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April 25, 2019

Ladies and Gentlemen of Local Council 14,

Following is a summary of key points from the quarterly MEC meeting I attended on 8-12 April in Memphis. In the future, such summaries will be posted on the LEC14 page of the FDX ALPA website for your review. I have also [attached](#) the daily summaries sent out by the MEC Communications staff. Below are several highlights that affect us here in the HKG FDA.

- **Retirement and Insurance Committee (R&I):** Fidelity now has a new VIP service, Executive Services, for all pilots who have more than \$400,000 or more in assets held with them. This is a great service and a win for our pilots. All eligible pilots will receive a welcome kit. However, due to Fidelity's licensing, Fidelity is not allowed to provide these services to pilots residing outside the U.S. Pilots can, however, call the dedicated number, (833) 383-3339, at Fidelity for FedEx participants and get assistance on executing trades. Fidelity currently does not have any brick and mortar service centers in Europe or Hong Kong.
- **Sub-Economy (i.e. Economy Light) tickets for Annual Home Visit:** The company has stated that they do not intend to book any annual home visit tickets in "economy lite" or sub-economy. Sub-economy fares do not include baggage or seat selection. Please let us know immediately if you are booked a ticket in sub-economy.
- **Ticket Refund Costs:** Recently pilots have been charged penalty fees for cancelled tickets after deviating. The Union is aware of this issue and addressing it with the company. In the meantime, there is a "work around" that is published in several of the recent [Positive Rate](#) articles.
- **Pilot Data Report (PDR):** The [PDR](#) system is up and running and has the potential to be an incredible resource for our pilots and our Union going forward. Please use the system to document all Union matters and please don't forget to copy any InSite or fatigue report you send

into a PDR. The link is: fdx.alpa.org/pdr. It is located on the upper left portion of the FDX ALPA homepage and reads "CONTACT US VIA PDR." It is very simple to use and self-explanatory.

- **Hotel issues:** Please send InSite reports (copy and paste into a [PDR](#)) for all issues (good and bad) you have with hotels. It is frustrating when there is no response, but the company does track these. If the company sees the number of InSite reports decrease, they do not look at it as InSite "fatigue," but that there is no longer a problem! Please InSite early and often if there is an issue. As always, for hotel issues requiring immediate resolution, contact the Duty Officer.
- **Fatigue:** The Fatigue Risk Management Committee does a lot of work behind the scenes on our pairings. They scrub and reject many before they even get to the PSIT. They are a data driven organization. Please fill out fatigue reports as appropriate, even if you do not call in fatigued. Importantly, copy and paste the report into a PDR. Also, if you are asked to participate in data collection, please take part and follow the guidelines. Data is king in the fatigue world.
- **The Contract Answer Team (CAT):** It is currently being built, and it will be a very effective tool to get fast answers to time-sensitive contract questions. Basically, you will be able to submit any day-of-operating CBA questions to the CAT and get responses. Members of the CAT team will have a mobile app that they can use to respond rapidly with CBA references. Other airlines have used similar systems for many years, with great success. We are currently seeking volunteers.
- **Pilot to Pilot (P2P):** I would like to get a fresh start to reenergize this very important committee. It is being redesigned and will be more aligned with the Communications Committee. There will be improvements on the information passed on to the P2P folks. This committee is very valuable as we start to ramp up for contract 2021. All that's required is to monitor and remain current on the latest updates from the committee chairman. Please volunteer.
- **TAD/TSUP:** There is an OIM out regarding Training Activity Displays (TADs)/Training Simulator Support (TSUPs). The specifics can be found in two separate FDX MEC *FastRead* communications dated 10APR2019 and 11APR2019. These communications both contain a link to the agreement and address a summary of changes to TSUPS (currently doesn't apply in Hong Kong) and TADs.
- **Scheduling Matters:** The Scheduling Committee is updating the popular articles entitled "Scheduling Matters" with current sections of the CBA. The first one, "[What's in Your Wallet?](#)" is available now on FDX.ALPA.ORG. Expect to see the next two in May and June. These articles are very helpful for both new and experienced crewmembers.
- **FDA Housing Allowance Agreement:** Our Negotiating Committee is working on solutions with the Company and attempting to provide clarity and equal treatment for all FedEx pilots in the FDA. The talks are on-going, and I will provide detailed information when I am able.

- **ALPA History:** There is an educational series available that deals with the creation and history of ALPA. It is available on Apple Podcasts, Google Play, and Spotify. Search "Flying the Line;" currently there are four sessions. Understanding our history is part of being an informed member.

In closing, I want to remind all members of Council 14 that Unity is the key to our success going forward. This is particularly true as our contract amendable date is approaching. It is essential that we stay focused, engaged and informed. Please contact me directly with any questions/concerns. I sincerely hope everyone had an enjoyable and fulfilling holiday weekend.

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