

SECTION 2

DEFINITIONS

1. [RESERVED]

2. ACTIVATION DATE

The date a pilot is released from training upon certified completion of IOE or, if training is not required, then on a date specified for activation by the Company.

3. ACTIVE PAY STATUS

The pay status of an active pilot.

4. ACTIVE PILOT

A pilot other than a pilot on disability, furlough, leave of absence or disciplinary suspension.

5. ACTUAL BLOCK HOURS (ABH)

Actual time computed in hours and minutes from block-out to block-in.

6. ACTUAL CREDIT HOURS (ACH)

ACH is computed at the completion of an assignment.

a. ACH for a duty period is the highest of:

- i. MPDP; or
- ii. actual block hours; or
- iii. actual duty rig.

b. ACH for a trip is the higher of:

- i. trip rig as actually flown, plus actual revenue block hours in excess of 8 in any duty period, plus duty rig for the portion of any duty period beyond the scheduled on duty limitations; or
- ii. the sum of ACH for each duty period.

7. AFFILIATE

The term "Affiliate" refers to (a) any entity that Controls the Company or any entity that that Company Controls, and/or (b) any other corporate subsidiary, parent, or entity Controlled by or that Controls any entity referred to in (a) above. The term shall include, but not be limited to, FedEx Corporation, FedEx Ground Package System, Inc., FedEx Custom Critical, Inc., FedEx Trade Networks, Inc., FedEx Freight Corporation, FedEx Kinko's Office and Print Services, Inc., and FedEx Corporate Services, Inc.

8. AGREEMENT

The term "Agreement" means the collective bargaining agreement between the Company and Association effective February 28, 2011 and all letters of agreement and interpretations that remain as part of the Agreement by operation of Section 31.A. This definition does not apply to the use of the term, "Agreement," in paragraph headings and section titles.

9. AIR CARRIER

The term "Air Carrier" means any common carrier by air.

10. ASSIGNED

A pilot is considered to have been assigned to an activity when he receives notice of his responsibility for that activity from the appropriate FedEx personnel or through the VIPS notification system.

11. BASE

An aircraft specific operational work location (FDA, temporary vacancy or domicile).

12. BLOCK-IN

The moment that an aircraft comes to a complete rest in the blocks.

13. BLOCK-OUT

The moment that an aircraft first moves from the blocks for the purpose of flight or repositioning on the airport (including push back or tow).

14. CAPTAIN

A pilot, designated by the Company, to command an aircraft, and who has authority over all crew members and passengers for the purpose of operating that aircraft.

15. CARRYOVER

A trip or block of R-days scheduled to begin in one bid period and end in the next.

16. CASE IN CHIEF

The evidence presented by a party in the primary presentation of its case. The term does not include evidence used on cross examination or in rebuttal.

17. COMPANY

Federal Express Corporation, a Delaware corporation, and its successors and assigns.

18. COMPANY AIRCRAFT

The term "Company Aircraft" refers to Company trunk aircraft that are not Feeder Aircraft. The term "Company Aircraft" also shall not include corporate jets used primarily for the transportation of the Company or Affiliate personnel and not freight. Company Aircraft shall include aircraft owned, leased, or otherwise operated by the Company.

19. CONSENSUS OF TRAINING REVIEW BOARD (TRB)

The voluntary agreement of all members of the TRB. It does not require that all members believe that a particular recommendation is the most desirable solution, but that the result falls within each member's range of acceptable solutions for that matter. The members of the TRB shall strive to reach consensus on any matter within their discretion.

20. CONSULT

To consider and take input from before implementation but not requiring agreement, approval, or consensus.

21. CO-TERMINAL

Two or more airports in a specific grouping recognized as "co-terminals" in the Official Airline Guide (OAG).

22. CREDIT HOUR (CH)

A unit, expressed in hours and minutes, used to calculate the value of an activity for purposes of pilot pay.

23. CREW POSITION

A specific crew seat, in a specific aircraft type, at a specific domicile (e.g., Captain MD-11 MEM; First Officer A-300 MEM).

24. CREW SEAT

Crew seat means Captain, First Officer or Second Officer.

25. CREW STATUS

A specific crew seat, in a specific aircraft type (e.g., Captain A-300; First Officer MD-11).

26. DATE OF HIRE

The first day of initial new hire training/basic indoctrination completed by a new hire pilot.

27. DAY

A 24:00 hour period of time, stated in local base time, specific to each base. A day is also referred to as a local base day.

28. DEADHEAD (DH)

Travel scheduled by the Company to position a pilot.

29. DEPENDENTS

Dependents are individuals listed in the January 1998 Your Employee Benefits book as dependents eligible for health care coverage.

30. DIFFERENCES TRAINING

The training required for a pilot who has qualified in a crew status, when such training is necessary before a pilot serves in the same crew status on a particular version of that airplane.

31. DOMICILE

An airport or co-terminal airports, designated by the Company, to which pilots are permanently assigned. A domicile is aircraft and base specific. A pilot's base is his domicile, except for pilots assigned to an FDA or temporary vacancy.

32. DUTY PERIOD

A period of time a pilot is scheduled to be on duty or is actually on duty during a trip or airport standby.

33. EMERGENCY

The term "Emergency" shall include a situation beyond the Company's Control as well as a situation or occurrence of a serious nature, developing suddenly and unexpectedly, and demanding immediate action.

A situation is "Beyond the Company's Control" can include: (1) an act of God, (2) a strike by any other Company employee group, (3) a national emergency, (4) revocation of the Company's operating certificate(s), (5) unexpected grounding of the Company's aircraft, or (6) a governmental or commercial action imposed on the Company which substantially reduces or inhibits the Company's operation or ability to operate its air fleet, or portion thereof.

34. EXPEDITED FREIGHT

The term "Expedited Freight" shall mean freight that exceeds the volume that can be shipped on the Company's scheduled aircraft from a given airport location, or is available to be shipped after the Company's aircraft has departed or freight that has arrived after a sort.

35. FEEDER AIRCRAFT

The term "Feeder Aircraft" shall mean aircraft with a maximum certificated gross takeoff weight not in excess of 60,000 pounds.

36. FILE/ISSUE

A document shall be deemed "filed" or "issued," as applicable, on the day in which the document is postmarked, or if Federal Express is used, on the day in which the document is submitted to the Company for shipment.

37. FIRST OFFICER (F/O)

A pilot who is second in command of a Company aircraft and, in the absence or incapacitation of the captain, has the authority over all crew members and passengers for the purposes of operating that aircraft.

38. FLEX ASSIGNED TRAINING BASE

An operational work location during pay only months for flex instructor/PCA and/or SCA which may be different than his flying base by mutual consent of the pilot and the Company.

39. FLIGHT OR FLIGHT SEQUENCE

A flight segment or series of flight segments, uninterrupted by a legal rest period.

40. FLIGHT SEGMENT

A single flight leg between block-out and block-in.

41. FOREIGN DUTY ASSIGNMENT

An assignment of a pilot to a base outside the United States, or its territories, designated by the Company, for greater than 3 bid periods. A pilot holding an FDA shall be permanently domiciled in MEM.

42. FUNCTION

A subroutine in pairing generation software designed to accomplish a particular task. Some functions have variable settings that allow the user to adjust the influence they have on a particular pairing solution.

Example:

“Cie global soft credit max per position” is a function designed to control the amount of flying assigned to a particular base. It is colloquially referred to as the “base constraint” function.

43. FURLOUGH

A method for reducing the number of active pilots.

44. LAYOVER

A period of time during a trip, starting at release and ending at showtime, which contains a legal rest period.

45. LEGAL REST PERIOD

A period of time established prior to release, uninterrupted by the Company, during which a pilot is free from all duty. A pilot's legal rest period shall begin when released from duty.

46. LEGAL RESTRICTIONS

Limitations imposed as a result of regulated age restrictions, FAA medical restrictions or other aviation-related restrictions imposed by law or regulation.

47. LINE OPERATIONAL EVALUATION (LOE)

An evaluation/qualification event conducted in a simulator using a line operational flight scenario.

48. LINE OPERATIONAL FLIGHT TRAINING (LOFT)

A training or evaluation/qualification event conducted in a simulator using a line operational flight scenario.

49. LOCAL BASE TIME (LBT)

The local time (standard or daylight savings) at a pilot's base.

50. LONGEVITY YEAR GROUP

For pay purposes, a pilot's full years of longevity plus one (e.g., a pilot earns the fifth year hourly rate when he has completed 4 years of active service).

51. MANEUVERS VALIDATION

A fixed maneuvers validation event conducted in a simulator administered by a PCA/SCA.

52. MATERNITY PERIOD

A pilot's maternity period begins on the date of pregnancy and extends through 120 days following the date of the end of the pregnancy.

53. NEGATIVE BID PERIOD REPORT

A report indicating that no revenue flying was performed by pilots other than line pilots during a particular bid period.

54. OFF SITE TRAINING (As applied to instructors)

Any training conducted at a location other than a flex instructor/PCA's/SCA's base or Flex Assigned Training Base.

55. OFF SITE TRAINING (As applied to students)

Any training conducted at a location other than a pilot's base.

56. OPEN TIME

A trip or base standby period which is or becomes unassigned for any reason.

57. OPERATION IN THE CRITICAL PERIOD

Operation during any part of the critical period as an operating (i.e., required as part of the crew, not deadheading) crewmember.

58. OVERRIDE SCHEDULED CREDIT (OSC)

OSC for a trip is the higher of:

- a. Trip rig as scheduled, plus actual revenue block hours in excess of 8 in any duty period; or
- b. The sum of the scheduled credit hour values of the duty periods. The scheduled credit hour value of each duty period is computed as the highest of:
 - i. minimum pay per duty period (MPDP); or
 - ii. block hours; or
 - iii. duty rig.

59. PARAMETER

For purposes of this subsection, a parameter is a rule, used in the SIG process and identified as a parameter, regarding the construction of pairings or lines.

Example:

"Maximum block per duty period" is a domestic parameter. Its current value is 7:35.

60. PASSOVER PAY

An hourly rate of pay which is higher than the hourly rate of pay a pilot otherwise would earn and to which such pilot may be entitled as a result of a junior pilot's activation out of seniority order.

61. PHASE CHECK

The check ride/qualification event(s) in each phase of Initial, Transition, and Upgrade training.

62. PILOT

A Captain, First Officer or Second Officer covered by this Agreement, employed by the Company, and whose name appears on the Master Seniority List.

63. PROFICIENCY CHECK (PC) ITU/LINE OPERATIONAL EVALUATION (LOE) /MANEUVERS EVALUATION (ME)

A check ride/qualification event which shall be conducted by a PCA/SCA or the FAA. Maneuvers are specified in applicable FARs, AQP documents and the FOTM. Maneuvers may be reaccomplished but no training may be conducted.

64. PROFICIENCY CHECK (PC) RECURRENT/CONTINUING LINE OPERATIONAL EVALUATION (CLOE)/RECURRENT MANEUVERS EVALUATION (RME)

A check ride/qualification event to maintain or reestablish a pilot's qualification in a crew status which shall be conducted by a PCA/SCA or the FAA. Maneuvers are specified in applicable FARs, AQP documents and the FOTM. Maneuvers may be reaccomplished and training may be conducted. If conducted in a flight simulator for a pilot in a qualified status, the evaluation shall be preceded by a warm-up simulator period.

65. PROFICIENCY TRAINING (PT) /CONTINUING MANEUVERS VALIDATION (CMV)

A check ride/qualification event to maintain or reestablish a pilot's qualification in a crew status which shall be conducted by a PCA/SCA or the FAA. Maneuvers are specified in applicable FARs, AQP documents and the FOTM. There are no limits to the number of maneuvers which may be reaccomplished and training that may be conducted within the event, but proficiency in all maneuvers must be achieved.

66. REGULATED AGE

The age at which FARs do not permit a pilot to continue flying as a Captain or First Officer.

67. RELIEF FLIGHT OFFICER (RFO)

A pilot who is assigned to serve as a third pilot in a 2-pilot cockpit crew. The RFO's primary responsibility is to assist the Captain and First Officer and while aloft, relieve the Captain and First Officer for the purpose of obtaining rest during the cruise portion of a flight(s).

68. REQUESTS/PREFERENCES

Requests and preferences (e.g., for trips to be dropped to satisfy minimum day off protection) shall be processed in the sequence provided in the Agreement, and shall be granted or denied based on objective criteria which may be specific to the particular request.

69. SECOND OFFICER (S/O)

A pilot who is third in command and who assists the Captain and First Officer in operating and monitoring aircraft systems.

70. SERIES OF TRIPS

A combination of trips that are not separated by a legal rest period.

71. SETTING

The particular value at which a variable function is fixed for a given solution.

Example:

For February 2006, the base constraint setting for ANC MD-11 CAP was 217 CH/day.

72. SHOWPAY

Credit hours to which a pilot may be entitled as a result of his removal from an assignment. A pilot shall be deemed removed from his assignment when he is actually notified of his removal, or when the Company has made reasonable efforts to notify him, whichever occurs first.

73. SHOWTIME

The time a pilot is scheduled to report for duty.

74. SPECIAL INTERNATIONAL BID AWARD (SIBA)

A bidding status in which pilots bid for certain specified international flying.

75. STANDBY SEQUENCE

A standby sequence is defined when a pilot's trip is awarded/assigned. A standby sequence is the period of time starting at the beginning of a standby, and ending at the scheduled departure of the next scheduled flight activity (revenue flight or deadhead), in the trip, as awarded/assigned.

76. SUBMISSIONS

1. Except as provided in 2 (below), submissions (e.g., for bid line adjustments) shall be processed in the order specified in the Agreement and shall be granted or denied based on uniformly applied, objective criteria, material aspects of which shall be supplied to the Association in writing prior to implementation, including any subsequent changes.
2. No bid line adjustment submission shall be unreasonably denied; however, with the approval of the Vice President, Flight Operations or the System Chief Pilot, a bid line adjustment submission may be denied for reasons other than those under item 1. In such cases, the denial shall be reported to the Association within 3 days and shall specify the reasons for the denial.

77. SYSTEM BOARD OF ADJUSTMENT

The legal proceeding used for resolving disputes growing out of grievances (including discipline under Section 19) or out of the interpretation or application of this agreement in accordance with Section 204 of the Railway Labor Act, 45 U.S.C. Section 184.

78. TEMPORARY VACANCY

The temporary reassignment of a pilot to a base other than his permanent base, for three bid periods or less.

79. TIME AWAY FROM BASE (TAFB)

The total hours and minutes a pilot is away from his base, beginning at showtime and ending upon release at his base at the conclusion of his trip

80. TIME ZONE DIFFERENTIAL (TZD)

The number of hours difference between the time zone in which a duty period begins and the time zone in which it ends.

81. TRAINING FOR PROFICIENCY EVENT

An event to establish, maintain or demonstrate a pilot's proficiency in which end level proficiency is not required in order to progress (e.g., WU). The type and number of maneuvers shall be tailored to the specific objectives. Training may be conducted by any qualified instructor. There are no limits to the number of maneuvers which may be reaccomplished and the training that is conducted within the allotted time/event.

82. TRAINING TO PROFICIENCY EVENT

A training event to maintain or demonstrate a pilot's proficiency in which end level proficiency is required in order to progress (e.g., PT). The type and number of maneuvers shall be tailored to the specific objectives of the training. Training may be conducted by any qualified instructor. There are no limits to the number of maneuvers which may be reaccomplished and training that may be conducted within the allotted time/event.

83. TRAINING TO PROFICIENCY PHILOSOPHY

It is recognized that all pilots do not learn at the same rate and there may be disparities in the experience level and background of pilots entering the same course. Training may be extended beyond planned hours in all phases of ITU and in requalification training, by the TRB, if there is consensus that reasonable progress is being made and there is a likelihood of success.

84. TRAINING REVIEW BOARD (TRB)

A board established by the Association and the Company for the purpose of reviewing and making decisions and, where appropriate, referrals and recommendations concerning training. The TRB shall be comprised of two members each from the Association and the Company. The TRB members shall consist of the MEC Training Committee Chairman, the Human Performance Group Chairman, the Company's Managing Director of Flight Training and the Managing Director of Flight Standards. If any of the Company's members are not on the Federal Express Pilots' Master Seniority List, the Company will appoint a TRB member who is a Federal Express Pilots' Master Seniority List holder. The Association or the Company may appoint a substitute TRB member(s) in any particular case. When dealing with situations involving individual pilots, the TRB shall be governed by a train to proficiency philosophy. Individual pilots will be dealt with on a case by case basis, without regard to past precedent. If reasonable progress is being made and there is reason to believe the pilot will ultimately be successful, training is usually extended. The overall goal of the TRB is the continuing improvement and quality assurance of the Company's training program. The TRB shall make its decisions and recommendations based on consensus.

85. TRIP

A series of flights normally commencing 1 hour prior to scheduled or rescheduled departure time from a pilot's base and normally terminating 30 minutes after actual block-in at his base, except as provided in Section 12.A.6. (Operational Trip Return to Base) and 12.B.3. (Standby).

86. TRIP DAY

A day on which any portion of a trip is scheduled to operate.