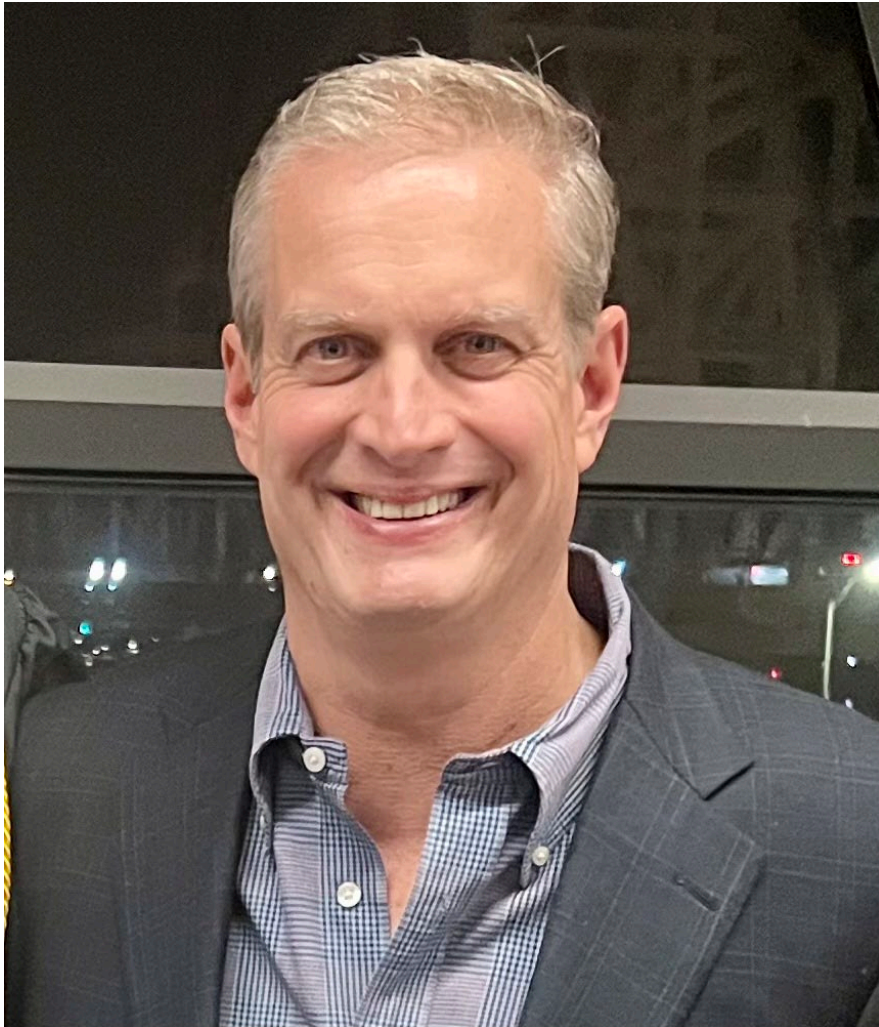
The Seelbach Hotel – Louisville, KY

# Grateful for Our Hosts: UPS & IPA



INDEPENDENT PILOTS ASSOCIATION

# Capt. Billy MacDonald UPS HIMS Chairman

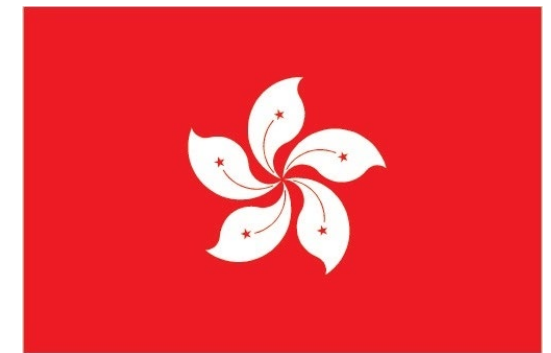
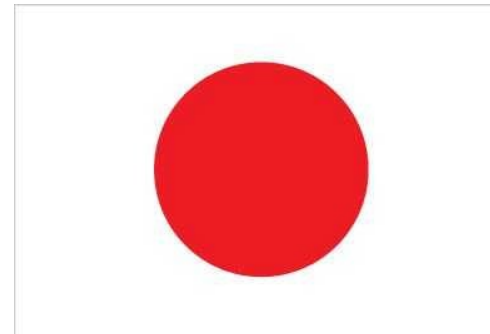


# Houston Mills – President UPS Flight Operations



# Welcome to Louisville!

• Attendees	258
• Pilots	121
– HIMS Volunteers	102
– Chief Pilots/Reps	25
• International	9
• Non-Pilots	116
– AME's	31
– Psychiatrists	13
– Neuro/Psychologists	19
– Airline Management	8
– FAA staff/ Other	10
– Family Support	5
• Speakers/AB/HIMS Staff	24



Images: CIA.gov

# Welcome – HIMS Advance Topics 2025 Seminar

- Advanced Topics – Assumes good working knowledge
- Play will highlight DUI with pilot denial and non-cooperation
- More time for Q& A and Specialty breakouts
- Use the HIMS App – Cvent
- CME & CE for Medical attendees
  - Instructions at lunch
  - No Financial Conflict Disclosure from Any Speakers
- Bring all your challenges to the Discussion



# HIMS Goals

Provide a structure within which pilots afflicted by the disease of substance abuse/dependence can be identified, treated, and returned to duty - saving lives and careers



# Format & Agenda

- Four Act Play – 16 Scenes
  - Sequential Story of a Troubled Pilot's Path Through HIMS - Highlights
  - Act # 1 – “Where There is Smoke, There is Fire”
  - Act # 2 - “Let's Knock This Out!”
  - Act # 3 – “Houston – We Have a Problem”
  - Act # 4 – “I Finally Got It!”
- Professional Breakouts
- Best Practices Summary from Each Professional Group
- FAA Q&A – Attendee Commentary

# Act # 1 – Where There is Smoke, There Is Fire

- Starring – Captain Craig Ohmsieder as Himself
- Co – Starring
  - Billy Petersen
  - Suzanne Kalfus
  - Navjyot Bedi
  - Kim Schroeder
  - Barb Woods



# Scene 1 – Are DUI's Bad? – Where Do I Go For Help?

- National HIMS Leadership / Union Legal
- [www.HIMSprogram.com](http://www.HIMSprogram.com)





[ABOUT](#)

[DISEASE MODEL](#)

[PROGRAM](#)

[RESOURCES](#)

[SEMINARS](#)

[DUI INFO](#)

[FAMILY SUPPORT](#)

[GET HELP NOW](#)



# WELCOME TO HIMS

Human Intervention Motivational Study

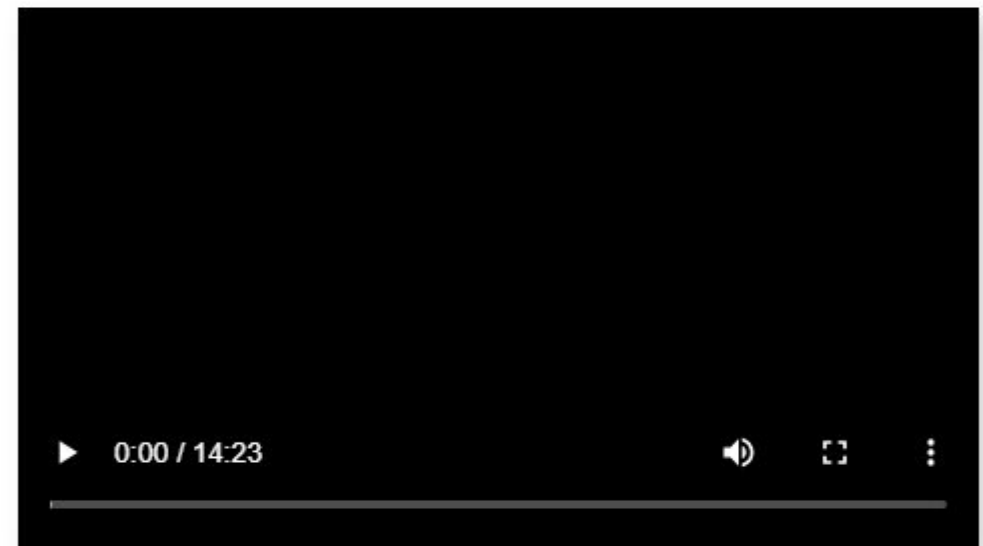
A TRUSTED SUPPORT SYSTEM



2025 Advanced Topics Seminar  
Struggling Through HIMS – Progress Not Perfection

# A LOOK AT HIM S

— ✈ —



# HOW WE CAN HELP

If you are concerned about yourself, a coworker, family or friend, the HIMS program can find you help and support.



## HELP FOR YOU

The first step in getting help is recognizing there is a problem.

[READ MORE](#)



## HELP FOR A COLLEAGUE

Find information for a colleague in need of assistance.

[READ MORE](#)



## FAMILY SUPPORT

You are not alone. Find help and resources here.

[READ MORE](#)



## WARNING SIGNS

Recognize common signs of relapse.

[READ MORE](#)

## ABOUT HIMS

## WHAT IS HIMS?



HIMS is an occupational substance abuse treatment program, specific to pilots, that coordinates the identification, treatment, and return to work process for affected aviators. It is an industry-wide effort in which managers, pilots, healthcare professionals, and the FAA work together to preserve careers and enhance air safety.

[ABOUT](#)[DISEASE MODEL](#)[PROGRAM](#)[RESOURCES](#)[SEMINARS](#)[DUI INFO](#)[GET HELP NOW](#)[Disease Model](#)[Identification](#)[Intervention](#)[Treatment](#)[Continuing Care](#)[Monitoring](#)[Relapse](#)

## THE DISEASE MODEL

The [American Medical Association](#) recognized alcohol dependence in 1956. Alcohol dependence fits the disease model because it is a dysfunctional state with characteristic form.

[ABOUT](#)[DISEASE MODEL](#)[PROGRAM](#)[RESOURCES](#)[SEMINARS](#)[DUI INFO](#)[GET HELP NOW](#)[Program Development](#)[FAA Certification](#)

## PROGRAM DEVELOPMENT

Modern day Employee Assistance services had their origins in Occupational Alcoholism Programs where the core technology focused on management and union confronting resistant employees whose problem behavior was putting the company at risk. The emphasis of the pilot assistance system described in this document is to capitalize on these skills, adapt them to each corporate environment and fastidiously protect them from erosion within the mainstream of America's Employee Assistance Programs. Such internal pilot specific initiatives will significantly impact safety and return on investment.

[ABOUT](#)[DISEASE MODEL](#)[PROGRAM](#)[RESOURCES](#)[SEMINARS](#)[DUI INFO](#)[GET HELP NOW](#)[Documents](#)[Links](#)[Videos](#)[Podcasts](#)

## PROGRAM DEVELOPMENT

Modern day Employee Assistance services had their origins in Occupational Alcoholism Programs where the core technology focused on management and union confronting resistant employees whose problem behavior was putting the company at risk. The emphasis of the pilot assistance system described in this document is to capitalize on these skills, adapt them to each corporate environment and fastidiously protect them from erosion within the mainstream of America's Employee Assistance Programs. Such internal pilot specific initiatives will significantly impact safety and return on investment.



- Upcoming Seminars
- Seminar Recap



# UPCOMING SEMINARS

## HIMS Basic Education Seminar

Join us for our two-and-a-half-day Basic Seminar  
at The Westin, Denver International Airport!

September 9, 2023 -

# DUI/DWI INFORMATION

## REPORTING REQUIREMENTS



There are **two separate reporting requirements** after any drug or alcohol offense. Complying with one does not satisfy the requirement of reporting to the other FAA department.

- You must report within 60 calendar days of any drug-and/or alcohol related conviction or administrative action to the



- [Get Help Now](#)
- [HIMS Chairmen](#)
- [Family Support](#)
- [HIMS AMEs](#)
- [Contact Us](#)

## GET HELP NOW

*THE FIRST STEP IN GETTING HELP IS RECOGNIZING THERE IS A PROBLEM.*

Confidentially discussing your situation with a knowledgeable person is a great way to get started. This discussion will help you clearly define the issues and the available options.

There are several confidential resources available to assist you:

[ABOUT](#)[DISEASE MODEL](#)[PROGRAM](#)[RESOURCES](#)[SEMINARS](#)[DUI INFO](#)[GET HELP NOW](#)

## HIMS CHAIRMEN



Please contact your Union HIMS Chair or Vice Chair to get started.



CHM JOE RIEHL

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joeriehl63@gmail.com



CHM SIMON NICHOLSON

+64 21747300

hims.simon@gmail.com



CHM RYAN JOSEPH

(310) 489-5600

rjoseph@apa2118.org



CHM RUBEN VAZQUEZ

(407) 375-9396

jetrube@gmail.com

## CONTACT US



### SEMINAR INFORMATION

[HIMS@aviationmedicine.com](mailto:HIMS@aviationmedicine.com)

### PRESS/PUBLIC STATEMENTS

[media@alpa.org](mailto:media@alpa.org)

### PILOTS/AIRLINE MGMT/GENERAL HIMS INFO

ALPA HIMS Chairman Craig Ohmsieder

[craig.ohmsieder@alpa.org](mailto:craig.ohmsieder@alpa.org)

770-519-5407

ALPA HIMS Vice Chair Billy Petersen

[william.petersen@alpa.org](mailto:william.petersen@alpa.org)

516-818-8495

### HIMS AME/IMS

Marilyn Campbell or Dr. Penny Giovanetti

[marilyn.c.campbell@faa.gov](mailto:marilyn.c.campbell@faa.gov)

202-267-8035

### PSYCHIATRISTS

Dr. Chesanow



# OUR PODCASTS



## CHARLES



HIMSPROGRAM'S PODCAST

Charles



30↶

00:00:00

↷30



## JEFF



HIMSPROGRAM'S PODCAST

Jeff



30↶

00:00:00

↷30



## DR. BERRY & DR. GIOVANETTI



HIMSPROGRAM'S PODCAST

The FAA - Dr. Berry & Dr. Giovanetti



30↶

00:00:00

↷30



## SHERRY



HIMSPROGRAM'S PODCAST

Sherry



30↶

00:00:00

↷30



## Scene 2 – Guidance from Your Union

- Are you Fit to Fly?
- Reporting Obligations
  - Motor Vehicle Action – FAR 61.15
  - Company Reporting requirement
  - Arrests, Admin Actions on MedXPress
- Traveling to Canada
- Enforcement Action Risk?
  - 2 motor vehicle actions within 3 years



# Scene 3 – Do I Really Have A Problem?

- A Real-time glimpse into what an assessment is like



# Scene 4 – What is Treatment and Why Do I Need It?

- Education Process
- Consider Co-Morbidities
- Individual and Group Sessions
- AA / Birds of A Feather
- Family Therapy
- ? Cognitive Testing Baseline
- Discharge Planning → Aftercare, Counseling
- Relapse Prevention Retreats



# Scene 5 – Family Weekend – Where is Everyone?

- Family Disease
  - Co-Dependencies
  - Learned Protective Behaviors
  - Resentments All Around
  - Return Home – Family Still Traumatized
  - Recovery Obligations / Time Commitments
- Family Handbook
- Building Volunteer Network



# BOAF AI Annon Meeting

"This AI-Anon meeting of the Birds Of A Feather (BOAF) has been established to address the special needs of family members of pilots, and aircrew members, whose lives have been affected by alcoholism.

BOAF AI-Anon is also valuable to help our sober pilot members who are parents of alcoholics or are adult children of alcoholics"

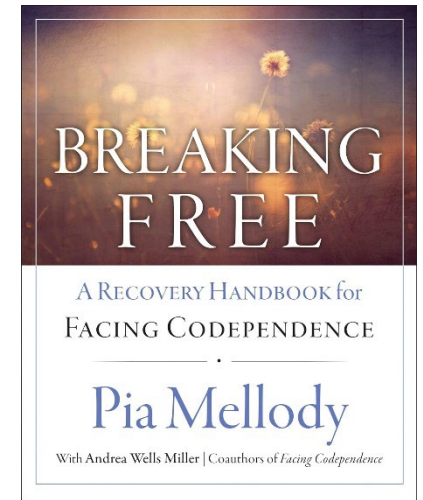
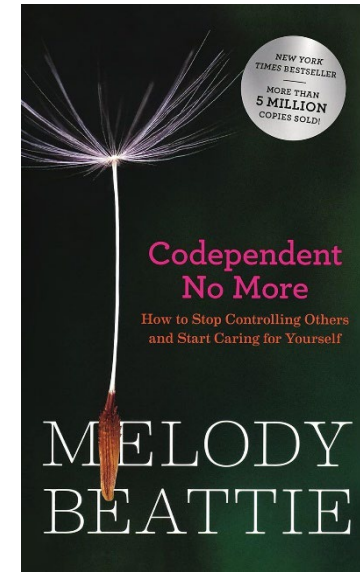
Join Zoom Meeting – Fridays at 10:00 AM CT

<https://us02web.zoom.us/j/83758671792>

Meeting ID: 837 5867 1792	14086380968,,83758671792# US (San Jose)
Passcode: Birds	++16694449171,,83758671792# US

# Family Reading / Activities For Recovery

- Melody Beattie / Pia Melody
  - Co-Dependent No More
  - Breaking Free
- Returning from Treatment
  - New Way of Living
  - Meetings & Sponsor
  - Doesn't Negate Years of Coping
- 12 Step Support Groups for Families
  - Al Anon / Ala Teen / Ala Tot



[www.al-anon.org](http://www.al-anon.org)

# Scene 6 – Discharge Planning – I’m Cured and Want to Fly!

- Recovery
- Home Group & Sponsor
- Aftercare & Counseling – Insurance Coverage
- Airline
- HIMS Meeting Requirements
- Return to Work Contracts / Disability
- HIMS AME
- FAA Records (to PNP also)
- Testing – by HIMS AME or TPA
- Meetings & Releases
- DOT – SAP Eval and Testing



# Discharge Planning

I – Begins upon admission

II – Discharge level of care recommendation

III – Aftercare – In person vs virtual

IV – IOP vs direct aftercare admit

# Contact Information

Barbara D. Woods, LCSW, ACSW, SAP-Qualified

[Barbara@barbarawoodsandassociates.com](mailto:Barbara@barbarawoodsandassociates.com)

972-467-7993



**This Networking Break is Sponsored by:**



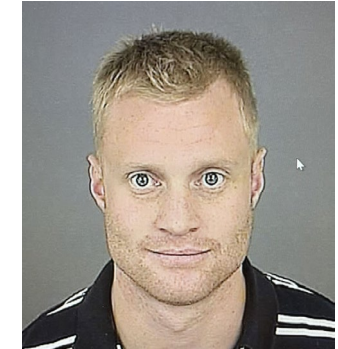
**Next Session to Begin at 11:20AM**



# Act # 2 - Let's Knock This Out!

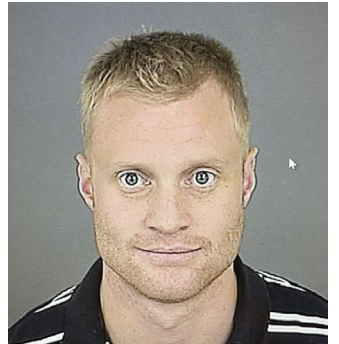


- Starring – Craig Ohmsieder
- Co-Starring -
  - Cpt. Billy Petersen
  - Cpt. Tim Markley
  - Cpt. Troy DeJean
  - Dr. Bob Gordon
  - Dr. Paul Sargent
  - Dr. Dan DaSilva



# Scene 7 – Always Watching – Peer/Company Monitors & Meetings

- Attendance Expectations & Status
- Group vs Individual Meetings
- On-Duty vs. Off-Duty
- Positive Space?
- Feedback from HIMS Comm and Other Participants
- Reports to AME / IMS
- Personal Insight – Quality of Recovery
- Not a Medical Diagnosis / Assessment
- Monthly!!!



# Scene 8 – I Like My Old AME Better

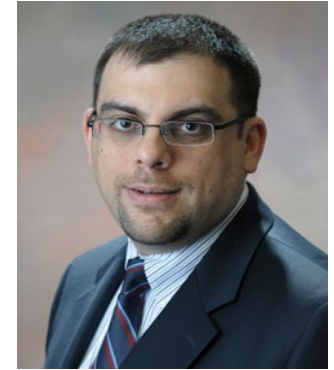
- Let's get to know each other, follow up with me, HIMS AME, monthly until your FAA package is sent in, then quarterly.
- Determine when ready for P & P
- 90 AA meetings in 90 days.
- Set up random drug/alcohol testing
- Go to Group Aftercare weekly
- See Chief/Peer pilot monthly



# Scene 9 – Am I Smarter Than a 5<sup>th</sup> Grader?

## The Neuropsychological Evaluation

- What is Tested?
  - Aeromedically Relevant Neurocognitive Function
  - Review of Systems, Education, Family, Jobs, etc.
  - Personality Profile
  - Substance Use Indices
- Results to HIMS Psychiatrist & AME
- Prep for Testing – Do's & Don'ts
- Impressions – NOT Final Determination
- FAA Neuropsychologist Final Determination



# Scene 10 – Where's The Couch? The Psychiatric Evaluation

- Quality of Recovery Program & Risk of Relapse
- Review ALL Records  
Treatment, Testing, Aftercare, NP, Legal,  
HIMS Comm
- Dual Diagnosis ?
- Diagnostic Impression & FAA Part 67 Criteria
- Recommendations for Monitoring  
& Ongoing Treatment





## Lunch is Sponsored by:



**Next session to begin at 1:00 PM**



# CME Test Background

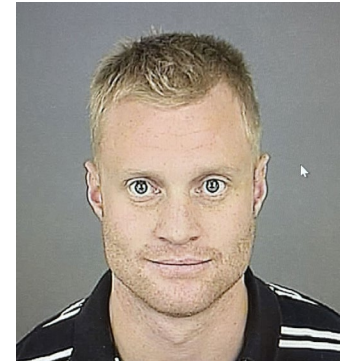
Christi Risley

FAA Aerospace Medical Education Division



# Act # 3 - Houston We Have A Problem!

- Starring – Craig Ohmsieder
- Co-Starring -
  - Cpt. Billy Petersen
  - Cpt. Tim Markley
  - Cpt. Troy DeJean
  - Dr. Bob Gordon
  - Dana Archibald



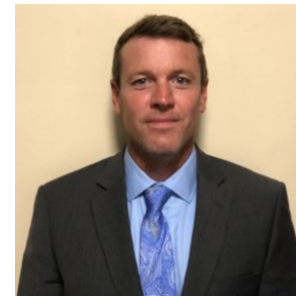
# Scene 11 – The HIMS Team Meets

- “the meeting after the meeting”
- usually done when the team has valid concerns
- discuss observations as a team
- come up with a plan of action; phone call reach out? Intervention?



# Scene 12 – Time to Intervene

- In person is always preferred
- decide ahead of time who who'll be “good cop/bad cop”
- use factual observations and statement, avoid hurt feelings and personalities
- have pilot explain themselves and their perspective
- discuss options with pilot, follow through with outcomes



# Scene 13 – Where Do I Go From Here? Also, I'm Out of Money – The Gift of the Aviation Family Fund

- Financial hardships pilot face
- How to apply – what is covered
- How to donate, contribute, services in kind – tax deductible 501.c.3
- <https://www.aviationfamilyfund.org/>



MENTALLY SHATTERED?  
REACHED YOUR LAST HOPE?  
FEEL AS IF YOUR WINGS HAVE BEEN CLIPPED?  
LET US HELP YOU SOAR AGAIN,  
ONE DAY AT A TIME...



# Aviation Family Fund



Helping aviators with supplemental funding and in-kind donations throughout the recovery process.

Dana C. Archibald

2025 Advanced Topics Seminar

Struggling Through HIMS – Progress Not Perfection

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The Seelbach Hotel – Louisville, KY

HIMS

# How Does One Donate?



Monthly, through your bank's bill pay

Text: AFFHOPE to 44321

Personal or business check mailed to the address on website



Apply via website: [www.aviationfamilyfund.org](http://www.aviationfamilyfund.org)

# In-Kind Donations



Providers may offer discounted fees off of standard charges for evaluations and services; tax deductible receipts are sent for all donations and in-kind donations

Providers may limit the number of discounted cases, or receive referrals, or continue to receive referrals (for existing providers).

For documentation purposes, we can provide our tax ID number. This can be for P&P, HIMS, after care, AME, etc.

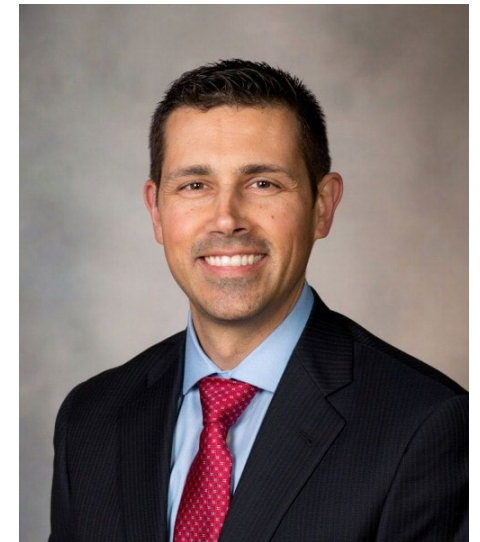
# Act # 4 - I Finally Got It!

- Starring – Craig Ohmsieder
- Co-Starring -
  - Dr. Daniel Danczyk
  - Dr. Joyce Fowler
  - Dr. Matt Dumstorf
  - Dr. Bob Gordon

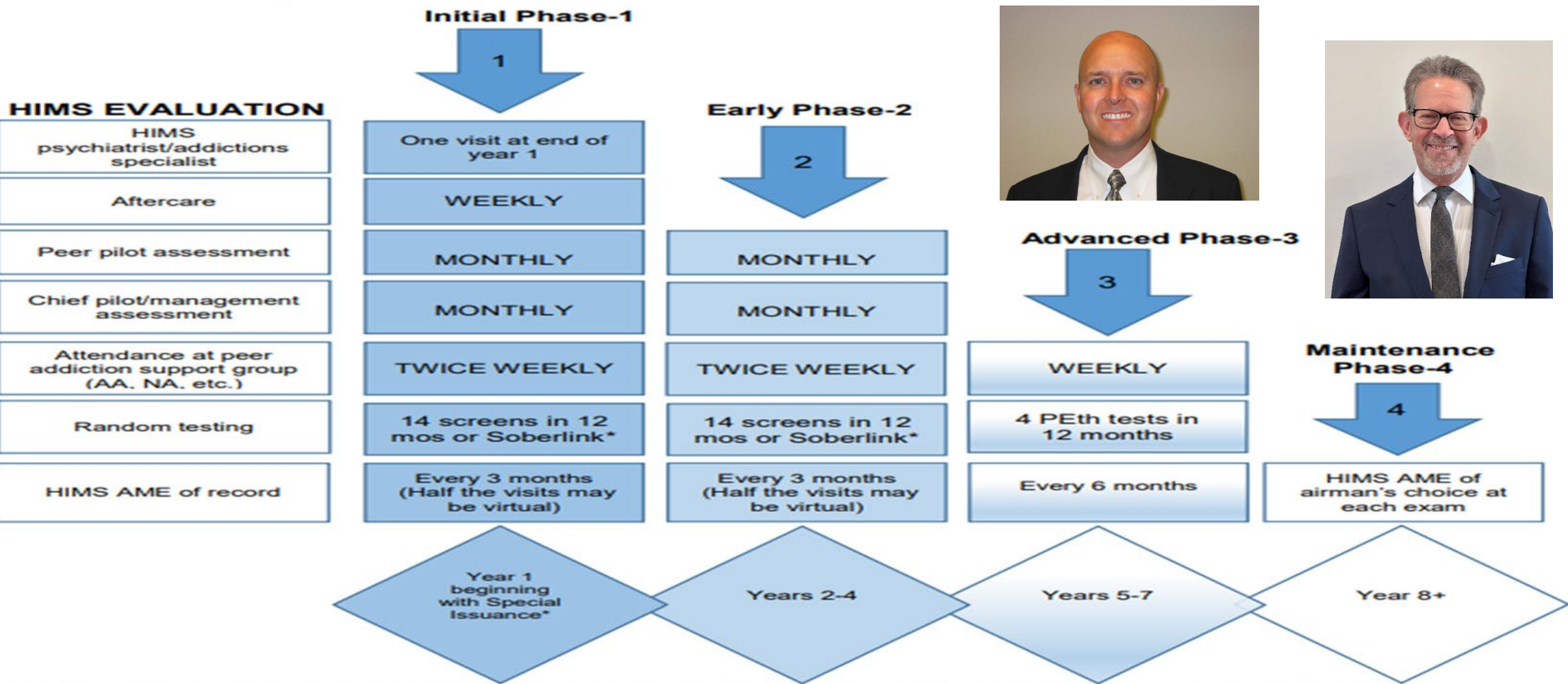


# Scene 14 – We're From the FAA and We Are Here to Help

- Review Psychiatry and Neuropsychology
- Recommendation to FAS
- Denials to Airman with Reconsideration Recommendations
- Favorable Determination to AMCD for SIA Letter
- Delays
  - Incomplete Records,
  - Missing Datasheets
  - Not using FAR criteria
  - Physical Exam Not Current



# Scene 15 – Am I in This For Life?



Soberlink or similar portable, alcohol breath-monitoring system that has facial recognition and cellular transmission technology.

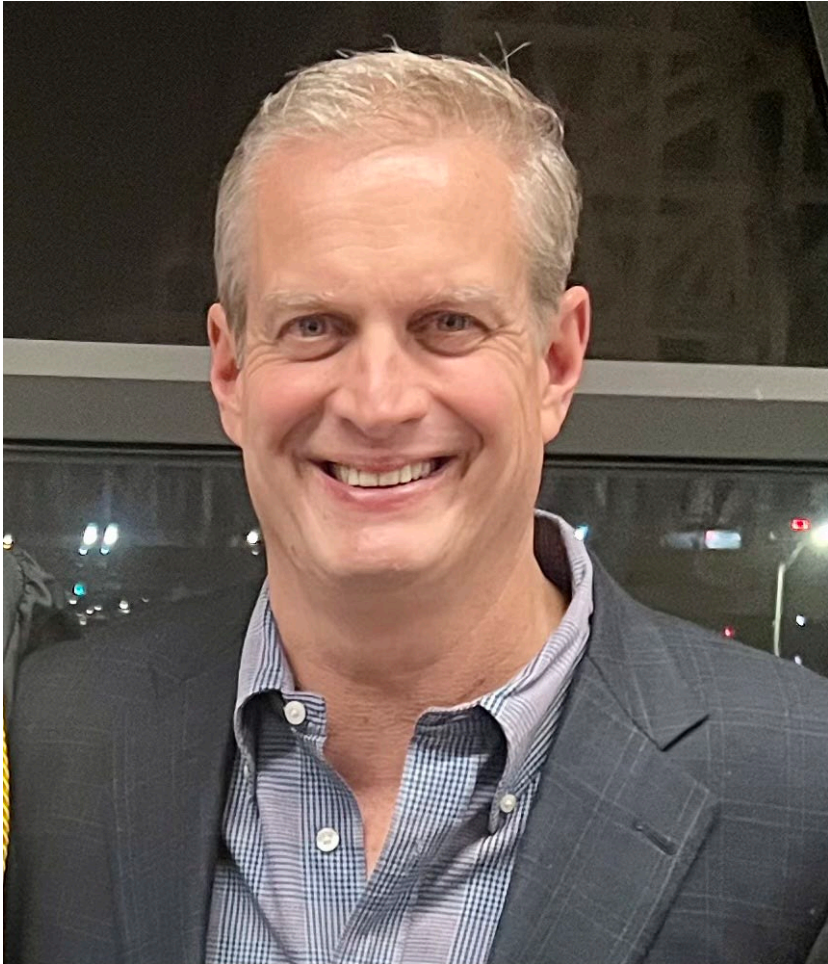
## Scene 16 – Chocks Never In – A Pilot's Reflection on the HIMS Journey

- Dishonesty is at the core of almost every alcoholic
- There is a way out if we have the capacity to be honest
- Progress not Perfection
- Sometimes Relapse is necessary
- When you finally "Get It", life is amazing



# UPS SPEAKER: Billy MacDonald





Capt “Billy Mac” MacDonald

Alcoholic

UPS Instructor of Year

All-Round Good Guy

PROGRAM

PROCESS

PEOPLE

PROMISES



# Breakout Sessions

Group 1 - Pilots - Medallion ABC

Group 2 - AME's - Green

Group 3 - Psychiatrists (Psychiatrists Only) – Medallion F

Group 4 – Neuropsychologists (Psychologists Only) – Walnut

Group 5 – Family Support – Medallion E



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**This Networking Break is Sponsored by:**



**Breakout Sessions to Begin at 3:00PM**



# This Concludes Day One!

**Reminders for the Evening:  
UPS Tour**



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# Welcome to Day 2!



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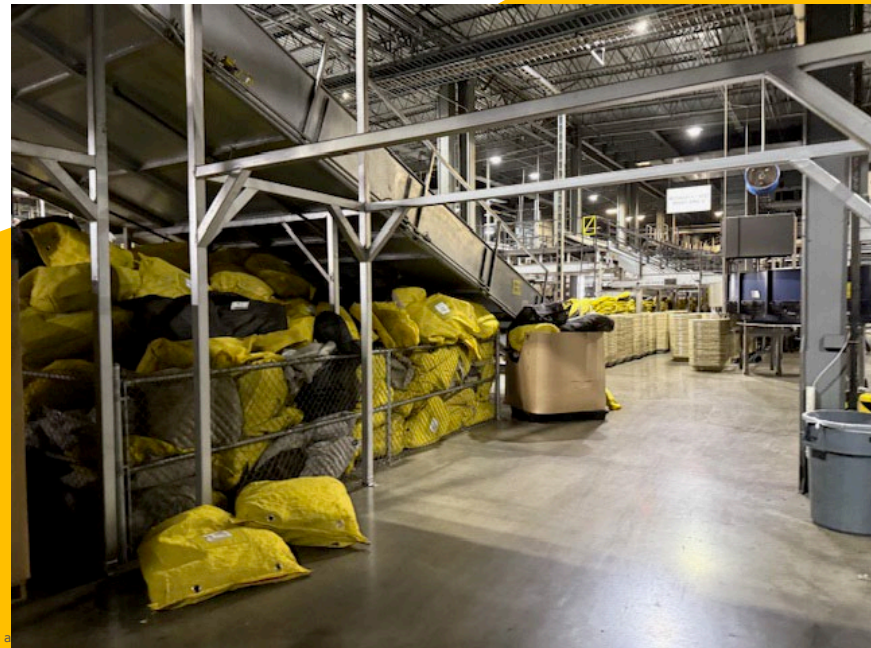
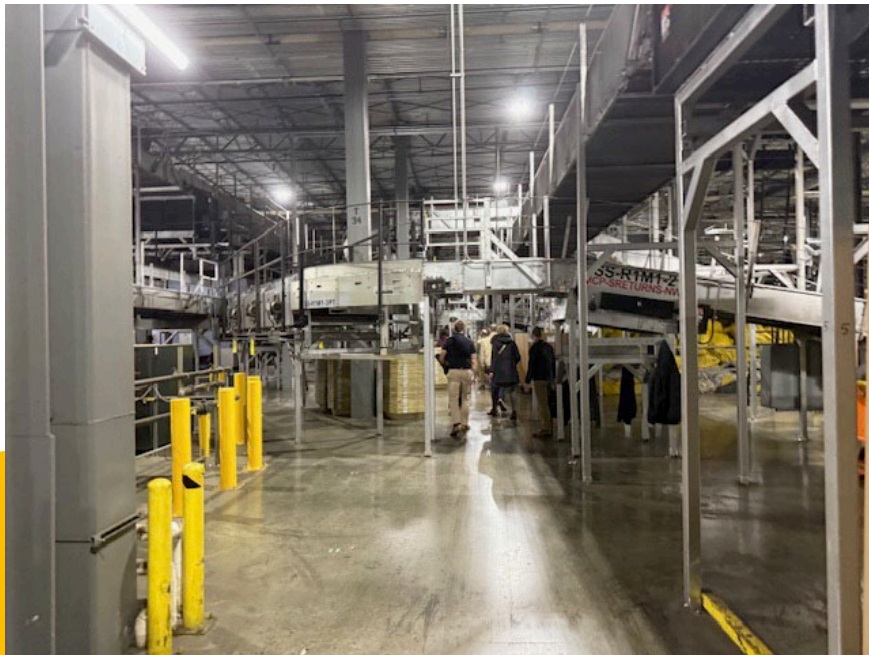
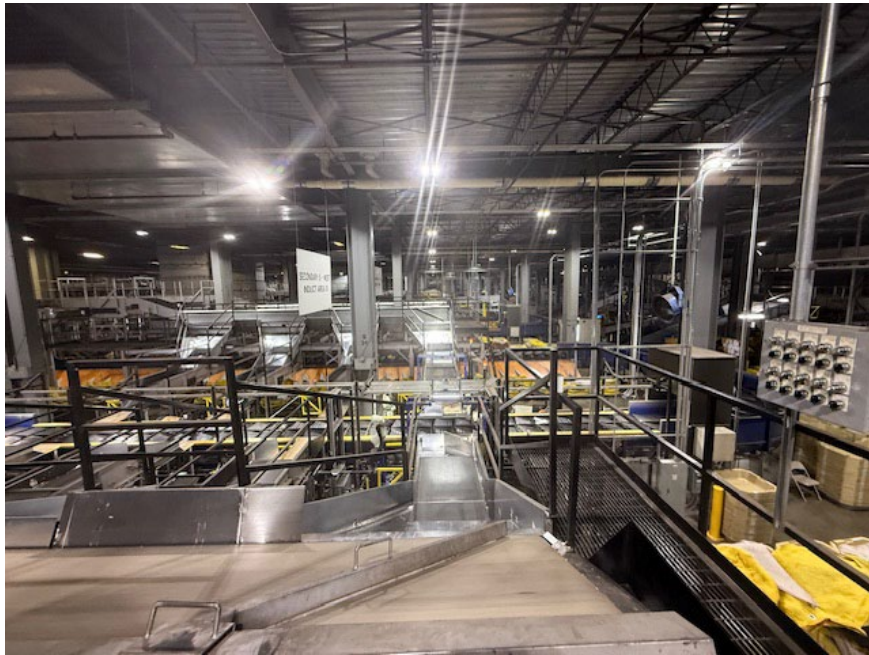
The Seelbach Hotel – Louisville, KY



# UPS SPEAKER: Ardy Holloway

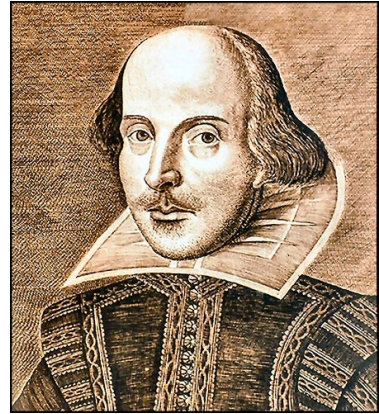
# UPS Tour!





# “Hamlet Does HIMS” CPT Dave “Shakespeare” Fielding

To drink, or not to drink? That is the question  
Whether 'tis nobler in the mind to suffer the slings and arrows of  
outrageous sobriety  
Or to take arms against the tyranny of HIMS monitoring  
And with a gin and tonic, end it.  
To drink. To suffer. No more  
And with this soothing brew to say we end the heartache and  
thousand natural shocks  
That Recovery brings. 'Tis a consummation devoutly to be  
wished.



"The Shakespeare, High Street, Lincoln" by Lincolnian (Brian) is licensed under [CC BY-SA 2.0](#)  
[www.flickr.com/photos/79727841@N00/304477845](http://www.flickr.com/photos/79727841@N00/304477845)

# “Hamlet Does HIMS” CPT Dave “Shakespeare” Fielding

To drink. Relapse. To fly no more

Ay, there’s the rub.

For in that beautiful, alcoholic haze, no Special Issuance will come.

And when we look back on our lives, gaze up into the skies

We will never fly in again. When we have shuffled off this mortal coil

As a drunk former pilot – that makes calamity of so long life.

To drink. Relapse. To fly no more.

Ay – there’s the rub.



Istock: Knape Stock photo ID:187040044  
[www.istockphoto.com/photo/golden-skull-gm187040044-27987600](https://www.istockphoto.com/photo/golden-skull-gm187040044-27987600)

# Best Practices

**Pilots** – CPT. Craig Ohmsieder

**AMEs** – Dr. Bob Gordon

**Psychiatrists** – Dr. Paul Sargent

**Neuropsychologists** – Dr. Dan DaSilva

**Family Support** – Kim Schroeder



# FAA Audience Q&A

- Identify Yourself and Your Profession
  - Limit Question to 30 seconds
- 
- HIMS Basic Education Seminar 2025
    - Westin Hotel Denver International Airport
    - September 15-17, 2025 - Registration Opens in July



# CME Test Instructions – Christi Risley - FAA

## CME Test Login Information

Follow the below prompts:

Link: <https://deliver.courseavenue.com/login/cami>

**View my catalog**

**Distance Learning Courses**

**HIMS Advanced Seminar Final Exam**

**Enroll**

**Launch**



**HIMS**

**This Networking Break is Sponsored by:**



**Next Session to Begin at 11:15AM**

# HIMS Family Support Volunteers

- Family Support Handbook
- Update brochure and Family Support Volunteer contact info on HIMS site
- Teaching Modules/ Videos
- Recruiting more Family Support Volunteers

# All Speaker Q&A



# Conclusion

- Actors (True Professionals)
- FAA
- International Attendees
- Cvent and Hotel Staffs
- HIMS Team
- Critiques
- CME
- HIMS Basic Education Seminar 2025
  - Westin Hotel Denver International Airport
  - September 15-17, 2025 - Registration Opens in July





# THANK YOU

for being a part of the 2025 HIMS Advanced Topics Seminar!

We appreciate your participation and insights. Before you go, please take a moment to complete the Post-Seminar Survey, your feedback helps us improve and make future events even better!

**HIMS**

# Questions??

Capt. Craig Ohmsieder  
ALPA Int'l HIMS Chairman  
[craig.ohmseider@alpa.org](mailto:craig.ohmseider@alpa.org)  
(770) 519-5407

Capt. Billy Petersen  
ALPA Int'l HIMS Vice Chairman  
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(516) 818-8495

Dr. Quay Snyder  
ALPA Aeromedical HIMS Program Manager  
[HIMS@aviationmedicine.com](mailto:HIMS@aviationmedicine.com)  
(303) 341-4435 (AMAS)



[www.himsprogram.com](http://www.himsprogram.com)