



December 30, 2011

Dear Fellow FedEx Pilots,

If you are like me, the outrage over us being carved out of the new FARs, part 117, is not lessening with time. If anything, my resolve to fight back against this obviously political and money driven injustice is increasing with time.

In order to have the highest probability of success going forward, we are adapting our *comprehensive* Flight and Duty Time battle plan that started more than two years ago; adjusting to the new realities of the situation. We are developing a comprehensive, multi-track plan of attack that gives us the highest likelihood of long-term mission success and "One Level of Safety." That is what is happening and that has been in movement since the new FARs were made public.

To accomplish this mission, we have been in constant and continuing discussions with ALPA National, the legal team, the Negotiating Committee, the Flight and Duty Time team, Legislative Affairs, Government Affairs, the Scheduling Committee, other ALPA cargo carriers, and others as well as the President of IPA.

Summary of the plan to date:

- 1) Research all aspects of the rules
 - a. How the two rules compare - 121 vs. 117
 - i. Breaking down the specifics of all aspects of the new rules
 - ii. The pros and cons specific to FedEx pilots
 - b. Impact on current and future contracts
 - i. A comprehensive comparison of the new rules vs. our CBA
 - c. Negotiating considerations both now and out into the future
- 2) Cargo Corporation Voluntary Opt-in
 - a. Companies have the option to opt into the new FARs
 - i. Transportation Secretary Ray LaHood stated his intention to call in "all" cargo companies to encourage them to voluntarily opt-in to the new rules
 - b. I have officially asked FedEx their intentions on the opt-in option via letter and have strongly encouraged FedEx to voluntarily opt-in to Part 117 in the call for "One Level of Safety" and increased safety at FedEx
 - c. However, we will not be waiting on the FedEx "opt-in" response in the implementation of adapting a comprehensive plan
- 3) Legislative Effort

- a. A full legislative effort is underway including coordinating with other cargo carriers where appropriate
- 4) Legal
- a. We are researching all legal options
 - i. Independent legal action
 - ii. An independent legal action including ALPA cargo carriers is being evaluated
 - iii. Joining the IPA lawsuit once it is established whether or not it meets our needs
 - 1. Specifics are being investigated and evaluated
 - iv. The legal route is being researched as a dual track and as a potential coordinated comprehensive effort
- 5) Communication
- a. We will be communicating with FedEx pilots continuously on this issue as well as all the attending aspects of it
 - b. This is a FedEx pilot battle

I understand and very much share the frustration surrounding this money over safety injustice and the calls for action. Rest assured that all manners of attack are being evaluated continuously and will be utilized if they can help meet our collective goals; many have already started. However, taking specific aggressive action before the needed research is completed can lead to mistakes, lessens our chances of success, and is similar to shooting without aiming. It might make us all feel good and look tough short-term, but mission success is what is in our best interest long-term.

The above is part of the constantly adapting comprehensive plan utilizing all available experts, leaving no stone unturned, with no options off the table to meet our goals. We have an objective, a mandate, to have "One Level of Safety." That is our goal. At each step of the way going forward, we will communicate to all FedEx pilots clearly, honestly and often. This is a battle we are in together.

In Unity,

Captain Scott Stratton
Chairman, FedEx Master Executive Council
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