

Section 1 - Recognition, Scope and Successorship

Letter from FedEx Corporation to ALPA

Section 2 - Definitions

Section 3 - Compensation

- A. New Hire Compensation
- B. Longevity and Crew Status
- C. Hourly Rates of Pay
- D. International Override
- E. Checks

Section 4 - Minimum Guarantees and Other Pay Provisions

- A. Minimum Bid Guarantees
- B. Bid Line Guarantee
- C. Reserve Line Guarantee(RLG) and R-Day Value
- D. Mini-RLG
- E. Secondary, Conversion and Custom Line Guarantee
- F. Trip Guarantee
- G. Allocation of Carryover
- H. Reserve Credit Hour Accrual
- I. Adjustments to BLG/RLG
- J. Effect of Revisions Prior to the Start of a Bid Period
- K. Correction of BLG/RLG Errors
- L. Substitution
- M. Reassignment Trip Pay
- N. PMU (Priority Make UP) Trip Pay
- O. Base Standby Pay
- P. Make-Up Pay
- Q. Volunteer(VLT), Draft(DRF), and Compensatory Make-Up(CMU) Pay
- R. Field Emergency Pay
- S. Special Projects Pay
- T. Special Exemption Pay
- U. Taxi Pay
- V. Reserved
- W. Disruption Compensation
- X. FAR Extension Pay
- Y. Extra Duty Period Pay
- Z. Recall From Rest Pay
- AA. Base Replacement Pay
- BB. Overage Accrual and Compensation
- CC. Weather Replacement Pay
- DD. Compensatory Make-Up
- EE. Grid Penalty Event
- FF. Block Override(BKO)

Section 5 - Traveling Expenses

- A. Per Diem
- B. Lodging and Rest facilities
- C. Transportation
- D. Alternate Accommodations or Transportation
- E. Catering
- F. Parking
- G. Temporary Vacancy Expenses
- H. FDA Expenses
- I. Lost and Damaged Baggage

Section 6 - Relocation Expenses

Definitions

- A. General Eligibility Criteria
- B. Limitations
- C. Relocation Package #1
- D. Relocation Packages #2 and #2.a.
- E. Foreign Duty Assignment

- F. Relocation Days Off
- G. General

Section 7 - Vacation

- A. General
- B. Vacation Accrual
- C. Vacation Bidding Procedures
- D. Splitting Vacations
- E. Change, Slide and Expansion of Vacation
- F. Vacation Bank
- G. Vacation Bank Administration
- H. Disruption of Vacations
- I. Cancellation of Vacation
- J.

Section 8 - Deadheading

- A. Deadheading by Air
- B. Deadhead by Surface Transportation
- C. Deviation From Scheduled Deadhead

Section 9 - Miscellaneous Flying

- Definitions
- A. General
- B. Bid Period Report
- C. Except for pilots assigned to the flight test group
- D. Except for line pilot assigned to the flight test group
- E. Flight Project Specialist (FPS) and Technical Advisor/Aircraft(TAA)

Section 10 - Pilots Transferred to Management or Other Duties

Section 11 - Training

- Definitions
- A. Meetings
- B. Classification
- C. Pilot Qualifications for Training
- D. Notice of Training
- E. Scheduling of Training Events
- F. Pay For Training
- G. Performance Standards and Training Review Board
- H. Training During a Pilot's Probationary Period
- I. Initial, Transition and Upgrade Training Failures
- J. Recurrent Training/Continuing Qualification
- K. Requalification Training
- L. Line Check Airman (LCA)
- M. Flex Instructors and Proficiency Check Airmen
- N. Standards Check Airmen (SCA)
- O. General

Section 12 - Hours of Service

- Definitions
- A. General
- B. Duty Period Limitations
- C. Domestic Provisions
- D. International Provisions

Section 13 - Leaves of Absence

- Definitions
- A. General
- B. Personal Leave of Absence
- C. Medical Leave of Absence
- D. Extended Military Leave of Absence(Other than Annual Training)
- E. Family Medical Leave (FMLA Type Leaves of Absence)

- F. Absence During a Maternity Period & Maternity Leave of Absence
- G. Association Leave
- H. United States Government Executive/Legislative Leave
- I. Statutorily Imposed Leaves of Absence

Section 14 - Sick Leave

- A. General
- B. Use of Sick Leave
- C. Regular Sick Account
- D. Disability Sick Account
- E. Surplus Program
- F. Occupational Injury/Illness

Section 15 - Medical Standards

- A. General
- B. Company Payment of FAA Medical Exam Expenses
- C. Alcohol and Drug Testing
- D. Company Mandated Medical Examinations
- E. Medical Examination Documentation
- F. Effect on Certain Legal Rights
- G. Limitation on Medical Procedures
- H. Confidentiality of Medical Information
- I. General

Section 16 - Workers' Compensation Benefits

Section 17 - Prisoner of War or Hostage Benefits

Section 18 - Witnesses and Representatives

- A. Removal From Duty
- B. Compensation and Benefits
- C. ALPA Flight Pay Loss Bank and Reimbursement of Compensation
- D. Currency Requirements
- E. Association Fly Back (AFB Pay Code)

Section 19 - Investigation and Discipline

- A. Preliminary Matters
- B. Documentation
- C. Consideration of Prior Disciplinary Action
- D. Investigation
- E. Discipline
- F. General

Section 20 - Grievances: Administrative

- Definitions
- A. Application
- B. Filing of Grievance
- C. Discovery
- D. Hearing with Vice President
- E. Appeal of Decision
- F. General

## Section 21 - System Board of Adjustment

### Definitions

- A. Jurisdiction
- B. Submissions to the System Board
- C. System Board Composition and Proceedings
- D. Arbitration
- E. Panels of Arbitrators
- F. General Provisions

## Section 22 - Seniority

- A. Federal Express Pilots' Master Seniority List
- B. Seniority Accrual and Application
- C. Reserved
- D. Protests of Master Seniority List
- E. Probationary Pilots

## Section 23 - Furlough and Recall

### Definitions

- A. Furlough
- B. Recall
- C. Incentive Plan
- D. Non-Flying Employment Opportunities
- E. Furlough Pay

## Section 24 - Filling of Vacancies

- A. General
- B. Crew Position Postings
- C. Bid Award Procedure
- D. Training/Activation Procedures
- E. Other Crew Position Award Procedures

## Section 25 - Scheduling

### Definitions

- A. General
- B. Bid Period Package
- C. Bidding Procedures (Monthly)
- D. Bid Line Categories and Construction
- E. Bid Period Processing
- F. Bid Period Phase-In
- G. Open Time Assignments
- H. Substitution
- I. Custom Lines
- J. Training Assignment
- K. Advance Reserve Assignment
- L. Bid Line Adjustments
- M. Reserve
- N. Volunteer (VLT)
- O. Draft (DRF)
- P. Management Assignment
- Q. Base Replacement Assignment
- R. Field Emergency Assignment
- S. Trip Revision
- T. FAR Extensions
- U. Bumping for Training

- V. Extra Duty Period
- W. Special International Bid Award (SIBA)
- X. Duty in the Uniformed Services (as Defines by USERRA) of less than a full bid period
- Y. Jury Duty Absence
- Z. Bereavement Absence
- AA. Duplicate or Other Assignment Error
- BB. Scheduling Improvement Group (SIG)
  - A. Statement of Intent
  - B. Composition of SIG
  - C. Responsibilities of the SIG
  - D. Access to Information and Confidentiality
  - E. Resolution of Disputes Regarding Specific Pairings
  - F. Final Resolution of Scheduling Disputes: SIG Neutral Track
  - G. Final Resolution of Scheduling Disputes: VP/MEC Chairman Track
  - H. Removal and Compensation of Association Members of SIG and PSIT
  - I. Resignation
  - J. General
  - K. Appendix AA

## Section 26 - General

- A. Aircraft Data Collection Systems
- B. Appearance, Uniforms and Accessories
- C. Applicable Laws and Government Regulations
- D. Bulletin Boards and Mailboxes
- E. Discrimination
- F. Equipment Damage/Usage
- G. Fitness for Duty
- H. Gender
- I. Interline and Other Employee Service and Discounts
- J. Jumpseats
- K. New Aircraft in Service
- L. New Hire Briefing
- M. Passports, Visas and Immunizations
- N. Personnel
- O. Polygraph
- P. Protection from Damage
- Q. Publications/Identification Card
- R. Monthly Information
- S. Recorded Phone Lines
- T. VIPS Inaccessibility
- U. Mediated Debrief
- V. Random Searches
- W. FDA
- X. Administrative Corrections
- Y. Aviation Safety Action Program

## Section 27 - Insurance Benefits

- A. General
- B. Basic Life Insurance Plan
- C. Optional Life Insurance Plan
- D. Basic and Optional Accidental Death and Dismemberment Insurance Plan
- E. Business Travel Accident Insurance Plan
- F. Survivor Income Benefit Plan
- G. Group Health Plan
- H. Retiree Group Health Plan (Coverage for Retirees and Eligible Survivors)

- I. Post-Medicare Retiree Health
- J. Disability Plan
- K. Dependent Care Reimbursement plan
- L. Health Care Contribution Plan
- M. Health Care Reimbursement Account Plan
- N. Long Term Care Plan
- O. Group Legal Services Plan
- P. Metpay
- Q. Pilot Benefit Review Board
- Appendix A
- Appendix B

#### Section 28 – Retirement (Pension Benefits)

- A. General
- B. Pension Plan
- C. Pilots' Money Purchase Plan
- D. Pilots' Retirement Savings Plan
- E. Federal Express Corporation Pilot Non-Qualified Plans
- F. Pilot Benefit Review Board
- G. Employee Stock Purchase Plan
- H. FTL Variable Annuity Plan

#### Section 29 – Union Security and Checkoff

- A. Conditions
- B. Check Off
- C. Annual Income
- D. Authorization Letter

#### Section 30 – ALPA-PAC Checkoff

#### Section 31 – Effect on Prior Agreements, Effective Date and Duration

- A. Effect on Prior Agreements
- B. Effect on Prior Negotiations
- C. Subsequent Agreements
- D. Effective Date and Duration

- Lump Sum Letter
- Mid Term Discussions and Status of Administrative TA's in Future Section 6 Bargaining Letter

- Foreign Duty Assignments in the EMEA and HKG LOA
- FOQA LOA & Letter
- Convention on International Civil Aviation Conformations LOA (ICAO LOA)
- Iraq and Afghanistan Flying LOA

#### **Items Conditional Upon Ratification**

##### ASAP

- ☐ ASAP MOU
- ☐ Just Culture Letter
- ☐ Just Culture Charts
- Collection of Human Performance/Alertness Data MOU
- Grievance Settlement Agreement 10-02 (PIC determination on augmented crews)
- Grievance Settlement Agreement 09-02/09-04 (4.A.2.b. implementation)