

# Council Minutes



AIRLINE: FDX

COUNCIL: 26

CITY: Memphis

DATE: June 14, 2017

A meeting of FDX LEC 26 was held in Memphis, Tennessee.

## Members in Attendance:

Michael Arcamuzi

Steven Bello

Ray Bobbit

Tim Burson

Tom Cornell

Jeff Danner

Joe DiJanni

Bill Dysart

Chuck Hansen

Pete Harmon

David Hayes

Stan Hughes

David Jones

Herman Jongens

John Long

Pat Meagher

Jeff Moyer

Brady Muth

Jim Perry

Kevin Phillips

Rich Odbert

David Risch

Tyler Sanders

Anita Shew

Kit Teeter

Chuck Ward

Rich Zins

## Observers (Non-voting):

Chuck Dyer

Ken Binder

Pat May

Terry Mctigue

## Call to Order:

Meeting called to order at 1257 by Michael Arcamuzi.

## Old business:

Meeting Minutes from LEC26 Feb 1, 2017 meeting were approved by the body.

Motion by Phillips/Ward.

## Officer Reports:

### LEC26 Chairman Michael Arcamuzi:

- **Retirement R&D: Creating a "DB 2.0"**
  - Defined Benefit research only (no changes to DC).
  - Buying power of our current DB is declining with the salary cap and capped years of service (YOS).
  - Removing the salary cap and uncapping YOS are two of our goals.
  - Company doesn't like variability in their balance sheet, if we can minimize the variability we can create value.
  - Accrued benefits are accrued. No one can take away what you already have (Except for a bankruptcy judge in a distressed termination).

- Beginning this process outside of normal Section 6 negotiations might give us added flexibility and maintains the advantage of walking away and re-engaging in Section 6 later.
- **Q&A with R&I Chair Ken Binder, Negotiating Chair Pat May, and MEC Chair Chuck Dyer:**
  - What is this plan going to look like?
    - Better
    - GOALS ARE:
      - No caps on salary or YOS
      - Built-in inflation protections
      - Improvements for all with no division of the crew force
  - We are only looking at a pension benefit (DB)
  - Retirement replacement ratios for our new hires are low (DB side) and need to be fixed.
  - Anti cutback rule – can't take away anything from someone
    - Accrued is accrued
    - Only a bankruptcy judge can take away
  - Plans we are testing stress test well to all the scenarios
- **Election for our Council is coming up this fall.**
  - New reps will begin March 1, 2018.
  - Michael will not be running and Anita cannot (due to seniority movement into Block 5).
- **FDX ALPA Strategic Plan was approved in October 2016**
  - Includes a Vision Committee - Concept is to bring in prior Association volunteers to retain their knowledge, learn from prior history, and use their experiences to make advancements
    - A goal is to remove the pendulum swing when teams switch
  - Part of the strategic vision is for a more refined and consistent communication delivery
  - This plan will hold our union more accountable
- **Training Committee:** Ty Sanders is taking over for Matt Morley as Chairman. Please thank Matt for his tireless work and dedication.
  - Ty plans to continue with the same structure with a lead in each fleet
  - He needs more resources to help prevent volunteer burnout
  - A challenge is getting communication from pilots about training
  - With cooperation from Dillman and Leonard things are being changed
    - Positive work is being done
    - "Line check blitz" was rethought after ALPA input
    - There was a lack of data showing a need - even though the company said otherwise
    - Simulator training failures-Is it that our pilots are not preparing or is our training inadequate?
    - What is needed is more training and less evaluation

- Our standards and culture need to change
- Our Training Committee is being invited to meetings and we are learning from other airlines
- Advisory Circulars are coming out for EOP and Mentorship: expect changes to come.

**LEC26 Vice-Chairman Pete Harmon:**

- Trust but verify your Association
- Lanyards: Lack of unity showing in the crew room. Please wear the new lanyard being sent to your house and ask your fellow pilots to do the same
- ASAP hotline: If you have a reportable event you have 24 hours beginning at the end of the duty period – if you call the ASAP hotline you can be extended to 3 days:
  - 901-224-5203
  - Answer the questions asked from the automated message (only answer the questions it asks).
  - Name, employee number, date, flight number, and city pairing
- TextCaster – please sign up on [fdx.alpa.org](http://fdx.alpa.org) or click on the “textcaster signup” link on a majority of the FDX ALPA emails sent to you.
- New Membership page has a lot of good information directed towards new hires but can be useful for all pilots ([New Hire Page](#))
- Available 24/7 if you have a question or concern, call, text, or email.

**LEC26 Secretary Treasurer Anita Shew:**

- Slow Progress for getting things done
  - Still needing volunteers:
    - Contract Answer Team (CAT) – 20 volunteers needed to go live
      - Training will prepare you
      - Answering questions is voluntary
      - In training they teach you what answers you should or should not answer
      - Database will be built with the data collected that will help identify pertinent issues and contract violations.
    - Editor and writers needed for our electronic publication The Mix From 26. We have tried to make this a quarterly publication but have found that we don’t have the volunteers or bandwidth to make that happen.

**New Business:**

- A member stepped out of a wide body aircraft onto older style of crew stairs (with the hand crank) and the top step broke off and subsequently fell to the ground. Please use caution on the top step and while walking underneath these types of stairs.
- We need to mentor our younger pilots. Delta has a mentoring program run by ALPA. With no sponsorship program here anymore, some new hires do

- not know anyone. Could the training partner/captain be the mentor? How can we get a mentor system? What can we do to attract them to the union?
- 757/767 Passover Pay Grievance will be settled soon
  - Grievance Department: won the grievance on a soft-r day move into the 48 hour vacation buffer

**Adjournment:**

Meeting adjourned at 1430 by Ward/Burson.

Respectfully submitted,

Anita Shew, Secretary-Treasurer  
FDX Council 26