

Ladies and Gentleman,

It has been pointed out, and rightly so, that I have been very lacking in communicating with my fellow Block 8 pilots via regular comms. While it is the desire of the MEC to have a centralized comm system to disseminate information in a way that is easy to access, accurate and timely, that is not a good excuse for me to hide behind on my lack of comms. I will work diligently to get something out to you at least every other month and more frequently when required.

We are the junior guys and gals at FedEx. What this means to me is that we are the future of FedEx. Some way more than others; I'm 53 on my 5<sup>th</sup> airline versus a 35-year old with their entire FedEx career ahead of them. That being said, after 30 years of being an airline pilot, I remember well the feeling that the "old guys" who are near retirement now don't care about us or our retirement. As I have aged, I have come to realize this just isn't the case. Sure, for a few, it is all about "me," but the vast majority of us (yes, I'm old -- for a pilot) don't want to see the new guys sacrifice any more than the old guys.

I encourage you all to put the FDX MEC website in your favorites bar, [fdx.alpa.org](http://fdx.alpa.org). This is the centralized communication "place" we use to relay timely and accurate information on all issues that affect us as FedEx pilots. The retirement research section and grievance areas are loaded with valuable and accurate information. Couple this site with having the "Positive Rate Weekly" delivered to your email, and you will be as informed as possible on all issues that affect us.

We just won an arbitration on soft R days being moved into your vacation buffer. The company can not do this anymore. We also had an arbitration on the lay flat seat issue. We expect a ruling this Fall. We have narrowed the gap hopefully in the 767 passover settlement discussions. It is very complicated and involves multiple scenarios and postings, so please hang in there.

Our research into retirement continues. As you can imagine, it is a complicated and extensive project. Our Negotiating Committee, R&I, ALPA Staff and consultants have been at work examining our current retirement plan, looking at alternatives, and taking on an in-depth accounting review. There have been many alternative plans reviewed and some may have some merit, but we are still at the beginning stages of understanding exactly what those are. As more is learned about the various plans, they will be brought to the MEC by our team of experts. Your MEC will evaluate whether or not there is sufficient data to move forward with further development and in coordination with your SME's, determine if there is anything worthy of your consideration. Until that time, it's important for you to keep in mind that, WE ARE NOT IN ANY BARGAINING with the company. Rest assured, I will be representing our Block 8 folks vigorously! I have heard from several of you with various concerns. It is important that I hear from as many of you as possible. My email is [Donald.Loepke@alpa.org](mailto:Donald.Loepke@alpa.org) and my phone number is 901-308-3464. So that you know where I stand, for this to bear fruit, in my opinion, we will need multiple choices. It will have to be a win-win for us and the company. Worst case scenario is we keep what we have now and we will be fully prepared in the retirement arena going into Section 6 bargaining in 2021.

I fly a lot and I am always available in the crew room or on layovers, so please feel free to talk to me about any questions or concerns you may have. That's it for now. I will send you another comm after our June MEC and Joint Council Meeting the week of June 12<sup>th</sup>. The Joint Council Meeting is on Wednesday, June 14 beginning at 10:30 a.m. at the Marriott Memphis East, 5795 Poplar Ave. Please try to attend if possible.

Fraternally,

Don Loepke  
FDX Blk 8 Rep