



# Council 26 Message

FedEx-LEC26@alpa.org



October 25, 2017

On October 2–6, your FDX ALPA MEC officers and reps met for the third triannual MEC week of 2017. Numerous items of business were covered, and we, as your council reps, would like to brief you on a few topics.

## Defined Benefit Research & Development

Improving the defined benefit “A Plan” for all pilots, current and future, is critical. Salary caps, years of service limits, and inflation continue to erode our current defined benefit. FDX ALPA has hired experts in retirement planning to find the best ways to improve our A Plan by possibly eliminating caps and also limiting the effects of inflation that currently are dwindling its value. We are seeking to **improve both the monetary benefit and the security** of our defined benefit plan. To be clear, this involves developing a new type of A Plan that would replace and improve our current A Plan, only if/when ratified by the pilot force.

We want to emphasize that your A Plan is yours. Any benefits that you have already accrued are yours. Accrued benefits can only be taken away by a bankruptcy judge.

The retirement plan that we were briefed on is very encouraging, leading us all to believe that an improved defined benefit plan is achievable and worth pursuing at this point. Your MEC unanimously voted to send our Negotiating Chairman to discuss (**not** negotiate) with management the possible framework for a variable benefit (VB) retirement plan. This is simply a conceptual discussion to introduce the plan concept to see if there is an interest from FedEx.

We first need to know if management is even remotely interested. Concurrently, we must inform and educate you, our constituents, on this VB plan. After a thorough education campaign and survey, the MEC will determine if negotiations will take place, assuming FedEx is willing. There are many paths that can be chosen. It is possible that we will do nothing. It is possible that we will negotiate a new plan. It is also possible that we will be saving all of our research and preparations for contract negotiations in 2021.

Remember these final points on your defined benefit:

- **Our defined benefit plan is one of the best in the industry** by virtue of bankruptcy-era attacks on our brothers and sisters at other carriers.
- **We have not been successful at negotiating sufficient improvements** in the A Plan since our contract in 1999.
- We see this **variable benefit plan as the best opportunity** to unify our members and **make improvements on our defined benefit for all pilots**, current and future.
- **A change to our retirement would require pilot ratification through a letter of agreement outside of Section 6.**
- **Please remain engaged** and read/view all the forthcoming communications on this subject so you can **make informed choices**.

## 5 Percent Holdback of the Lump-Sum Retro Payment

Now that the 767 Passover Pay Settlement challenge period has come to a close, the last 5 percent of

our bonus can be paid. LOOK FOR A COMMUNICATION FROM MEC SECRETARY-TREASURER RICH ZIMS ON THIS soon. We hope you will receive the funds by the middle or end of November.

### **Contract Enforcement**

Contract Enforcement is available during normal business hours in Memphis. They know our contract better than anyone else. This office is the first point of contact when unsure of a contractual matter.

### **Contract Answer Team (CAT)**

What about those times when the office is closed? We have been trying to put together a "Contract Answer Team" for some time now. The only thing preventing us from going live is a **lack of volunteers**. If you have the ability to read the contract, a desire to help others, and perhaps 15 to 20 minutes per month to spend helping a colleague with timely information, then **please consider volunteering to help us get this value-added service off the launch pad**. You can sign up here: [Contract Answer Team signup](#). Other airlines have this, and getting an answer at 0230 from a pilot who knows which options are available to you is a wonderful benefit.

### **Casualty Assistance Liaison (CAL)**

Another important point that came out this week was the importance of naming and/or updating your CAL. Management has established a procedure in which a pilot may select someone to be a liaison with family, Flight Management, and the Critical Incident response Program (CIRP) in case of a tragic event. The CAL does not assume any responsibility of Flight Management's duties and only acts as a point of contact with your family, FedEx, and the ALPA CIRP. *An incident recently occurred where a pilot had named his wife as his CAL, defeating the purpose* of having a liaison between the company and your spouse. A friend of yours at work may be better suited to assist your family in a time of crisis. The best choice is someone your spouse knows and trusts.

### **Beneficiaries**

This brings up a similar issue: PRSP beneficiary designations. After completion of the merger of the PMPPP into the PRSP last year, pilots had to reelect their beneficiary(ies) due to Vanguard system limitations. In spite of notifications, our R&I chairman informed us that roughly **2,000 pilots have yet to re-designate plan beneficiaries**. (In fact, one of the authors of this missive is one of the guilty 2,000.) To designate your beneficiary(ies), log on to Vanguard, from the menu select My Profile, then Account Settings. From Account Settings select Beneficiaries. In the event of your death, your PRSP will be paid out to surviving relative(s) according to the plan's prescribed hierarchy if you fail to designate a beneficiary.

### **Professional Standards**

Professional Standards Committee Chair Mark Jefferson and Vice Chair Eileen Weingram briefed the MEC on the good (yet very sensitive) work their committee does. The Letter of Agreement we have with FedEx is a model often copied at other airlines. Mark, Eileen, and their team of trained Professional Standards volunteers are doing amazing work for us all. If you have an issue with another pilot or know of someone who could benefit from peer assistance to avoid getting sideways with management, give the ProStans committee a call, and they'll work with you to confidentially get everyone back on track and out of disciplinary crosshairs.

### **Help Us Help You**

In closing, it's helpful if you go by the mantra, **"No paper. No problem."** This means, *if you see a problem and don't report it, it won't get fixed*. The Insite system is greatly improved. You can even put people in for "BZs" via Insite! If you have issues that need to be reported, use this system to report it to the company. Additionally, it **always** helps us help you if you inform the appropriate ALPA committee, so they can track fixes and responses by management. If you can't find the committee you need, send the report narrative in an e-mail to Capt. John Cardaci, FDX MEC vice chairman, at [John.Cardaci@alpa.org](mailto:John.Cardaci@alpa.org).

## LEC 26 Nomination and Election Process

The nominating process yielded the following candidates for the Blocks 3, 6, and 11 election:

- Block 3: Pete Harmon
- Block 6: Eric Armstrong
- Block 11: Chris Fitz and Rich Odbert.

Look for a ballot for the council election. Balloting will close October 31.

Thanks for staying engaged. We **need** more of you to volunteer.

Mike, Pete, and Anita

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