

WEBVTT

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00:00:00.065 --> 00:00:02.365

So we've heard a lot today already about, um,

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00:00:03.625 --> 00:00:04.805

you know, trying to be safe.

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00:00:04.915 --> 00:00:07.645

What are we gonna do, uh, to keep things going?

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00:00:07.905 --> 00:00:11.405

Uh, production flight, test development, flight test, UAS,

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00:00:12.145 --> 00:00:14.285

uh, fix the airplane, keep it from getting broken,

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00:00:14.625 --> 00:00:15.725

fix it afterwards, right?

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00:00:15.925 --> 00:00:18.365

Squawks, improvement of systems. Some really great stuff.

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00:00:18.545 --> 00:00:22.605

But what about, what about us? What about the people?

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00:00:22.795 --> 00:00:24.925

What about our minds and our mental health

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00:00:25.655 --> 00:00:26.925

after something goes on?

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00:00:26.945 --> 00:00:30.125

And one lady earlier this year at an SETP presentation

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00:00:30.125 --> 00:00:32.405

of this said, what about the UAS?

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00:00:32.625 --> 00:00:33.725

And I said, that's a good point.

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00:00:33.985 --> 00:00:38.565

And when I asked about it, um, actually, we've seen people

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00:00:38.565 --> 00:00:41.565

with UASs have similar traumatic responses

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00:00:41.565 --> 00:00:44.285

because even though nobody's inside of them,

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00:00:44.285 --> 00:00:45.965

they're engineers, they're mechanics

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00:00:45.965 --> 00:00:47.365

and technicians that build them.

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00:00:47.935 --> 00:00:49.885

Those are, those are our babies, right?

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00:00:49.935 --> 00:00:51.645

Those are our things. And when they crash

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00:00:51.705 --> 00:00:53.805

or something happens to 'em, what do we do?

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00:00:53.805 --> 00:00:55.645

We take it personally and we should.

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00:00:56.685 --> 00:00:57.845

'cause those are the things we make.

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00:00:58.025 --> 00:01:00.765

So today I'm gonna, we'll talk about our, our, uh,

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00:01:00.925 --> 00:01:03.365

SERP program that we've had going for a number of years.

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00:01:03.375 --> 00:01:04.405

We've been organizing it.

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00:01:04.405 --> 00:01:05.685

And for you young people out there,

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00:01:05.715 --> 00:01:08.165

that is not the original Apollo 13 crew.

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00:01:08.865 --> 00:01:10.685

Uh, those were the actors from the show.

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00:01:10.945 --> 00:01:14.645

Uh, uh, Kevin Bacon, Tom Hanks, um,

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00:01:15.225 --> 00:01:16.525

and the gentleman from Fort Worth,

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00:01:16.525 --> 00:01:18.005

who I should remember his name, but I don't.

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00:01:18.105 --> 00:01:20.245

But, uh, Apollo 13, as you remember,

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00:01:20.305 --> 00:01:21.965

had a very traumatic experience

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00:01:22.705 --> 00:01:24.325

and they came back and survived.

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00:01:24.545 --> 00:01:26.965

But, uh, that was quite something.

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00:01:27.165 --> 00:01:28.805

'cause they almost perished out there in space.

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00:01:29.265 --> 00:01:31.685

So, I wanna talk a little bit more today about the mental

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00:01:31.685 --> 00:01:33.245

health and supporting our folks.

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00:01:41.575 --> 00:01:45.315

So ERP is, ERP is a peer support program.

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00:01:45.775 --> 00:01:48.555

And like one of the young ladies here from Leonardo,

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00:01:48.555 --> 00:01:51.305

we were just talking about doing things.

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00:01:51.605 --> 00:01:55.065

Um, this is just, uh, the peer support level.

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00:01:55.065 --> 00:01:57.905

There are much deeper levels with psychologists

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00:01:57.925 --> 00:01:59.945

and support teams and medical professionals

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00:02:00.495 --> 00:02:01.745

that are out there, obviously.

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00:02:01.765 --> 00:02:04.785

But this at least helps for a good majority of things

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00:02:04.785 --> 00:02:06.785

that go on when we see some trauma

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00:02:07.365 --> 00:02:08.825

as the airline pilots have found.

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00:02:09.325 --> 00:02:13.385

And also, uh, it helps identify things deeper.

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00:02:13.845 --> 00:02:15.105

Uh, if you do have something

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00:02:15.185 --> 00:02:16.625

and need some more professional help,

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00:02:17.085 --> 00:02:18.545

we don't call ourselves counselors.

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00:02:18.545 --> 00:02:20.145

We're just peers. We're your bubbas.

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00:02:20.165 --> 00:02:22.105

We are just like you guys test pilots,

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00:02:22.105 --> 00:02:25.985

flight test engineers, but as a program set up so that

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00:02:26.605 --> 00:02:27.705

if you can talk about it

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00:02:27.705 --> 00:02:29.585

and process it, what the airline pilots

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00:02:29.585 --> 00:02:33.385

and other people have found is, you know, 90 to 95 to 99%

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00:02:33.645 --> 00:02:36.305

of the things we go through, if we talk about it

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00:02:36.305 --> 00:02:39.785

and process it, we can process it on our own.

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00:02:39.805 --> 00:02:42.025

We don't need to go deeper with more doctors and things

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00:02:42.245 --> 00:02:45.425

unless you let it go for months and years and years,

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00:02:46.445 --> 00:02:47.945

and you just keep it and hold it

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00:02:47.945 --> 00:02:49.105

because, you know, we're all tough.

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00:02:49.105 --> 00:02:50.225

We're not gonna talk about it.

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00:02:50.255 --> 00:02:52.865

Just, you know, come on, come on, buttercup, suck it up.

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00:02:52.865 --> 00:02:55.145

You can go. And, you know, it's funny,

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00:02:55.185 --> 00:02:56.305

a lot of aviators are like that.



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00:02:56.305 --> 00:02:57.345

And I think a lot of military

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00:02:57.405 --> 00:02:58.665

and test pilots are like that,

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00:02:58.665 --> 00:02:59.680

you know, know I've been through a lot.

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00:02:59.680 --> 00:03:02.325

I've seen a lot. Yeah. And most people can handle it.

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00:03:03.025 --> 00:03:06.085

But also, um, what if you can't?

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00:03:06.085 --> 00:03:08.845

And also, what about your engineers who aren't in

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00:03:09.465 --> 00:03:11.645

the airplane all the time or in a control room,

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00:03:11.785 --> 00:03:14.125

or they're in an airplane for the first time doing testing

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00:03:14.145 --> 00:03:16.205

and they're seeing things that can be

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00:03:16.205 --> 00:03:17.805

very traumatic in what you do.

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00:03:17.905 --> 00:03:20.845

So the intent of this is to help you process it with peers

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00:03:21.705 --> 00:03:24.725

so that, uh, it doesn't become more serious as you go along.

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00:03:24.945 --> 00:03:27.125

And also, the things that we do are confidential.

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00:03:27.185 --> 00:03:29.245

And the training that we do, the three day training program,

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00:03:30.185 --> 00:03:31.965

uh, that Stew and Textron does every year.

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00:03:31.965 --> 00:03:34.725

Now, uh, you learn that when you talk to people about it,

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00:03:34.825 --> 00:03:36.125

you keep it confidential.

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00:03:36.545 --> 00:03:38.845

Um, you don't have to talk to everybody about it.

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00:03:39.345 --> 00:03:41.765

So when did this start? Um, many years ago,

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00:03:42.545 --> 00:03:44.205

the firefighters first responders

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00:03:44.205 --> 00:03:45.685

and folks started using this.

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00:03:46.465 --> 00:03:48.885

And the police, uh, emergency room people.

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00:03:48.945 --> 00:03:51.325

So some of you may be old enough to remember, 1994,

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00:03:51.345 --> 00:03:53.765

the Aloha Airlines flight were appealed back due

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00:03:53.765 --> 00:03:55.765

to structural fatigue on a 7 37.

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00:03:56.545 --> 00:03:58.245

And believe it or not, Mimi Tompkins,

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00:03:58.245 --> 00:04:00.485

who was in the right seat as a first officer, uh,

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00:04:00.545 --> 00:04:02.365

and her pilot got this on the ground.

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00:04:02.905 --> 00:04:04.085

The airplane stayed together.

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00:04:04.405 --> 00:04:07.285

Miraculously, uh, they lost a flight attendant.

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00:04:07.285 --> 00:04:08.485

There was blood, a lot of damage.

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00:04:09.265 --> 00:04:10.845

Uh, so it was very traumatic.

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00:04:12.115 --> 00:04:15.095

So supposedly, uh, uh, Lou talks about it in her thing.

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00:04:15.095 --> 00:04:17.655

There's actually a picture of Mimi at the door waving the

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00:04:17.655 --> 00:04:19.175

first responders in after they land.

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00:04:19.235 --> 00:04:20.775

Oh my gosh. We made it, we're on the ground.

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00:04:21.675 --> 00:04:25.295

And all the first responders all stayed out on the perimeter

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00:04:25.295 --> 00:04:26.735

and they wouldn't come in staring at her,

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00:04:26.825 --> 00:04:28.295

which was very traumatic for her.

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00:04:29.075 --> 00:04:32.335

So there they are, but they're not coming to help.

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00:04:32.355 --> 00:04:33.735

What's wrong? Well,

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00:04:33.735 --> 00:04:36.575

the tower told the first all the emergency vehicles not

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00:04:36.575 --> 00:04:37.935

to go in 'cause a bomb had gone off

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00:04:38.035 --> 00:04:40.735

and there may be more bombs, which was completely wrong.

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00:04:40.795 --> 00:04:42.695

It was just a structural fatigue problem.

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00:04:44.475 --> 00:04:48.495

So Mimi, um, gets through it, thinks, well,

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00:04:48.495 --> 00:04:49.615

I'm okay, I survived.

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00:04:50.675 --> 00:04:53.975

And she lives, uh, on, uh, the islands there in Hawaii

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00:04:53.995 --> 00:04:55.575

for Aloha, flying for Aloha.

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00:04:56.745 --> 00:04:59.165

And, uh, a few months later, several months later,

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00:04:59.465 --> 00:05:00.685

she buys a motorcycle

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00:05:00.745 --> 00:05:02.365

and starts racing around the islands

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00:05:02.365 --> 00:05:05.475

around hundred miles an hour and eventually starts

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00:05:05.475 --> 00:05:06.675

thinking, what am I doing?

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00:05:06.975 --> 00:05:09.395

You know, and she's kind of has that survival

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00:05:10.165 --> 00:05:12.475

guilt complex going, why did I make it?

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00:05:12.735 --> 00:05:13.795

You know, our flight attendant

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00:05:13.795 --> 00:05:15.675

didn't, all this had happened.

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00:05:15.675 --> 00:05:17.835

And she started, you know, thinking, what is wrong with me?

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00:05:17.895 --> 00:05:20.395

So she went and talked to her, you know, friends

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00:05:20.415 --> 00:05:22.315

who were police officers, first responders,

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00:05:22.315 --> 00:05:23.435

and asked 'em them about it.

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00:05:24.615 --> 00:05:27.915

And they said, yeah, you know, you're kind of having kind

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00:05:27.915 --> 00:05:29.755

of PTSD maybe not that serious.

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00:05:30.615 --> 00:05:32.635

That's something that develops a little more seriously

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00:05:32.635 --> 00:05:34.315

later, but you're still going through it

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00:05:34.315 --> 00:05:35.355

and you just don't realize it.

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00:05:36.635 --> 00:05:38.855

So she talked to 'em about their program that they did,

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00:05:38.855 --> 00:05:41.535

and they'd set up and realized that, wow,

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00:05:41.535 --> 00:05:42.775

we don't have that in the airlines at all.

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00:05:42.775 --> 00:05:44.815

We don't have any kind of program like that

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00:05:44.835 --> 00:05:46.055

for peers to just talk.

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00:05:46.915 --> 00:05:48.935

So Mimi in, in 95, 96,

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00:05:48.935 --> 00:05:50.415

started setting it up with the airlines.

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00:05:50.435 --> 00:05:52.455

And now a lot of the major, most

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00:05:52.455 --> 00:05:54.575

of the major airlines in the world have a peer support

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00:05:54.575 --> 00:05:56.415

program that they use out there.

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00:05:57.345 --> 00:05:59.365

And it works really well, um,

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00:05:59.665 --> 00:06:01.125

in going through and doing that.

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00:06:01.125 --> 00:06:02.765

So Mimi helped set that up initially.

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00:06:04.465 --> 00:06:09.245

So from the flight test side, uh, about 20 2010, uh,

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00:06:09.485 --> 00:06:10.885

SETP set up a partners committee.

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00:06:11.265 --> 00:06:13.845

So our current, uh, before that though, our chairman, uh,

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00:06:13.845 --> 00:06:16.805

within SETP for your test pilots is Billy Flynn.

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00:06:17.175 --> 00:06:19.445

Billy got this started around this time working on these

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00:06:19.685 --> 00:06:23.205

handbooks, uh, Lori s at SETP,

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00:06:23.225 --> 00:06:25.605

the executive director is, uh, the contact.

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00:06:25.825 --> 00:06:28.045

And our committee members are myself, Lisa Brown

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00:06:28.045 --> 00:06:29.805

and Catherine Benjamin, who are spouses

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00:06:29.805 --> 00:06:30.845

of test pilots, of course.

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00:06:32.025 --> 00:06:35.605

And they've got this established, uh, a partner's handbook.

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00:06:35.605 --> 00:06:38.525

What happens, you know, plan ahead if your partner happens

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00:06:38.625 --> 00:06:40.885

to perish in a crash doing test flying.

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00:06:41.425 --> 00:06:43.845

So they did a lot of initial planning documents

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00:06:43.845 --> 00:06:45.485

and things like that that are on the website

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00:06:45.485 --> 00:06:46.605

for SETP down there.

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00:06:47.225 --> 00:06:49.125

Um, so that's good to have good to plan,

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00:06:49.515 --> 00:06:51.445

make sure you have things up to date, will

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00:06:51.515 --> 00:06:53.205

what you're gonna, what you need

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00:06:53.205 --> 00:06:54.245

to have happen, and so forth.

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00:06:54.785 --> 00:06:56.685

And they set up their committee in 2013.

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00:06:56.915 --> 00:06:59.125

Last year we stood up our CERP committee within the site

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00:06:59.125 --> 00:07:00.165

of flight test engineers.

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00:07:00.785 --> 00:07:01.965

So I'm chairman of that committee.

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00:07:01.975 --> 00:07:04.645

Billy is the chair of the SETP committee.

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00:07:05.425 --> 00:07:07.805

And there's a lot of good stuff on the SETP website

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00:07:07.905 --> 00:07:09.445

for planning and other information.

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00:07:10.065 --> 00:07:14.005

So all that is goodness for planning in case of an accident

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00:07:14.025 --> 00:07:15.925

or things like that, or something happens to you.

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00:07:16.345 --> 00:07:18.845

But beyond that, in the last few years we've talked about,

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00:07:18.955 --> 00:07:21.165

well, yeah, but what about all these other smaller things

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00:07:21.165 --> 00:07:22.405

that happen and that go on.

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00:07:30.375 --> 00:07:34.545

So peer to peer, when we just talk to people

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00:07:34.545 --> 00:07:37.385

amongst ourselves, I added the medical on there.

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00:07:37.525 --> 00:07:39.225

Lou has the, we don't like to talk to doctors.

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00:07:39.225 --> 00:07:41.945

Hopefully you like to talk to your PhDs in engineering

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00:07:41.945 --> 00:07:44.785

and so forth out there, but you never know.

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00:07:45.605 --> 00:07:47.305

Um, we don't like to talk.

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00:07:47.765 --> 00:07:50.345

We have, we talk about it in SERP training and so forth.

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00:07:50.845 --> 00:07:53.185

Uh, if something happened

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00:07:53.185 --> 00:07:56.705

and somebody says, oh yeah, um, I'm a doctor,

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00:07:56.965 --> 00:07:58.025

or what we run into,

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00:07:58.165 --> 00:08:00.425

I'm from the HR department, how are you doing?

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00:08:00.425 --> 00:08:01.425

We understand something happened.

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00:08:01.425 --> 00:08:03.745

What are you gonna tell 'em? Oh, I'm fine.

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00:08:04.325 --> 00:08:05.945

I'm perfectly fine. Nothing wrong with me.

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00:08:06.025 --> 00:08:07.865

I want to keep flying. I want to keep doing my job.

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00:08:08.045 --> 00:08:09.505

You don't have to put me on medical leave

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00:08:09.505 --> 00:08:10.945

or write me up, or whatever.

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00:08:11.445 --> 00:08:13.305

And what happens when you talk to HR too, right?

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00:08:13.305 --> 00:08:16.305

They're taking notes. They're taking notes on what's going

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00:08:16.305 --> 00:08:17.945

down and it's all in your record and everything else.

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00:08:18.485 --> 00:08:20.225

We don't want to, we don't wanna say things like that.

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00:08:20.325 --> 00:08:21.545

You know, you don't, you're

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00:08:21.545 --> 00:08:22.625

always gonna tell 'em that you're fine.

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00:08:23.205 --> 00:08:24.745

And that's one of the thing about peer support

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00:08:24.805 --> 00:08:25.985

is we don't take any notes.

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00:08:26.925 --> 00:08:28.465

We do it confidentially.

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00:08:28.535 --> 00:08:30.545



It's just talking amongst ourselves.

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00:08:31.645 --> 00:08:35.065

And it's just so you can talk and process through things.

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00:08:35.065 --> 00:08:37.665

Because like I said, we've found that a lot

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00:08:37.665 --> 00:08:39.265

of times when people can talk through it

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00:08:39.365 --> 00:08:40.705

and do it several times

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00:08:41.725 --> 00:08:42.825

and really think about

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00:08:42.935 --> 00:08:45.625

what is locked up in their head, they can get through it.

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00:08:45.625 --> 00:08:47.585

It helps 'em eventually go through those things,

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00:08:47.865 --> 00:08:50.745

especially depending on the level of, of, uh,

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00:08:51.305 --> 00:08:52.385

traumatic incident they've been through.

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00:08:53.285 --> 00:08:55.565

And of course, within peers, we all speak the same language.

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00:08:55.585 --> 00:08:58.045

You ever talk to your spouse or partner or somebody

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00:08:58.105 --> 00:09:01.805

and said, yeah, you know, we had a, you know, we did this

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00:09:01.985 --> 00:09:04.925

and the A PU didn't fire, but we did have the A PU,

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00:09:04.925 --> 00:09:06.325

and then we got flaps and we got a,

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00:09:06.505 --> 00:09:08.125

you know, and they're like, what?

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00:09:08.505 --> 00:09:10.565

You know? So bless their hearts.

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00:09:10.565 --> 00:09:12.485

There's all kind of 1-800-NUMBERS and stuff.

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00:09:12.485 --> 00:09:14.525

And if you start throwing those acronyms at 'em,

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00:09:15.145 --> 00:09:16.445

you know, good luck.

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00:09:16.465 --> 00:09:18.085

You know, your spouse or somebody, what's that?

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00:09:18.105 --> 00:09:20.285

You know, what's the, you know, those kind of things.

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00:09:20.285 --> 00:09:21.805

So when you're talking to a peer, we understand

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00:09:21.805 --> 00:09:24.485

what you're saying and we rely on trust, trust each other,

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00:09:24.625 --> 00:09:26.845

and there's automatically a commar comradery

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00:09:26.875 --> 00:09:30.085

amongst aviation people and aviators when we do things.

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00:09:33.635 --> 00:09:36.415

So the good news is with the program that we have set up,

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00:09:36.415 --> 00:09:37.735

we've done a lot of training over the years.

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00:09:37.735 --> 00:09:39.375

Some of the leaders in this have been Boeing.

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00:09:39.375 --> 00:09:41.175

Every year they do, uh, train a lot

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00:09:41.175 --> 00:09:42.935

of their own people internally to have available,

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00:09:43.705 --> 00:09:45.335

which I found out they've modeled

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00:09:45.335 --> 00:09:46.615

that really after the airlines.

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00:09:46.685 --> 00:09:49.335

Like I said, most of the major airlines have, um,

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00:09:51.025 --> 00:09:53.915

they have big programs within their airlines set

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00:09:53.915 --> 00:09:55.035

up with peers and so forth.

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00:09:55.095 --> 00:09:57.755

So Boeing does a fantastic job in the last few years.

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00:09:58.655 --> 00:10:01.915

Uh, Textron, where are they on here, Stu, where are you?

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00:10:01.915 --> 00:10:06.275

You're on here somewhere. Textron. Cessna. Beachcraft. Yeah.

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00:10:06.435 --> 00:10:08.275

I probably don't say te probably don't say Textron anywhere.

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00:10:08.735 --> 00:10:10.835

Um, Cessna

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00:10:11.015 --> 00:10:13.835

and, uh, Beachcraft have done a fantastic job there they are

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00:10:14.485 --> 00:10:16.115

every year, uh, now Stew

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00:10:16.375 --> 00:10:19.275

and in Wichita, they're having a course and doing that

252

00:10:19.275 --> 00:10:20.635

and training within their own company.

253

00:10:20.815 --> 00:10:22.595

So that's really awesome for them.

254

00:10:23.535 --> 00:10:25.395

And then Lou has done most

255

00:10:25.395 --> 00:10:27.195

of these courses within the flight test world

256

00:10:27.195 --> 00:10:30.515

for all these companies, uh, over the last 12 years or so.

257

00:10:30.695 --> 00:10:34.595

Now, the problem is we've started to lose touch with some

258

00:10:34.595 --> 00:10:37.275

of these peers because we weren't really tracking people

259

00:10:37.295 --> 00:10:39.275

or letting 'em know when training was and so forth.

260

00:10:39.295 --> 00:10:40.715

So we've, we've started to lose folks.

261

00:10:41.655 --> 00:10:44.675

Our own company, Jeff Can, cleaning myself, um, Lockheed,

262

00:10:44.675 --> 00:10:46.235

we've kind of lost Lockheed.

263

00:10:46.335 --> 00:10:47.595

Uh, Jeff and I retired.

264

00:10:47.865 --> 00:10:49.915

Trigger retired, who was our other, uh,

265

00:10:50.025 --> 00:10:51.835

good flight ops guy, test pilot.

266

00:10:52.575 --> 00:10:53.795

Uh, he's left Lockheed.

267

00:10:53.795 --> 00:10:55.635

So now we don't have anybody at Lockheed trained,

268

00:10:56.015 --> 00:10:57.195

uh, that I'm aware of.

269

00:10:58.055 --> 00:11:00.875

Uh, vertex, who, I'm not sure any Vertex people,

270

00:11:00.935 --> 00:11:01.835

I'm not sure what they do, but

271

00:11:01.835 --> 00:11:02.835

they used to have trained people.

272

00:11:03.115 --> 00:11:06.315

Aerotech, uh, even though we're up in Seattle,

273

00:11:06.635 --> 00:11:08.715

I think there's some former trainees that are out there.

274

00:11:09.615 --> 00:11:11.395

Uh, Virgin Galactic, we're stick.

275

00:11:11.655 --> 00:11:15.635

Nicola, Nicola Pelli there. You're so myself, Scotty.

276

00:11:15.635 --> 00:11:17.275

A lot of us have left. Uh,

277

00:11:17.375 --> 00:11:20.035

we don't have any peers anymore left at Virgin Galactic,



278

00:11:20.035 --> 00:11:22.195

but call me if you guys need anything, obviously.

279

00:11:22.695 --> 00:11:23.875

So we've lost peers there.

280

00:11:24.855 --> 00:11:28.035

Uh, Honda Jet also though, uh, talking with Lester

281

00:11:28.035 --> 00:11:30.035

and the Honda Jet folks will probably have some training

282

00:11:30.035 --> 00:11:32.475

going, uh, beta V two X.

283

00:11:32.535 --> 00:11:34.075

I'm not sure who V two X is,

284

00:11:34.095 --> 00:11:35.795

but they did introduce some training at one time.

285

00:11:36.535 --> 00:11:39.075

And Airbus, um, we gave you guys one.

286

00:11:39.545 --> 00:11:41.795

It's supposed to be like a little, a little one on there,

287

00:11:42.415 --> 00:11:44.155

uh, to indicate Airbus.

288

00:11:44.255 --> 00:11:45.635

Um, nobody over in Europe.

289

00:11:45.815 --> 00:11:49.075

The only person we sort of are in contact with is, uh,

290

00:11:49.745 --> 00:11:52.195

Paul Smith, uh, on the West Coast out there.

291

00:11:52.215 --> 00:11:54.245

He was previously trained and in our group now

292

00:11:54.705 --> 00:11:55.845

and available to do that.

293

00:11:55.985 --> 00:11:57.885

So, Airbus, we're looking at you

294

00:11:57.885 --> 00:11:59.765

because, you know, you guys have,

295

00:11:59.765 --> 00:12:01.965

like Boeing have lots of aircraft out there.

296

00:12:02.025 --> 00:12:04.565

You're involved very leading the way for training

297

00:12:04.565 --> 00:12:06.445

and those kind of things like Jeff mentioned earlier.

298

00:12:06.665 --> 00:12:08.005

So we really kind of like

299

00:12:08.005 --> 00:12:10.605

to get you guys back in the fold of doing some of this.

300

00:12:12.445 --> 00:12:13.945

So a few flight test examples,

301

00:12:21.415 --> 00:12:23.955

Um, 20 14, 20 14 kind

302

00:12:23.955 --> 00:12:26.115

of really got us kicked into flight test world.

303

00:12:26.975 --> 00:12:28.755

Uh, the spaceship one spaceship, I'm sorry,

304

00:12:28.755 --> 00:12:30.955

spaceship two accident that was lost, uh,

305

00:12:30.965 --> 00:12:33.355

where Michael Alsbury in the right seat perished.

306

00:12:33.535 --> 00:12:36.115

And, uh, Peter Seabold, uh, miraculously survived.

307

00:12:37.015 --> 00:12:38.155

Uh, that went down.

308

00:12:38.695 --> 00:12:42.235

So Lou and some of the airline people came across to help,

309

00:12:42.935 --> 00:12:46.155

um, you know, bless their hearts, as we say in Texas.

310

00:12:46.495 --> 00:12:49.355

Uh, you know, they tried to do something they really didn't,

311

00:12:49.385 --> 00:12:51.035

like a lot of us don't really have it planned.

312

00:12:51.035 --> 00:12:52.675

What are we gonna do if we have an accident?

313

00:12:52.975 --> 00:12:54.155

How are we gonna handle our people?

314

00:12:55.175 --> 00:12:57.435

Um, so it didn't go real well initially.

315

00:12:57.815 --> 00:13:00.715

Uh, Lou and some of the folks were called in and,

316

00:13:00.895 --> 00:13:02.395

and helped do some diffusing

317

00:13:02.815 --> 00:13:06.835

and helped on that accident afterwards, uh, the 2016.

318

00:13:06.895 --> 00:13:09.915

So Billy Flynn dragged me in in 2015 for training,

319

00:13:10.615 --> 00:13:11.755

and a lot of us were in there.

320

00:13:11.815 --> 00:13:13.355

And then 2016, uh,

321

00:13:13.355 --> 00:13:15.795

bell 5, 2 5 had an accident in Arlington, Texas.

322

00:13:16.775 --> 00:13:19.155

And their test pilot called me over at Lockheed.

323

00:13:19.255 --> 00:13:20.435

And I'd just been through training

324

00:13:20.455 --> 00:13:23.315

and I was like, great, except I've just done training.

325

00:13:23.415 --> 00:13:25.395

So I got ahold of Lou, who's the expert,

326

00:13:26.775 --> 00:13:29.675

and she organized with some Boeing people and Trigger

327

00:13:29.675 --> 00:13:32.355

and myself went over for a day and did some diffusing

328

00:13:32.355 --> 00:13:33.875

and tried to help the bell people out

329

00:13:33.895 --> 00:13:36.515

and do that, uh, which was really cool.

330

00:13:36.575 --> 00:13:38.355

And I think we, we helped out some.

331

00:13:39.295 --> 00:13:42.635

The only problem with the 5, 2 5 was the control room team.

332

00:13:42.655 --> 00:13:45.115

Who were my people? I'm a flight test engineer by trade.

333

00:13:46.095 --> 00:13:47.475

The only people that turned it down

334

00:13:47.535 --> 00:13:48.635

was the control room team.

335

00:13:48.905 --> 00:13:50.995

They said, no, we've had grief counselors.

336

00:13:51.735 --> 00:13:52.995

And then I was trying to say, no, these,

337

00:13:52.995 --> 00:13:55.115

this isn't grief counseling, it's just peer support.

338

00:13:56.135 --> 00:13:57.755

So unfortunately, some of the people

339

00:13:57.755 --> 00:13:59.635

that needed the most turned it down

340

00:13:59.655 --> 00:14:01.035

and never came and talked to us.

341

00:14:01.815 --> 00:14:05.355

But the test pilots had a big group, of course, uh, a TC,

342

00:14:05.495 --> 00:14:08.675

air traffic control, the mechanics and technicians.

343

00:14:09.855 --> 00:14:12.915

Wow, you wanna talk about something that opens your eyes,

344

00:14:13.175 --> 00:14:14.555

you know, when you have something happen,

345

00:14:15.715 --> 00:14:16.775

who takes it really hard?

346

00:14:16.795 --> 00:14:18.575

We all know the crew and so forth,

347



00:14:18.755 --> 00:14:21.535

but boy, they weren't sure if they had killed their buddies.

348

00:14:22.235 --> 00:14:23.655

You know, were they the cause of it?

349

00:14:24.745 --> 00:14:26.045

Did you forget to tighten

350

00:14:26.045 --> 00:14:27.685

that one nut that holds the rotor on?

351

00:14:27.745 --> 00:14:30.485

Did you forget this? Whatever they were like, they were in,

352

00:14:30.555 --> 00:14:31.925

they were really tough shape,

353

00:14:32.545 --> 00:14:34.085

but they were getting through it.

354

00:14:34.155 --> 00:14:35.365

They were processing that.

355

00:14:36.185 --> 00:14:38.645

So actually, one of the things we said to 'em that I said

356

00:14:38.645 --> 00:14:41.045

to the test pilots later in the day, I said, stop

357

00:14:41.045 --> 00:14:42.365

and talk to your mechanics.

358

00:14:42.765 --> 00:14:46.125

'cause they take this very seriously. They are very hurt.

359

00:14:46.235 --> 00:14:47.845

They, they wonder if it was their fault

360

00:14:48.705 --> 00:14:50.925

and that they may have killed, you know, your friends.

361

00:14:51.905 --> 00:14:53.565

So they were all like, yeah, yeah, that's a good point.

362

00:14:53.565 --> 00:14:54.725

Because, you know, you put your head down,

363

00:14:54.725 --> 00:14:56.165

you walk out there and mechanics.

364

00:14:56.165 --> 00:14:58.765

Yeah, okay, thanks. So I said, stop and talk to 'em

365

00:14:58.765 --> 00:15:00.165

and, you know, show 'em

366

00:15:00.165 --> 00:15:01.485

that you're thinking of it and whatever.

367

00:15:01.685 --> 00:15:03.005

'cause they may even think you're mad at

368

00:15:03.125 --> 00:15:04.245

'em, you know, that they did it.

369

00:15:04.785 --> 00:15:06.685

And of course, like any accident, there were several things

370

00:15:06.685 --> 00:15:09.805

that that led to the 5, 2 5 accident back in 2016.

371

00:15:10.715 --> 00:15:12.845

Plus we have a lot of informal cases out there

372

00:15:12.845 --> 00:15:14.485

that we don't really report on

373

00:15:14.485 --> 00:15:16.165

and talk about, uh, that we do.

374

00:15:17.145 --> 00:15:21.885

Uh, JB Brown and then also now, uh, Dave Luie from ITPS.

375

00:15:22.145 --> 00:15:23.845

Uh, he had training a few years ago in Canada,

376

00:15:24.105 --> 00:15:27.845

and immediately the next week was using SERP on some

377

00:15:27.845 --> 00:15:29.125

of his things that were going on.

378

00:15:29.385 --> 00:15:32.325

And now Dave is a big supporter at ITPS.

379

00:15:32.325 --> 00:15:33.485

We just did a course in July,

380

00:15:33.485 --> 00:15:34.965

and we're gonna do that annually out there.

381

00:15:36.025 --> 00:15:39.765

But, uh, NTPS, you know, JB if you, most everybody knows JB,

382

00:15:39.945 --> 00:15:41.965

um, says, oh yeah, we've used it a lot.

383

00:15:42.095 --> 00:15:44.005

We've used SERP when things happen,

384

00:15:44.345 --> 00:15:45.445

and we've used it quite often.

385

00:15:48.355 --> 00:15:49.375

So Lou

386

00:15:49.395 --> 00:15:50.575

and other people have said, yeah,

387

00:15:50.575 --> 00:15:51.695

don't go into too many details,

388

00:15:51.695 --> 00:15:53.095

you'll bore the audience and so forth.

389

00:15:53.095 --> 00:15:54.695

But these are a few slides from her training

390

00:15:54.695 --> 00:15:55.695

that I did pull in.

391

00:15:56.435 --> 00:15:58.495

Um, and kind of an important point.

392

00:15:58.895 --> 00:16:01.495

SETP did a great job of getting this started, uh,

393

00:16:01.555 --> 00:16:02.695

in 2012 and earlier.

394

00:16:03.515 --> 00:16:05.575

The only issue was that we're really focused.

395

00:16:05.815 --> 00:16:07.655

SETP was really focused on the fatalities.

396

00:16:08.075 --> 00:16:09.935

You know, if we didn't kill anybody, then it's,

397

00:16:09.955 --> 00:16:11.615

that's nothing bad, you know?

398

00:16:12.205 --> 00:16:14.375

Well, that's true, except like,

399

00:16:14.375 --> 00:16:16.215

except like I mentioned engineers and other people.

400

00:16:16.715 --> 00:16:18.815

You can have something, you know, lose an engine,

401

00:16:18.965 --> 00:16:21.535

have something else kind of scary happen, declare an IFE

402

00:16:22.285 --> 00:16:25.135

most experienced aviators, maybe no big deal to you,

403

00:16:25.135 --> 00:16:28.255

but other people and engineers, it's really scary to us.

404

00:16:28.435 --> 00:16:30.575

You know, we, we don't, we haven't had the thousands

405

00:16:30.575 --> 00:16:34.205

of hours maybe in flying, and it really kind of strikes you

406

00:16:34.205 --> 00:16:37.305

and can be traumatic to you, so it doesn't have

407

00:16:37.305 --> 00:16:38.385

to be a fatality to do it.

408

00:16:38.445 --> 00:16:39.545

And this was a miracle on the Hudson,

409

00:16:39.545 --> 00:16:40.745

which you maybe remember, and

410

00:16:40.945 --> 00:16:42.065

Sully actually talked about it.

411

00:16:42.765 --> 00:16:46.265

His first officer, uh, was a, a big per er supporter,

412

00:16:46.765 --> 00:16:47.905

and everybody survived.

413

00:16:47.925 --> 00:16:49.945

It was great. They climb out on the wings out in the Hudson.

414

00:16:50.725 --> 00:16:52.905

Uh, Lou talks about in her course the flight crew

415

00:16:52.905 --> 00:16:53.945

was in short sleeves.

416

00:16:53.965 --> 00:16:56.505



And, you know, they were dressed for summer in Florida

417

00:16:56.565 --> 00:16:58.705

and there they were on the wing in the Hudson River in,

418

00:16:58.805 --> 00:16:59.905

um, winter time.

419

00:17:00.925 --> 00:17:03.985

Uh, and one thing that she talks about in her course is

420

00:17:03.985 --> 00:17:05.505

watch out for the hero title.

421

00:17:06.245 --> 00:17:10.505

Um, they've actually, it's really funny how, um, you know,

422

00:17:10.505 --> 00:17:11.945

they'll go, wow, Sully, you're a hero.

423

00:17:11.945 --> 00:17:13.865

You're a hero. Somebody will save something.

424

00:17:13.865 --> 00:17:14.905

You're a hero way to go.

425

00:17:15.405 --> 00:17:16.865

And they'll have that survivor guilt.

426

00:17:16.905 --> 00:17:18.865

A lot of times Sully got through it pretty well.

427

00:17:19.125 --> 00:17:21.385

You got it on the, on the lake, on the river,

428

00:17:21.395 --> 00:17:22.505

everything was fine.

429

00:17:23.765 --> 00:17:26.105

But a lot of times when you have fatalities

430

00:17:26.165 --> 00:17:27.825

or whatever, the, the crew

431

00:17:27.825 --> 00:17:30.065

or the pilots, they have survivor guilt about,

432

00:17:30.445 --> 00:17:31.865

you know, why did I make it?

433

00:17:31.865 --> 00:17:33.585

And somebody, somebody else didn't.

434

00:17:34.085 --> 00:17:36.905

So that's something you have to watch for also in doing it.

435

00:17:37.125 --> 00:17:39.985

But kind of the main point of the slide here was about,

436

00:17:40.565 --> 00:17:42.825

it can be something, in fact, to you, it may be nothing,

437

00:17:42.985 --> 00:17:44.425

a little smoke in the cockpit or whatever,

438

00:17:44.485 --> 00:17:46.505

but you gotta be careful to other people,

439

00:17:46.605 --> 00:17:47.785

it, uh, could be a big deal.

440

00:17:49.265 --> 00:17:51.165

So this is the SERP support's a valuable,

441

00:17:51.425 --> 00:17:52.645

uh, benefit for our members.

442

00:17:52.985 --> 00:17:55.885

Uh, we now have a combined, uh, SERP support team.

443

00:17:56.545 --> 00:17:59.365

Uh, just this year we've gone up to like 66 peers.

444

00:17:59.465 --> 00:18:00.765

And it's actually more than that

445

00:18:00.765 --> 00:18:02.725

because some of them are just, uh, chairs.

446

00:18:02.835 --> 00:18:05.325

Like Stu actually has several more at Fron

447

00:18:06.105 --> 00:18:07.965

who are on his short list who can help.

448

00:18:08.065 --> 00:18:11.845

Uh, Boeing has a lot of people, uh, that they can call on

449

00:18:11.915 --> 00:18:13.365

that are trained within their group.

450

00:18:14.105 --> 00:18:15.605

And then a lot of us, uh, from

451

00:18:15.605 --> 00:18:17.245

around the different companies in the US

452

00:18:17.265 --> 00:18:19.445

and even into Europe and so forth, uh,

453

00:18:19.615 --> 00:18:20.965

we've got our network kind

454

00:18:20.965 --> 00:18:22.085

of revitalized with different people.

455

00:18:23.105 --> 00:18:24.245

Uh, these are the companies

456

00:18:24.505 --> 00:18:26.565

and, uh, folks that are standing up.

457

00:18:26.665 --> 00:18:29.365

Uh, we do have Czech Republic, uh, and France here.

458

00:18:30.345 --> 00:18:32.165

And, uh, the airlines,

459

00:18:32.165 --> 00:18:33.605

like I mentioned, have a huge network.

460

00:18:34.065 --> 00:18:36.645

Uh, Lufthansa actually has a great network here.

461

00:18:37.105 --> 00:18:38.805

And I met Dr. Uh, Gerhart,

462

00:18:38.965 --> 00:18:40.365

Gerhard's, his first name, but I call him Dr.

463

00:18:40.525 --> 00:18:41.645

Gerhart, he's their SRC chair.

464

00:18:41.665 --> 00:18:44.725

And, and last year I met him and I said, Dr.

465

00:18:44.965 --> 00:18:47.885

Gerhart, um, how many trained peers has Lufthansa had?

466

00:18:48.385 --> 00:18:50.885

And he said, James, we have almost 300 trained peers.

467

00:18:51.125 --> 00:18:53.695

I was like, wow. And I said, would you be able

468

00:18:53.695 --> 00:18:55.575

to help us if we needed help in Europe?

469

00:18:55.675 --> 00:18:56.895

And he said, sure, no problem.

470

00:18:57.195 --> 00:18:59.215

And all these SERP leads from the different airplane

471

00:18:59.495 --> 00:19:02.055

companies that I've run into said, sure, no problem.

472

00:19:02.425 --> 00:19:04.015

We'll help you guys. Just give us a call.

473

00:19:04.865 --> 00:19:07.295

Billy Flynn as the SETP chair is a little hesitant

474

00:19:07.295 --> 00:19:08.655

because they're not flight test people.

475

00:19:08.935 --> 00:19:10.175

I don't think it's as big a deal.

476

00:19:10.275 --> 00:19:12.175

So I've always told Billy, I said, okay, we'll work

477

00:19:12.175 --> 00:19:14.055

with our flight test community first

478

00:19:14.155 --> 00:19:15.775

and then, you know, call the airlines

479

00:19:15.775 --> 00:19:17.015

as we need to for support.

480

00:19:18.605 --> 00:19:20.255

We'd also like to add, like I mentioned,

481

00:19:20.275 --> 00:19:22.215

I'm picking an airbus a little bit, uh,

482

00:19:22.515 --> 00:19:26.615

the militaries in the us, Lockheed Northrop, um, uh,

483

00:19:26.755 --> 00:19:28.015

the different countries out there,

484

00:19:28.015 --> 00:19:29.295

especially going into Asia.

485

00:19:30.875 --> 00:19:32.695

Um, we'd like to have some of those people.



486

00:19:33.315 --> 00:19:34.615

Oh, and two more incidences.

487

00:19:34.755 --> 00:19:36.895

Um, since people have talked about,

488

00:19:36.895 --> 00:19:38.215

give us a few more case studies here.

489

00:19:45.135 --> 00:19:49.745

So the V two 80, the V two 80, um, I can talk about this one

490

00:19:50.025 --> 00:19:54.985

'cause um, their chief pilot on it, uh, has come out

491

00:19:54.985 --> 00:19:56.465

and mentioned it openly and,

492

00:19:56.485 --> 00:19:57.945

and wants to use it as an example.

493

00:19:58.945 --> 00:20:02.445

And, uh, Don Grove, uh, we used to, he,

494

00:20:02.665 --> 00:20:03.925

he called me one night.

495

00:20:04.165 --> 00:20:06.445

I was on my way back and I was actually to be in, in Paris,

496

00:20:06.505 --> 00:20:08.885

and he said, uh, yeah, I thought I was gonna die today.

497

00:20:09.685 --> 00:20:11.285

I was like, wow, has that happened?

498

00:20:11.285 --> 00:20:12.925

He goes, there's only one other time in a

499

00:20:12.925 --> 00:20:14.165

helicopter in my entire career.

500

00:20:15.225 --> 00:20:16.645

And I was like, wow, it must have been terrible.

501

00:20:16.665 --> 00:20:18.085

So he starts telling me about it and I said, well, actually,

502

00:20:18.085 --> 00:20:19.685

I'm in Paris flying home tomorrow morning.

503

00:20:19.685 --> 00:20:21.125

He goes, oh, I'm sorry, you know?

504

00:20:21.125 --> 00:20:22.525

And I said, no, no, that's okay.

505

00:20:23.345 --> 00:20:25.245

So we had some other people in Fort Worth

506

00:20:25.425 --> 00:20:26.445

go over and talk to 'em.

507

00:20:26.445 --> 00:20:29.245

And what had happened was, um, a PIO incident,

508

00:20:29.415 --> 00:20:31.005

which I don't know many details

509

00:20:31.005 --> 00:20:32.285

about, and that's probably good.

510

00:20:33.185 --> 00:20:36.685

But they did get into a PIO and Don wasn't at the controls,

511

00:20:36.685 --> 00:20:37.685

but his co-pilot was.

512

00:20:38.465 --> 00:20:40.045

And of course I did this presentation

513

00:20:40.045 --> 00:20:41.325

at PAX earlier in the year.

514

00:20:41.325 --> 00:20:42.725

And afterwards somebody goes, yeah,

515

00:20:42.725 --> 00:20:44.245

that guy was in the, in the room.

516

00:20:44.645 --> 00:20:46.725

I don't know who he was. He goes, he was in the room.

517

00:20:47.625 --> 00:20:51.125

So it scared the fool outta Don when they got into API O.

518

00:20:51.905 --> 00:20:54.645

And, uh, uh, he needed to talk to somebody.

519

00:20:54.645 --> 00:20:56.805

And he realized that, you know, so, uh,

520

00:20:56.805 --> 00:20:58.565

we had some ERT people, some

521

00:20:58.565 --> 00:21:00.085

of our Lockheed people go over and talk to him.

522

00:21:00.505 --> 00:21:03.245

And this one was just a few weeks to a month or so back.

523

00:21:03.245 --> 00:21:07.565

It's a T 45. And it was really probably a training incident.

524

00:21:07.785 --> 00:21:12.325

Um, as an example, it was a T 45 down in Kingsville, uh,

525

00:21:12.325 --> 00:21:14.365

turning base to final hit a bird.

526

00:21:14.405 --> 00:21:16.165

I don't know where it hit it. Uh,

527

00:21:16.265 --> 00:21:18.205

but through the grapevine, somebody said, yeah,

528

00:21:18.205 --> 00:21:19.525

the guy flying, it was a test pilot,

529

00:21:19.705 --> 00:21:21.125

so maybe he was on contract doing

530

00:21:21.125 --> 00:21:22.205

navy training and so forth.

531

00:21:23.585 --> 00:21:27.085

But, uh, he ejected out and was okay.

532

00:21:27.745 --> 00:21:29.925

So quickly through the grapevine, I hear about it,

533

00:21:29.925 --> 00:21:32.925

and then we contact, uh, I contact Billy

534

00:21:33.465 --> 00:21:34.605

and he says, yeah, I know him.

535

00:21:34.805 --> 00:21:35.885

I know the guy really well. He

536

00:21:35.885 --> 00:21:36.965

said, I've already contacted him.

537

00:21:37.185 --> 00:21:38.325

I'm in, I'm in touch with him.

538

00:21:39.185 --> 00:21:42.685

So it wasn't really flight tests, but it was an aviator.

539

00:21:42.745 --> 00:21:45.525

It was one of our SETP, one of your SETP members

540

00:21:46.305 --> 00:21:47.485

and a former test pilot.

541

00:21:47.585 --> 00:21:49.685

So Billy, you know, of course reached out to him to see

542

00:21:49.685 --> 00:21:52.165

how he was probably okay, probably not a big deal,

543

00:21:52.265 --> 00:21:54.605

but you don't know, you know, jumping out of an airplane.

544

00:21:54.855 --> 00:21:58.725

Yikes. Um, you know, um, maybe, you know,

545

00:21:58.725 --> 00:21:59.885

he got out okay, which is good.

546

00:22:00.305 --> 00:22:03.085

Um, but, uh, you know, those kind of things.

547

00:22:03.085 --> 00:22:04.405

You don't know how, how, how

548

00:22:04.405 --> 00:22:05.445

they're gonna go or what's gonna happen.

549

00:22:06.185 --> 00:22:09.125

And I'll tell you last night, some of you may be aware,

550

00:22:09.125 --> 00:22:12.605

the UPS lost an MD 11 last night, massive explosion.

551

00:22:13.555 --> 00:22:16.175

And this morning my, my email filled up a little bit

552

00:22:16.375 --> 00:22:19.015

'cause that's kind of on the airline because transport side.

553

00:22:20.075 --> 00:22:24.735

But it happened I think at five 13 in, um, Lexington,

554

00:22:24.975 --> 00:22:26.095

Kentucky, I think is

555



00:22:26.095 --> 00:22:27.895

where it was on the, and they were going to Hawaii.

556

00:22:27.895 --> 00:22:30.615

So they had a lot of fuel, probably cargo filled up.

557

00:22:31.635 --> 00:22:34.495

And at five 16, within three minutes, there was an email

558

00:22:34.685 --> 00:22:36.535

that I was copied on about it.

559

00:22:36.555 --> 00:22:38.015

And then about six or eight messages,

560

00:22:38.035 --> 00:22:40.175

the airline people were going around

561

00:22:40.175 --> 00:22:41.655

and checking to have folks go.

562

00:22:42.555 --> 00:22:45.015

So that was a huge one that happened, uh,

563

00:22:45.115 --> 00:22:46.255

in the US last night,

564

00:22:46.255 --> 00:22:48.575

an MD 11 on takeoff had a fire in the engine

565

00:22:48.575 --> 00:22:50.655

or something happened, maybe even the engine came off,

566

00:22:51.405 --> 00:22:54.425

big explosion crew has lost and hit some stuff or whatever.

567

00:22:54.525 --> 00:22:55.705

So it's in the news now,

568

00:22:56.285 --> 00:22:59.705

but I immediately saw those, those airline people

569

00:23:00.005 --> 00:23:03.985

and their, their, um, cargo folks jumping in.

570

00:23:04.165 --> 00:23:05.465

And that, that's a heavy one.

571

00:23:05.465 --> 00:23:06.545

That's a, a big thing

572

00:23:06.545 --> 00:23:08.825

because they are, you know, there's fatalities

573

00:23:08.925 --> 00:23:10.305

and families and those kind of things.

574

00:23:10.325 --> 00:23:11.745

So that is really a tough one.

575

00:23:12.605 --> 00:23:15.505

And they are in position to have people there.

576

00:23:15.505 --> 00:23:17.265

They shoot people in immediately to help

577

00:23:17.285 --> 00:23:18.785

and do things and work with the family.

578

00:23:19.005 --> 00:23:21.585

So, um, those, those guys do a great job.

579

00:23:23.285 --> 00:23:25.265

So anyway, how do I get peer support?

580

00:23:31.435 --> 00:23:34.615

So Keith from, uh, Textron helped me.

581

00:23:34.615 --> 00:23:36.415

Each of you has a little card in front of you

582

00:23:37.115 --> 00:23:40.855

and the little card has on it on the front, uh,

583

00:23:41.635 --> 00:23:42.935

the SETP website

584

00:23:43.755 --> 00:23:45.885

and some planning information, like I mentioned.

585

00:23:45.885 --> 00:23:48.245

And it has some reminders that we get in our training

586

00:23:48.275 --> 00:23:50.965

that they give us about things to do.

587

00:23:51.585 --> 00:23:52.845

And if you ever go through the course

588

00:23:52.905 --> 00:23:54.525

or whatever else, you learn that, you know,

589

00:23:54.525 --> 00:23:56.845

things like don't make big decisions in about,

590

00:23:56.865 --> 00:23:58.925

within about a month, I think of something traumatic.

591

00:23:59.275 --> 00:24:01.205

Like, I'm gonna sell the house, I'm gonna get divorced,

592

00:24:01.265 --> 00:24:03.045

I'm gonna, you know, don't do it

593

00:24:03.245 --> 00:24:05.565

because you're not really in a good frame of mind

594

00:24:05.585 --> 00:24:06.725

yet, so you gotta wait a little bit.

595

00:24:06.775 --> 00:24:08.885

Other little reminders that are on there.

596

00:24:09.465 --> 00:24:11.685

And at the bottom there, contacts, it has, uh,

597

00:24:11.685 --> 00:24:14.845

Lori Balderas, the executive director of SETP,

598

00:24:14.845 --> 00:24:17.085

and she knows how to get in touch with us, uh,

599

00:24:17.085 --> 00:24:19.845

with our SERP team and Billy and also has my name

600

00:24:19.845 --> 00:24:24.605

and number on it, um, to, uh, contact us and do that.

601

00:24:24.605 --> 00:24:26.645

And like I said, we have 66 peer volunteers

602

00:24:26.645 --> 00:24:27.685

and we're growing that list.

603

00:24:28.265 --> 00:24:29.765

Um, and a lot of these, a lot

604

00:24:29.765 --> 00:24:31.285

of 'em are hopefully minor things

605

00:24:31.285 --> 00:24:32.325

where we just have somebody

606

00:24:32.355 --> 00:24:33.645

call you and do that kind of thing.

607

00:24:33.645 --> 00:24:36.965

But obviously if it's bigger, uh, a bigger type of thing,

608

00:24:36.975 --> 00:24:39.045

especially if fatality, we can check and,

609

00:24:39.185 --> 00:24:40.325

and have some people come

610

00:24:40.325 --> 00:24:41.685

and help you and do those kind of things.

611

00:24:42.585 --> 00:24:44.165

So it has our information there.

612

00:24:44.325 --> 00:24:46.245

I I think I spelled my name right, uh,

613

00:24:46.345 --> 00:24:47.445

on doing that kind of thing.

614

00:24:47.825 --> 00:24:49.565

And then how about in your own organization?

615

00:24:49.565 --> 00:24:51.525

Well, the initial training is like I mentioned,

616

00:24:51.525 --> 00:24:53.125

three days, uh, that Lou does.

617

00:24:53.225 --> 00:24:54.565

And there are other people that do it,

618

00:24:54.565 --> 00:24:56.125

but Louis Cullen is the best,

619

00:24:56.685 --> 00:24:57.965

I think, in the world that does it.

620

00:24:58.785 --> 00:24:59.805

And then once you do it,

621

00:24:59.805 --> 00:25:01.565

it's a one day annual recurrent training.

622

00:25:02.225 --> 00:25:04.645

We also have a little app out there, loof orgs.

623

00:25:04.785 --> 00:25:06.445

Uh, that's a project with some

624

00:25:06.445 --> 00:25:07.565



of our students back in Texas.

625

00:25:07.675 --> 00:25:09.965

They have a SERP tab on it with contact and training

626

00:25:09.965 --> 00:25:12.285

and other information on there that you can, uh,

627

00:25:12.315 --> 00:25:13.365

call up and look for there.

628

00:25:17.475 --> 00:25:19.095

So here's some information on the class,

629

00:25:19.125 --> 00:25:20.175

kind of what we go through.

630

00:25:20.395 --> 00:25:23.135

Uh, talking about stress, PTSD, listening skills,

631

00:25:23.395 --> 00:25:24.535

uh, you can ask my wife.

632

00:25:24.715 --> 00:25:25.855

I'm not a good listener.

633

00:25:26.555 --> 00:25:30.775

I'm not really great at this, uh, and doing it per se,

634

00:25:31.235 --> 00:25:33.135

but I am a flight test engineer by trade.

635

00:25:33.415 --> 00:25:36.215

I do know how to organize, I think in maybe work for,

636

00:25:36.435 --> 00:25:37.975

um, with, uh, people.

637

00:25:38.115 --> 00:25:40.615

But, uh, stick would probably argue that point.

638

00:25:41.435 --> 00:25:44.055

But, you know, I do know how to organize.

639

00:25:44.075 --> 00:25:46.575

So getting this stuff together, it has been important.

640

00:25:46.955 --> 00:25:49.215

Uh, they do some group work out there.

641

00:25:49.635 --> 00:25:53.255

Uh, when you do the class, it's not the trust falls or hug

642

00:25:53.275 --> 00:25:55.095

and, you know, squeeze people or whatever,

643

00:25:55.115 --> 00:25:57.055

but it is some group work of learning how

644

00:25:57.055 --> 00:25:58.095

to get people in groups.

645

00:25:58.855 --> 00:26:00.655

'cause if you ever have something major like a fatality

646

00:26:00.655 --> 00:26:01.775

happen, it is good.

647

00:26:01.805 --> 00:26:04.175

They do like to get similar groups together,

648

00:26:04.285 --> 00:26:06.855

like the pilots, the engineers, the mechanics and techs.

649

00:26:07.715 --> 00:26:09.935

You don't wanna do what the initial, um,

650

00:26:10.765 --> 00:26:12.655

what you think is get everybody in a big room

651

00:26:12.655 --> 00:26:13.975

and start talking.

652

00:26:14.485 --> 00:26:16.975

Because what has actually happened in the past is

653

00:26:16.975 --> 00:26:18.015

people get mad at each other.

654

00:26:18.245 --> 00:26:19.975

They, the engineers, you know,

655

00:26:19.975 --> 00:26:21.655

the mechanics blame the engineers, somebody else.

656

00:26:21.795 --> 00:26:23.855

And so, you know, and then you just, it's just not good.

657

00:26:23.855 --> 00:26:25.655

So you have kind of smaller, manageable groups

658

00:26:26.205 --> 00:26:27.855

that you do like one hour diffusing

659

00:26:27.855 --> 00:26:30.295

and you get people to kind of talk and start in the process

660

00:26:30.595 --> 00:26:32.135

and then you follow up with them later

661

00:26:32.195 --> 00:26:33.415

on and do that kind of thing.

662

00:26:34.195 --> 00:26:35.575

Uh, she does talk about grief.

663

00:26:35.685 --> 00:26:37.215

This is different than grief support.

664

00:26:37.285 --> 00:26:39.895

It's different than the EAC or whatever we have.

665

00:26:40.035 --> 00:26:42.855

Um, is that what it's called? EAC in, in the United States?

666

00:26:43.985 --> 00:26:46.845

And then, uh, how to do other things with your groups

667

00:26:46.905 --> 00:26:48.085

and being ready for these things.

668

00:26:48.785 --> 00:26:51.805

Uh, this is a little scan me, uh, turbo, a lot of, you know,

669

00:26:51.935 --> 00:26:53.005

turbo Thomasetti.

670

00:26:53.265 --> 00:26:57.005

Uh, he's done a two part thing with Lou on, uh,

671

00:26:57.255 --> 00:26:59.125

about the critical instance of response program.

672

00:26:59.345 --> 00:27:03.325

So if you scan that here, um, it'll call up the first one

673

00:27:03.355 --> 00:27:05.645

that Turbo did with her, uh, about 20 minutes

674

00:27:05.735 --> 00:27:08.645

where she talks way better about it than I ever do.

675

00:27:08.745 --> 00:27:10.645

But, uh, 'cause she's been doing it for years.

676

00:27:10.735 --> 00:27:11.765

She's been over 20 years.

677

00:27:12.665 --> 00:27:15.765

So, uh, Lou is a line pilot for Frontier Airlines,

678

00:27:15.865 --> 00:27:17.405

but she has worked with flight tests

679

00:27:17.625 --> 00:27:20.445

and our stuff for a while, so she kind of understands us.

680

00:27:21.225 --> 00:27:23.565

And in doing that, and then this year, um,

681

00:27:24.195 --> 00:27:26.445

like the last few years, we did courses at, uh,

682

00:27:26.445 --> 00:27:28.885

international test pilot school, thanks to Dave EY

683

00:27:28.885 --> 00:27:30.245

and ITPS for hosting that.

684

00:27:30.785 --> 00:27:32.765

We did a lot of Canadians and, and, uh,

685

00:27:33.105 --> 00:27:35.085

and we led a few Americans into for

686

00:27:35.085 --> 00:27:36.325

that course, which was great.

687

00:27:36.425 --> 00:27:39.045

And then, uh, NTPS also out in Mojave.

688

00:27:39.665 --> 00:27:41.565

So we kind of have those set up to where we're gonna try

689

00:27:41.565 --> 00:27:43.405

to do those, uh, every year now.

690

00:27:45.465 --> 00:27:48.405

Oh, and, uh, one other feedback I got recently on this

691

00:27:48.405 --> 00:27:49.765

presentation, I did SFTE.

692

00:27:49.765 --> 00:27:51.805

The judges said, you said it wasn't much to do,

693

00:27:51.825 --> 00:27:52.845

but what was the price?



694

00:27:53.465 --> 00:27:55.805

And I thought, well, you know, we talked money and stuff,

695

00:27:55.865 --> 00:27:57.085

but it, it could change.

696

00:27:57.265 --> 00:28:02.165

But if there are two ways to do it, um, you can come

697

00:28:02.165 --> 00:28:04.525

to one of our courses and flight test at one of the schools.

698

00:28:05.105 --> 00:28:06.325

We don't have a course in Europe,

699

00:28:06.425 --> 00:28:09.965

but talking to Sebastian from Germany last night on the bus,

700

00:28:10.125 --> 00:28:13.125

I said, wow, we maybe oughta just reach out there

701

00:28:13.265 --> 00:28:15.525

or just have one in Europe next year

702

00:28:16.185 --> 00:28:19.765

and let you guys come in, uh, and do that, uh,

703

00:28:19.945 --> 00:28:22.125

and have the training rather than having it at one company.

704

00:28:22.865 --> 00:28:26.645

But, uh, Lou charges, uh, \$3,000 is her course fee

705

00:28:26.645 --> 00:28:29.205

for three days, which is really cheap.

706

00:28:29.265 --> 00:28:31.045

If any of you've ever had to hire training people,

707

00:28:31.915 --> 00:28:35.365

it's \$3,000 plus her travel, uh, fees,

708

00:28:35.375 --> 00:28:36.565

which she usually just charges.

709

00:28:36.745 --> 00:28:38.725

She usually doesn't even charge for meals,

710

00:28:38.755 --> 00:28:41.245

just airline costs, which she gets pretty cheap.

711

00:28:42.385 --> 00:28:44.965

And a hotel and a car or something like that.

712

00:28:45.385 --> 00:28:48.845

Uh, if you, our courses that we do, um, we set those up,

713

00:28:48.845 --> 00:28:50.885

we charge about 500 a piece so

714

00:28:50.885 --> 00:28:53.165

that you can just come in yourself on your own

715

00:28:53.165 --> 00:28:54.365

travel or if you're in town.

716

00:28:54.865 --> 00:28:57.485

And then a lot of times the airlines are like Textron,

717

00:28:57.555 --> 00:29:00.605

like Stu and the Textron folks, uh, they'll have extra seats

718

00:29:00.625 --> 00:29:02.165

and they'll just say, sure, come into Wichita,

719

00:29:02.165 --> 00:29:04.045

you can sit in our course and do it.

720

00:29:04.585 --> 00:29:06.245

So there are a lot of ways to do it and,

721

00:29:06.385 --> 00:29:07.685

and it's really pretty cool.

722

00:29:08.465 --> 00:29:09.965

So as I mentioned, we did Mojave

723

00:29:09.965 --> 00:29:11.125

and ITPS, uh,

724

00:29:11.125 --> 00:29:13.205

NTPS this year will do the same approximate dates

725

00:29:13.275 --> 00:29:14.485

next year, July, September.

726

00:29:15.025 --> 00:29:18.005

Uh, Textron, uh, does an annual one now, which is great.

727

00:29:18.005 --> 00:29:19.965

Boeing does. So their was a, uh,

728

00:29:20.145 --> 00:29:23.415

theirs was an internal refresher only this year

729

00:29:23.595 --> 00:29:25.335

and, uh, last year they were coming outta

730

00:29:25.335 --> 00:29:26.495

the strike, so they canceled it.

731

00:29:26.995 --> 00:29:29.575

But again, Boeing's a big, uh, leader in all that.

732

00:29:30.775 --> 00:29:32.635

And, uh, the airlines do some of their own.

733

00:29:32.735 --> 00:29:34.915

So if you kind of get in the loop or drop me a line

734

00:29:34.915 --> 00:29:37.275

or something, we will make sure you kind of know where some

735

00:29:37.275 --> 00:29:39.275

of those are and you could jump into some of theirs,

736

00:29:39.275 --> 00:29:40.675

but you can't just show up there.

737

00:29:40.675 --> 00:29:42.925

You gotta, we gotta kind of work through Lou

738

00:29:42.925 --> 00:29:45.725

and the airline people and do that kind of thing.

739

00:29:46.065 --> 00:29:48.405

Uh, again, loof dogs, uh, you can kind of keep up

740

00:29:48.405 --> 00:29:50.725

with the Sarah and do that works pretty well.

741

00:29:52.935 --> 00:29:55.955

And that's about it. Any questions? Thank you.

742

00:30:07.505 --> 00:30:08.675

Good. No questions. I'm done.

743

00:30:12.135 --> 00:30:13.995

Any questions we have? So what do you guys think about,

744

00:30:13.995 --> 00:30:15.075

what do you guys think about Europe?

745

00:30:15.335 --> 00:30:19.595

Any, uh, interest in doing a class, um, out here in Europe,

746

00:30:19.935 --> 00:30:20.955

uh, in doing that?

747

00:30:20.985 --> 00:30:22.755

Okay, we gotta take her right here. Yes, sir. Um,

748

00:30:23.095 --> 00:30:26.235

I'm just saying it's a Brit who okay, has been,

749

00:30:27.745 --> 00:30:29.075

I've been aware of this for a while.

750

00:30:29.135 --> 00:30:32.395

I'm a Brit. Um, I've been involved in incidents.

751

00:30:32.815 --> 00:30:35.115

I'd be open and say I know I have PTSD.

752

00:30:35.495 --> 00:30:38.395

In my case, it's from investigating other people's accidents

753

00:30:38.535 --> 00:30:39.715

rather than my own.

754

00:30:40.775 --> 00:30:42.475

Um, I think it is a major emission

755

00:30:42.475 --> 00:30:43.875

that we don't have it in the uk.

756

00:30:44.135 --> 00:30:45.675

I'm not the only Brit in the work room,

757

00:30:45.775 --> 00:30:47.835

and I think we really ought to get together and solve this

758

00:30:48.535 --> 00:30:50.515

before we need, before we need it.

759

00:30:51.305 --> 00:30:53.075

Yeah, actually, I asked Lou that.

760

00:30:53.155 --> 00:30:55.115

I said, does, uh, not British Aerospace, um,

761

00:30:56.265 --> 00:30:57.955

British Airways, I said,

762

00:30:57.955 --> 00:30:59.355

British Airways, don't they haven't.

763



00:30:59.355 --> 00:31:02.675

She goes, no, they don't. Not really.

764

00:31:02.735 --> 00:31:04.155

And I said, you gotta be kidding me.

765

00:31:04.155 --> 00:31:08.035

The Brits are great with training and organization.

766

00:31:08.175 --> 00:31:09.395

And she goes, no, they don't,

767

00:31:09.395 --> 00:31:11.555

they don't really believe in it the way the

768

00:31:11.555 --> 00:31:12.595

other airlines are looking at it.

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00:31:12.595 --> 00:31:17.315

And I went, wow, okay. And um, you know, you mentioned,

770

00:31:17.655 --> 00:31:21.915

uh, that going through this and, you know, you build it up

771

00:31:21.935 --> 00:31:23.075

and, and those kind of things.

772

00:31:23.175 --> 00:31:25.355

But that's why I think we almost need to kind

773

00:31:25.355 --> 00:31:28.115

of just lean out there, find a place to host it,

774

00:31:28.215 --> 00:31:30.115

and then just say, okay, pay 500 bucks

775

00:31:30.115 --> 00:31:31.915

unless a company steps up and says, we'll do it.

776

00:31:32.055 --> 00:31:32.915

And that kind of thing. Like

777

00:31:33.025 --> 00:31:34.475

Textron and Boeing have done it.

778

00:31:35.015 --> 00:31:37.595

Um, can't speak for anybody else here,

779

00:31:37.615 --> 00:31:39.755

but certainly I work for Cranfield University.

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00:31:39.855 --> 00:31:41.875

We offer our accident investigation courses.

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00:31:42.205 --> 00:31:44.155

We've got all, all the teaching

782

00:31:44.445 --> 00:31:45.875

facilities you could ever ask for.

783

00:31:45.895 --> 00:31:48.355

Oh, excellent idea. I'm willing to bet my, uh,

784

00:31:48.495 --> 00:31:49.675

my director would buy this.

785

00:31:50.345 --> 00:31:53.035

Yeah, Cranfield would be, uh, great.

786

00:31:53.055 --> 00:31:56.755

And it's funny that on the, on the Turbo podcast there, um,

787

00:31:57.455 --> 00:32:00.235

Lou mentions and there were about accident investigators,

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00:32:01.015 --> 00:32:03.315

uh, and she said they used to lose a lot of 'em

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00:32:03.315 --> 00:32:04.755

because they would go and investigate

790

00:32:04.755 --> 00:32:07.595

and just the trauma of seeing the damage and the blood.

791

00:32:08.135 --> 00:32:09.595

And she said a lot of 'em would get outta

792

00:32:09.595 --> 00:32:10.795

the business where she started.

793

00:32:10.935 --> 00:32:13.075

Now they actually work with the NTSB

794

00:32:13.075 --> 00:32:14.395

and the accident people afterwards

795

00:32:15.015 --> 00:32:17.075

and help work with them for peer support.

796

00:32:17.135 --> 00:32:18.995

And they found that a lot of 'em now are staying

797

00:32:18.995 --> 00:32:20.915

because they're able to go, you know, man,

798

00:32:20.915 --> 00:32:21.955

seeing all that is terrible.

799

00:32:21.975 --> 00:32:24.035

And they go, yeah, it's, well, how was it terrible?

800

00:32:24.065 --> 00:32:25.435

Well, you know, just, well,

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00:32:25.435 --> 00:32:26.515

you can talk through those things.

802

00:32:26.705 --> 00:32:28.235

It's amazing. It's amazing

803

00:32:28.235 --> 00:32:29.915

what it'll do for you and help you.

804

00:32:30.935 --> 00:32:33.685

Thank you, sir. We'll chat anything else?

805

00:32:34.765 --> 00:32:37.815

Well, if there's more questions, please uh, find James,

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00:32:37.875 --> 00:32:40.055

uh, after the, uh, after the session

807

00:32:41.115 --> 00:32:42.695

and, uh, I'll introduce our next.