



August 23, 2016

Captain Charles W. Dyer
FedEx ALPA MEC Committee
1770 Kirby Parkway, Suite 300
Memphis, TN 38138

RE: FDA LOA Paragraph X Ongoing Implementation Measure-Transition and Implementation of Paragraph C.2.f.ii. (Annual Home Visit Air Travel)

Dear Captain Dyer:

As you know, Company and Association representatives have been working to resolve several issues related to the transition and implementation of provisions in the 2015 FDA LOA regarding the annual home visit air travel provision. The purpose of this letter is to memorialize our agreements under Paragraph X. of the FDA LOA on these issues.

Concerning the transition to and implementation of the "once per calendar year" basis for providing FDA pilots with annual home visit air travel in accordance with FDA LOA Paragraph C.2.f.ii., the parties agree as follows:

1. If, as of January 1 of any given calendar year (beginning on January 1, 2016), an FDA pilot has satisfied his FDA commitment period (FDA LOA Para. C.2.g.i.), the Company will provide annual home visit air travel on a "once per calendar year" basis while the pilot remains activated in a crew position in that FDA. Such pilot may use annual home visit air travel for that calendar year at any time between January 1 and December 31 of that calendar year.
2. If, as of January 1 of any given calendar year (beginning on January 1, 2016), an FDA pilot has not satisfied his FDA commitment period (FDA LOA Para. C.2.g.i.), the Company will provide annual home visit air travel beginning on the first day of the month in which that pilot's FDA commitment period ends to be used by the pilot between that time and December 31 of that calendar year; provided, however, if the end of that pilot's commitment period falls within the calendar month of December, the Company will provide such pilot with annual home visit air travel beginning with the first day of the November calendar month to be used by the pilot between November 1 and December 31 of that calendar year.

Example #1: The end of an FDA pilot's commitment period is March 12. He is eligible to use his annual home visit air travel ticket between March 1 and December 31.

Example #2: The end of an FDA pilot's commitment period is December 3. He is eligible to use his annual home visit air travel ticket between November 1 and December 31.

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3. For those current FDA pilots (and/or a current FDA pilot's eligible dependent(s)) with an annual home visit air travel ticket that was not used prior to January 1, 2016 (an "unused" ticket), the following shall apply:
 - a. Within 45 days of the date of this on-going implementation measures agreement, the Association shall present a written list of such pilots (and/or eligible dependent(s)), along with the number of such unused tickets, to the Company for verification using Company relocation and travel records. The parties shall make their best efforts to agree upon a final list. The final list shall be incorporated by reference into this on-going implementation measures agreement. Any unresolved issues with a particular pilot and/or eligible pilot dependent as to the amount of unused tickets shall be handled in accordance with the provisions of Sections 20 and 21 of the basic Agreement.
 - b. A current FDA pilot (and/or eligible dependent(s)) on the final list must use any unused ticket(s) (for travel in accordance with the terms and conditions in FDA LOA Para. C.2.f.ii.) as follows:
 - i. The pilot (and/or eligible dependent(s)) must use all unused ticket(s) between the date this on-going implementation measures agreement is executed and December 31, 2020.
 - ii. During this timeframe, the first ticket an FDA pilot (and/or eligible dependent(s)) uses during any given calendar year shall be deemed to be a "regular" annual home visit air travel ticket – not an "unused" ticket. Any additional ticket used during that calendar year shall be deemed to be an "unused" annual home visit air travel ticket.
 - iii. In no event, however, shall a current FDA pilot (and/or eligible dependent(s)) be eligible to use more than 2 such unused ticket in any given calendar year (i.e., an FDA pilot may use a total of no more than 3 annual home visit tickets per calendar year – a "regular" ticket and an "unused" ticket).
4. When a current FDA pilot activates in an FDA crew position in a different geographic location, his eligibility for annual home visit air travel tickets shall be determined based on his commitment period in that subsequent FDA crew position and shall be administered based on the "once per calendar year" basis described in Paragraphs 1 and 2 of this Settlement Agreement and in FDA LOA Para. C.2.f.ii.

If this reflects your understanding, please indicate your agreement by signing below.

Sincerely,


FEDERAL EXPRESS CORPORATION



John D. Maxwell
Vice President, Labor Relations

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Accepted and agreed to on behalf of the Air Line Pilots Association:



Captain Charles W. Dyer
Chairman, FedEx MEC
Air Line Pilots Association, International

Dated this 29th day of AUGUST, 2016



Captain Patrick S. May
Chairman, MEC Negotiating Committee
Air Line Pilots Association, International

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