

SECTION 16

WORKERS' COMPENSATION BENEFITS

- A. Nothing in this Section shall be construed to alter the limits of coverage, or the basis of liability, provided under the workers' compensation law of any state.
- B. Notwithstanding the provisions of Section 16.A. (above), if a pilot suffers an otherwise compensable injury and is ineligible for workers' compensation benefits due solely to the geographic location at which the injury occurred, the Company shall provide him with benefits no less favorable than the benefits for which he would have been eligible in the state in which he is domiciled.
- C. A pilot who is injured while on a trip or other Company business shall notify his flight manager (currently titled Chief Pilot) of such injury as soon as practicable. A workers' compensation claim shall be processed expeditiously.
- D. The Company shall reimburse a pilot for all out-of-pocket medical expenses incurred in connection with a workers compensable injury.
- E. If a pilot has sustained a workers' compensable injury or illness covered by this Section, his occupational illness/injury payments shall be an offset against his workers' compensation benefits. If, having exhausted his occupational injury/illness leave, as provided in Section 14.F., a pilot receives workers' compensation payments and sick leave pay at the same time, he may use only enough sick leave so that the workers' compensation payments plus the sick leave pay equals 100 percent of his BLG/RLG.
 - 1. In order to best ensure that medical expenses are covered by workers' compensation as quickly as possible, an injured pilot should first attempt to contact his flight manager (currently titled Chief Pilot).
 - 2. If the pilot cannot contact his flight manager (currently titled Chief Pilot) immediately and needs treatment, the pilot may request the treating facility to call FedEx Risk Management in the pilot's domicile in order to get the initial treatment expenses billed to Risk Management. If such does not occur, the pilot may always use personal health insurance or pay cash, in order to get required treatment, and the Company shall reimburse all charges (including deductibles and co-payments) for medical treatment through workers' compensation.
 - 3. The pilot may contact his flight manager (currently titled Chief Pilot) to ensure expeditious reimbursement by workers' compensation.