

## 2014 Mil Affairs Peak Message

First of all, thank you. Thank you for protecting our country, and the freedoms that allow our employer, FedEx, to enjoy a period of record profitability. At the same time as our employer is enjoying such heightened profitability, you, our pilots who continue to serve in the Guard and Reserves, are enduring heightened, even record levels of stress, as a result of worldwide current events. As peak approaches, I want to provide you with some pertinent information about your rights that can help you manage the increased stresses on you and your families caused by helping FedEx maintain historic levels of profitability, while protecting us all during these times of historic levels of world threats.

One of the biggest issues that crewmembers bring to my attention over peak is that they often feel harassed about taking MLA in proximity to the holidays. The tacit accusation they perceive is the assumption that they are “abusing” MLA by using it as a rouse to get time off during the holidays. Beyond the obvious fact that the world does not become a safer place during November and December, therefore your military obligations do not subside during this time. Regardless of FedEx’s peak, military leave in November and December is no different than military leave during the rest of the year.

### **§1002.104 Is the employee required to accommodate his or her employer's needs as to the timing, frequency or duration of service?**

“No. The employee is not required to accommodate his or her employer's interests or concerns regarding the timing, frequency, or duration of uniformed service.”

All this and more (please, read it for yourselves) can be found in the Department of Labor’s very user friendly, Q&A formatted, regulations on USERRA, found at: <http://tinyurl.com/2014-ALPA-USERRA-Regs>.

And remember, there is still an app for recording and reporting any MLA issues you have during peak.

The App: <http://tinyurl.com/ALPA-MLA-App>

- The app allows you to capture incidents with the company in real time. It links to a page on the fdx.ALPA.org Mil Affairs Committee site.
- It is secure, requiring you to log in using your ALPA credentials, and it has drop down menus and comment boxes to facilitate its usage.
- Please place a shortcut to the page on your home screen and use it to report any MLA issues that arise.

V/R  
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