



October 13, 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  
*Kindergeld* and Educational Expenses (Paragraph G.1.)**

Dear Captain Dyer:

Company and Association representatives have been working to resolve several issues related to both the reimbursement of certain educational expenses and the *Kindergeld* benefit available to pilots with their permanent, primary residence both within 100nm of the EUR FDA base airport and within Germany. The purpose of this letter is to memorialize our agreement under Paragraph X. of the FDA LOA on these issues.

For those EUR FDA pilots with their permanent, primary residence both within 100nm of the EUR FDA base airport and within Germany, the parties agree as follows:

1. Pilots shall have the ability to retain *Kindergeld* benefits, and the Company's orientation services vendor shall provide the pilot with assistance in completing the administrative steps required to begin receiving *Kindergeld* benefits as provided in FDA LOA Paragraph C.2.j.i.
2. For educational expense claims submitted for reimbursement after the date of this OIM agreement, the reimbursement entitlement shall be limited to those expenses:
  - a. paid directly<sup>1</sup> to the (1) child's school or teacher; or (2) the city (Stadt) in which the child's school is located; or (3) an accredited tutor providing German language instruction and/or instruction that supplements a course(s) in which the pilot's student is enrolled in school. The reimbursement of expenses shall be limited to:
    - i. reservation fees;
    - ii. application fees;
    - iii. tuition;
    - iv. capital expenses;
    - v. books
    - vi. supplies;

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<sup>1</sup> Expenses paid to the above-referenced entities or persons through a vendor are expenses paid "directly."

- vii. school-provided transportation (including when paid to vendors which are contracted by the child's school to provide transportation for students);
  - viii. deposits;
  - ix. after school program fees;
  - x. technology fees; and
  - xi. uniform fees.
- b. paid to 3<sup>rd</sup> party vendors, but limited to:
- i. books required by the student's school; or
  - ii. fees for after school educational programs required by the student's school.
- c. The Company may require the pilot to provide adequate documentation that an expense is eligible for reimbursement under the provisions of Paragraph 2.a. and b. of this on-going implementation agreement before reimbursing the expense (e.g., the school's required book list or documentation of the tutor's accreditation, etc.).

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

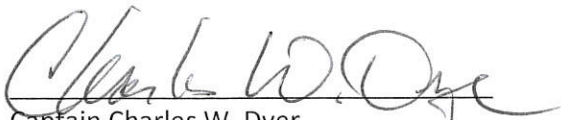
Sincerely,

**FEDERAL EXPRESS CORPORATION**



John D. Maxwell  
Vice President, Labor Relations

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 14<sup>th</sup> day of Oct., 2016



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