

SIG NOTES



AUGUST 2018

The SIG Notes are a joint document produced and edited by both ALPA and Company SIG Representatives.

Summary of the Build

Bid line averages continue to decrease almost across the board. There are still a few imbalances between some bid-packs. There are even some wide gaps between Captain and First Officers in the same bid-pack. Many lines will be different, between the two seats.

There were no major holidays falling during the month, however, carry-out may be affected due to the Labor Day holiday the first Monday in September.

A small amount of buy-up was used in a few bid-packs. If a line credit is below the contractual floor of 85 (5-week) or 68 (4-week), the company will "Buy-up" the difference to comply with minimum bid line guarantees.

Pairing Assessment Process

For the August 2018 bid month, the ALPA PSIT reviewed over 3000 pairings and requested hundreds of pairing changes between both the prelims and finals. If you have any questions about what the SIG/PSIT team accomplish in any given month, we encourage you to email your respective PSIT team. Their email addresses are listed in the PSIT notes below.

New Secondary Line Generator

Last month was the first month the upgraded Secondary Line Generator (SLG) was in use for all bid packs. Conflicts, Vacation and Min days off are being handled differently. If you have any questions please contact Futures to clarify. ALPA SIG is aware of the dramatic reduction in reserve lines. We are tracking all the data in
[SIG Notes Continued]

regard to reserve day blocks. Expect further communication on this subject in a different forum.

Disputed Pairing Process

This month we disputed 13 pairings. These thirteen pairings were referred to the Fatigue Event Review Committee for analysis. If you have any fatigue-related questions, please email our Fatigue Risk Management Committee at Fedex-FRMC@alpa.org.

Issue	Report	
Line Building. Bid Line Construction.	PIREP	Any scheduling related issue. Sent to ALPA SIG/PSIT for response. PSIT is responsible for line construction.
Pairing Construction. Including DHs.	INSITE	Any pairing construction issue. Sent to FEDEX SIG(Company). FEDEX is responsible for pairing construction.
Fatigue.	Fatigue	Sent to both Company and ALPA fatigue committee.

Marty Harrington, ALPA FedEx MEC Scheduling Committee Chairman

Mike Percy, ALPA FedEx MEC Scheduling Committee Vice-Chairman

JD Oliver, ALPA FedEx MEC Scheduling Committee Knowledge Manager

Pat Hagerty, ALPA Fatigue Risk Management Committee Chairman

Memphis A300

FedexA300MEM@ALPA.org

Mike Davidson

Harry Edwards

Jarrold Hatfield

	Captain	First Officer
Average CH	88:23	94:29
RLG CH	85:00	90:34
R-day value CH	4:28	4:46
# of Regular Lines	201	185
# of Secondary Lines	68	51
# of Reserve Lines	35	28
Total # of Lines	304	264
Two or less departure lines. (%)	9.8%	3.1%
Three departures or less. (%)	55.5%	51.7%

PSIT Notes: ALL CREWMEMBERS BE AWARE! Due to the large BLG difference requested by the company, the Captain and First Officer lines are substantially different.

August is a 5-week bid month. Labor Day falling on Monday, 3 September 2018, affected all of our normal carryout pairings. Also, Canada's Civic Day on 11 August 2018 affected our Canadian lines. There were 530 preliminary pairings for the A300 in August 2018. We requested changes to 64 of these pairings, of which 10 were corrected to our satisfaction. Most changes involved pairing constructions that we felt would lead to fatigue issues or create excess departures per line. We continue to ask for more weekend layovers or Sunday deadheads with front-end layovers greater than 24 hours. This directly affects our ability to build lines with a lower number of departures per month (week-on/week-off flying) and mitigates the early morning Monday deadheads to start a week of flying.

Our sweep flights are now DEN and OAK with flight numbers 1311/1352/1317. Lastly, the continued increase in 1-way routings and gauge changes continue to impact our city purity and week-on/week-off flying.

August will be the second month the A300 will use the new secondary working window and the new system of bidding secondary lines. Job aids can be found on the home page of pilot.fedex.com by going to Links -> SLG Crew Guide, SLG Crew Video and SLG Crew Webinars.

If you file a scheduling or fatigue related Insite Report, please copy us. We are not automatically copied on these reports by the company.

Cologne B-757

Fedex757EUR@ALPA.org

Tim Harp

James Capeless

	Captain	First Officer
Average CH	89:57	90:06
RLG CH	86:27	86:27
R-day value CH	4:33	4:33
# of Regular Lines	32	35
# of Secondary Lines	12	13
# of Reserve Lines	5	8
Total # of Lines	49	56
Two or less departure lines. (%)	0%	9%
Three departures or less. (%)	44%	49%

PSIT Notes: Summer is fully upon us in Germany and the summer holiday season has begun. August is a 5-week bid month and we were able to construct 32 Captain and 35 First Officer lines with the higher line count being driven by the increase in first week pairings. We continue to see shortened carryover trips as well as 3 First Officer MEM HSBY pairings in this month's bid pack. This is due to the slight over-manning in both seats and we expect this to continue over the next few months.

One significant pairing change this month is the MUC deadhead has been shifted to Sunday night per the PSIT request. This allows a better sleep opportunity before a long duty, 3-leg night. We'd like to thank the CGN crew force and the Company for this positive change. There are also several bank holidays across Europe in August and, as a result, a few one-off pairings. Please remember that if you are scheduled for a backend DH with a layover less than 9 hours and your inbound flight is delayed, contact CRS if your actual layover becomes less than 8 hours. The DH needs to be rescheduled to make it legal, regardless of deviation status.

The Secondary Line Generator (SLG) is now active in Cologne and there will be some growing pains as it's implemented. Please educate yourself on bidding Secondary Lines and building your Secondary Line requests through the numerous tutorials on PFC.

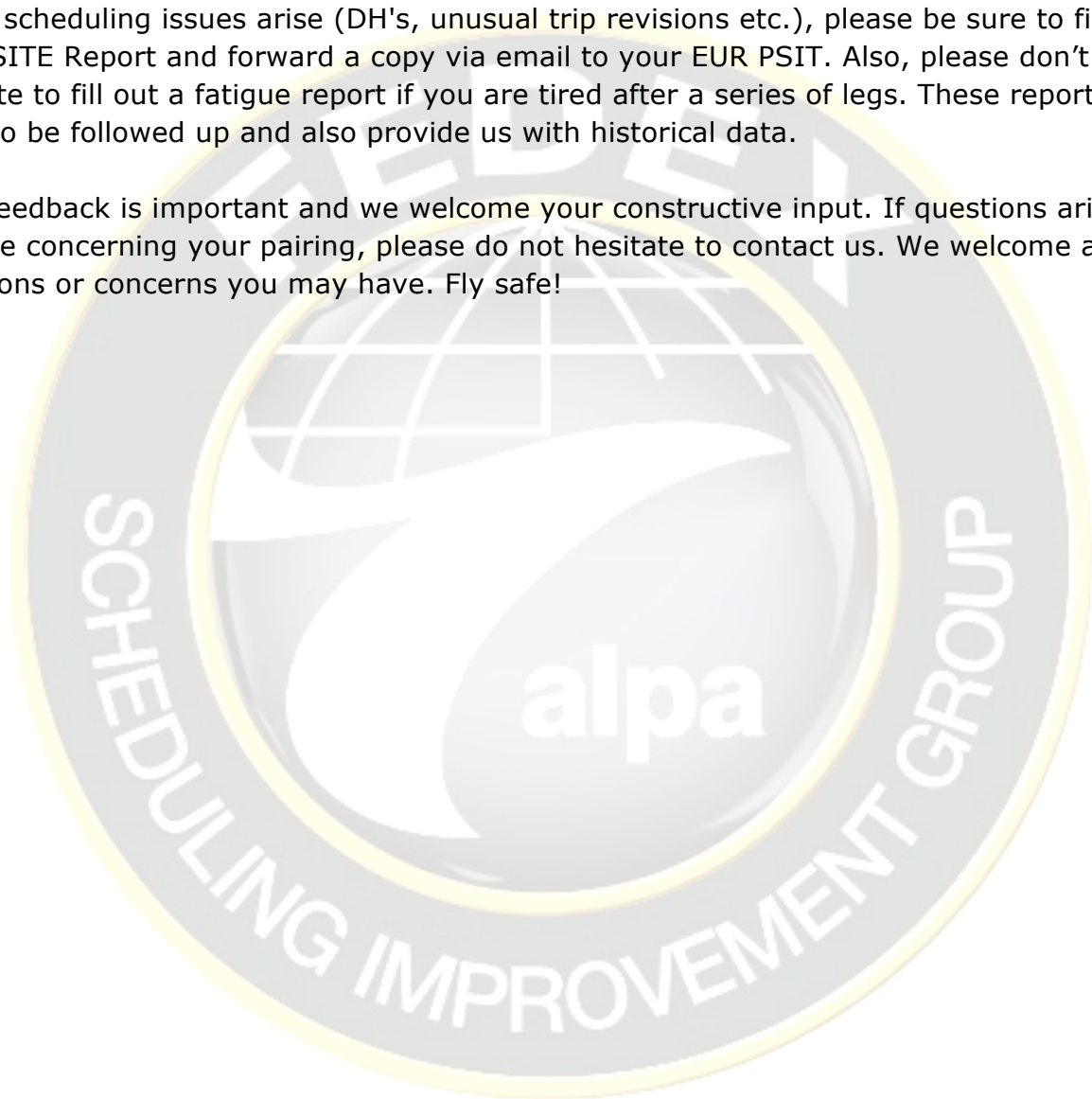
LGG hub-turn layovers between 4+01 and 4+59 continue to be scheduled for a crew sleep room in lieu of the airport hotel. This is in accordance with CBA 5.B.1.h. Please INSITE any sleep room irregularities (noise, cleanliness, etc.) and forward a copy to the EUR PSIT.

[Cologne B-757 PSIT Notes Continued]

A reminder to EUR FDA pilots: in the event your pairing is revised, all FDA trips within the European theater shall be scheduled and operated in accordance with domestic parameters (CBA 12.D.1.c). We also ask that crewmembers please be aware of your CBA rights when bidding in the event of a phase-in conflict. For those pilots sitting CDG HSTBY, please review the Bid Pack for relevant information.

If any scheduling issues arise (DH's, unusual trip revisions etc.), please be sure to fill out an INSITE Report and forward a copy via email to your EUR PSIT. Also, please don't hesitate to fill out a fatigue report if you are tired after a series of legs. These reports have to be followed up and also provide us with historical data.

Your feedback is important and we welcome your constructive input. If questions arise on the line concerning your pairing, please do not hesitate to contact us. We welcome any questions or concerns you may have. Fly safe!



Memphis B-757

Fedex757MEM@ALPA.org

JD Oliver

Joe Brewster

Tom Rutledge

Ted Donat

	Captain	First Officer
Average CH	93:03	87:16
RLG CH	89:18	85:00
R-day value CH	4:42	4:28
# of Regular Lines	174	183
# of Secondary Lines	54	38
# of Reserve Lines	39	35
Total # of Lines	267	256
Two or less departure lines. (%)	9%	10%
Three departures or less. (%)	65%	68%

PSIT Notes: The split from the 767 bid-packs is finally complete. From a low of 136 Captain lines just last September, we are at 174 Captain lines now and all Americas 757 flying is in our bid-pack. With their significantly lower average BLGs, the FOs have 183 lines. We hope that as training continues the two seats will soon match BLGs and the lines for both seats will be identical.

August is a 5-month week that ends at Labor Day Weekend, so there is very little carryover to September as most 5th Saturday crews are deadheaded back to MEM.

The part-week SYR day flying went away this month. In the carryout to September, GSO night hub-turn flying commences. In September, we expect about five GSO turn cities, but with some compensating reduction in other B757 flying around the system.

The general sorting sequence for the regular lines: Day, Int'l, HSTBYs, West Coast, Other Long Weeks, Night MEM turns, Weekends, Out & Backs, and Tour America.

Hong Kong B-767

Fedex767HKG@ALPA.org

Jim Ingalls

	Captain	First Officer
Average CH	95:55	95:55
RLG CH	92:09	92:09
R-day value CH	4:51	4:51
# of Regular Lines	51	51
# of Secondary Lines	12	9
# of Reserve Lines	6	6
Total # of Lines	69	66
Single Departure Lines	4%	4%
Two or less departure lines. (%)	33%	33%
Three departures or less. (%)	63%	63%

PSIT Notes: 5-week bid months always make for a more challenging bid pack. There are only two single departure pairings/lines but we tried to create a number of the popular lines with large blocks of time off and the flying grouped as close together as possible.

The bid pack was again constructed to create clear breaks between senior and junior looking lines and pairings and the bidding results from last month seem to support that this is the right direction. The most challenging pairings that score lowest on our fatigue modeling software, contain CAN standbys, and pairings with multiple hub turns are grouped at the bottom third of the regular lines.

We have an agreement with the Company to eliminate the CAN-HAN-SGN start to the long SGN-CGK- SIN-BKK day. Next month this should be restricted to one leg inbound to SGN. They won't be fixed this month and were left off the regular lines.

Additionally, on another positive development, you may have noticed the complete elimination of front-end GTs to begin our pairings and that all front-end air travel is scheduled to arrive before midnight at outlying layovers that begin pairings.

Fatigue data, reports and study results are crucial to the Union and the Company to back up arguments for fixes that add cost to pairings. A fatigue report is mandatory for all fatigue calls. Additionally, if you feel fatigue impacted any phase of flight, please make the effort to fill out a fatigue report and send a copy of it to Fedex767HKG@alpa.org.

We have a number of pairings in dispute status as "FERC study pairings." This effort to collect fatigue information is hampered by the low number of fatigue collection kits available, and low participation rate in the program. If you are asked to participate, please make every effort to assist us in the effort.

Be careful out there.

Indianapolis B-767

Fedex767IND@ALPA.org

Teresa Payton

Harley Troyer

	Captain	First Officer
Average CH	89:50	87:30
RLG CH	86:08	85:00
R-day value CH	4:32	4:28
# of Regular Lines	20	23
# of Secondary Lines	8	6
# of Reserve Lines	8	7
Total # of Lines	36	36
Two or less departure lines. (%)	0%	0%
Three departures or less. (%)	70%	69.5%

PSIT Notes: August is a 5-week month. The last weekend of the month is Labor Day weekend, but there are no holidays in the month that affect the build.

The last few months, we've covered how our reviewers evaluate pairings. This month, we had 10 different pairing requests with 22 occurrences. These covered pairing design, deadhead requests, and pairing length which directly affects the number of departures and quality of life. We weren't able to reach agreement on these.

As you know, we have been asking for more flying. We looked back at historical norms for the number of lines in the IND bid-pack. In 2017, we averaged 20.3 Capt. and 20.6 F/O lines. The average this year, not including Feb or March (LDS training/conversion) is 19 Captain and 20 F/O lines.

This month, we again have a different number of lines for captains and first officers. For those that buddy bid, be aware that some lines do not match between the seats.

We have a full month of DFW and 1 week of RDU first officer only flying. The captain's side will be crewed from Memphis. That, along with different BLG targets, lead to 20 captain and 23 first officer lines, a 3 line improvement in both seats from last month.

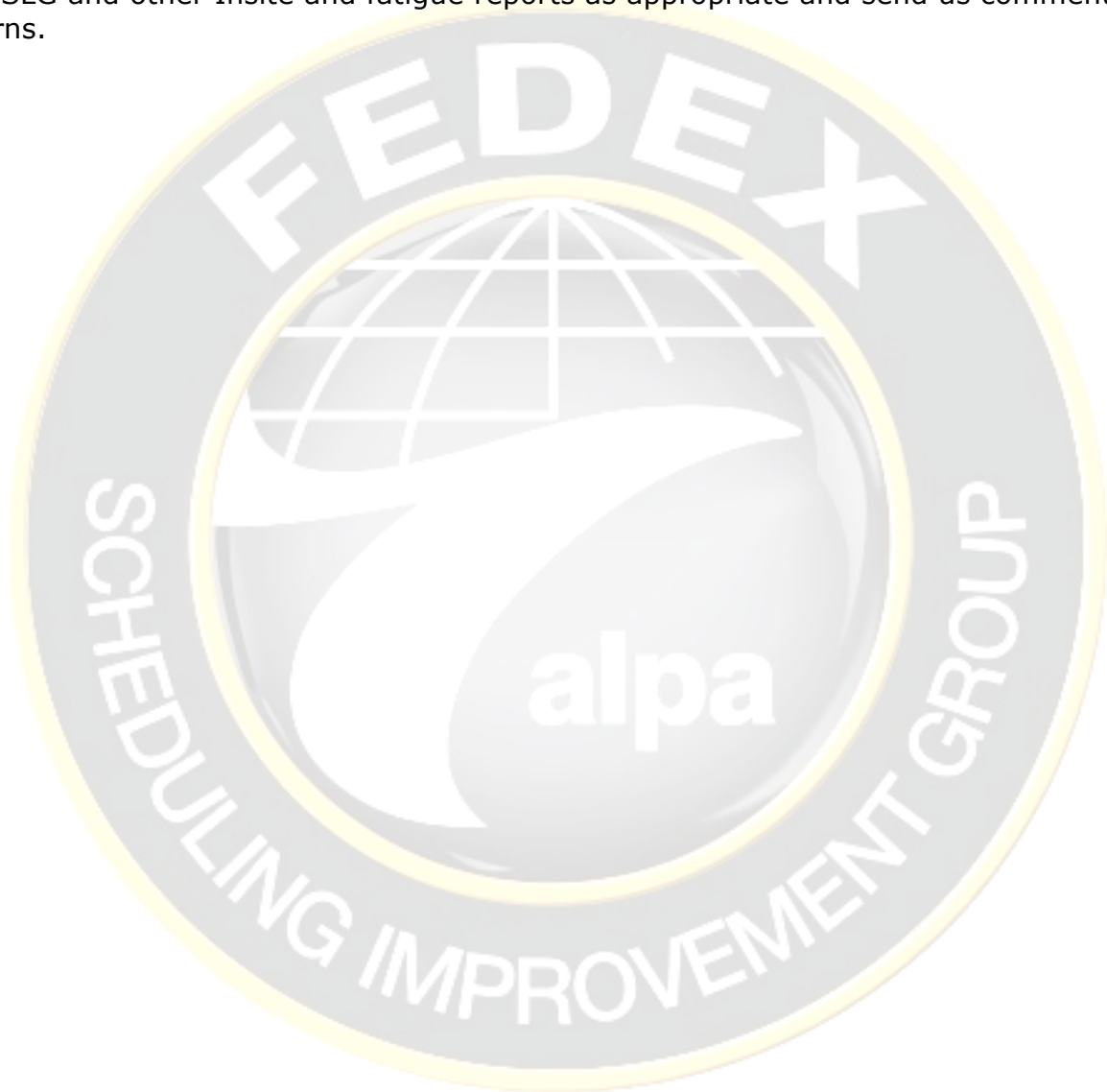
Factors that impact the number of lines we get is the company's best projection of how many pay-only pilots there are in a particular month and imbalances in different seats due to training imbalances.

There are four first officer lines that do not meet the contractual minimum of 85:00 credit hours in a 5-week month. These lines will be 'bought up' to 85:00.

[Indianapolis B-767 PSIT Notes Continued]

You'll notice we have a new pairing design with two new cities this month. This is the 12/24 layover through MEM to GEG and SJC. Memphis crews have pairings that turn through IND and go to numerous cities using the same design. This allows both bases to legally turn back to the same city without being 'off the clock' on a layover at their base. It also allows for better day/night purity through MEM and our bid-packs.

We continue to work to optimize cities and segments between the IND and MEM bases for our mutual advantage and appreciate feedback from you, our customer. Please continue to file SLG and other Insite and fatigue reports as appropriate and send us comments and concerns.



Memphis B-767

Fedex767MEM@ALPA.org

Paul Hanson

JD Oliver

Andrew Hall

	Captain	First Officer
Average CH	92:31	87:27
RLG CH	88:40	85:00
R-day value CH	4:40	4:28
# of Regular Lines	157	169
# of Secondary Lines	55	43
# of Reserve Lines	25	30
Total # of Lines	237	242
Two or less departure lines. (%)	7.6%	8.8%
Three departures or less. (%)	47.7%	43.7%

PSIT Notes: August is the first month where all 757 flying has been eliminated from the MEM767 bid-pack in both seats. This is good and bad news. We have been using the shorter night 757 cities as "hooks" to connect longer flight legs. Since these are no longer available, the bid pack contains more lines with more departures per month. This is a long-identified problem that might partially be solved when more cities come to the MEM767. We will continue to work with the Company to hopefully adjust some trip departure/arrival times to allow for better line building. This is not a simple process when one considers that many workgroups across the Company have to agree on these changes. Know too that when a city comes to us, it complicates the build for the bid pack where it was previously located. We do not have a timeline for when city migration will occur.

As a result of working with the Company and the IND PSIT, we were able to vastly improve the day purity on the more senior longer day flying trips. IND received some day SJC and GEG (difficult for us to build) from us to help make this happen. We are pleased with the results. We also flagged several pairings in the preliminary stages for deadhead and pairing construction issues. These were generally resolved to our satisfaction.

Complicating this build is that we continue to see a large split of Company requested build averages. Lines do not necessarily match between the seats because of this. Again, this month, first officers may have lines built below the contractually mandated minimum of 85 CHs. Any line built below that will be bought up to 85 CHs. Labor Day Weekend comes at the end of the bid month and this accounts for a lower than normal amount of carryover and deadheads replacing some weekend layovers.

The Company has given us some captain only flying associated with IND base.
[Memphis B-767 PSIT Notes Continued]

The trips are DFW and RDU night turns through IND. This is the result of the Company balancing staffing needs with credit hours assigned. We have no way to predict if or how long this may last.

Reserve pilots will note that they are still combined with 757 pilots on the reserve list. The Negotiating Committee is discussing this along with other issues related to the splitting of the bid packs.

Thank you to those pilots that have taken the time to file various reports with the Company and us. Your input is an essential part of the process. When the Company or we do not hear from you, the line pilot, neither party can make adjustments. Like any large organization, data must come in the form of written communication to construct statistical profiles from which action can occur. The process may be slow, but your participation is absolutely essential. We can assure you that your voice will be heard.



Anchorage MD-11

FedexMD11ANC@ALPA.org
 Brian Lessin
 Jeff Sparks

	Captain	First Officer
Average CH	89:14	88:33
RLG CH	85:49	85:00
R-day value CH	4:31	4:28
# of Regular Lines	43	53
# of Secondary Lines	23	19
# of Reserve Lines	9	8
Total # of Lines	75	80
Two or less departure lines. (%)	91%	77%
Three departures or less. (%)	98%	91%

PSIT Notes: August is a 5-week month that has some significant changes when compared with our last 5-week month. Only 2 single departure lines were constructed. We had multiple pairings over 80 credit hours that required a small trip to reach minimum BLG. The company elected to buy up 4 pairings over 84 credit hours. These single departure lines will pay min BLG. We have asked the company to try and build these above 85 credit hours to eliminate a second departure.

Our pairing review process included multiple DH change requests and a few fatigue-related issues. We reviewed about 90 pairings and requested changes on about 15%. Most of our issues were fixed.

The SLG (secondary line generator) process is still in its infancy. We are working hard to fix issues as they are noticed. Currently, the number of reserves is fluctuating rapidly. Our leadership is working to stop the volatility and make things more predictable. Our senior secondary line holders can help the other secondary line holders by making their selections early and avoiding changes if possible.

If you have any questions on the process or experience any issues that need our assistance, please feel free to call, text or email at any time.

Los Angeles MD-11

FedexMD11LAX@ALPA.org

Chip Brown

Chris Leeuw

	Captain	First Officer
Average CH	89:46	89:50
RLG CH	86:08	86:08
R-day value CH	4:32	4:32
# of Regular Lines	27	42
# of Secondary Lines	16	12
# of Reserve Lines	7	10
Total # of Lines	50	64
Two or less departure lines. (%)	48%	48%
Three departures or less. (%)	81%	88%

PSIT Notes: August 2018 is a 5-week bid-month ending on Labor Day weekend. We scrubbed over 150 pairings for LAX flying and requested changes to pairing structure for DH placement/COS/codeshare reliability, reset placement, and fatigue-related issues. Most of those changes were implemented with a couple of exceptions.

Overall flying hours are up 21% in LAX over our last 5-week month (MAY 18), resulting in an increase of lines to 27 for Captains and 42 for First Officers. Of note for FO's lines, 2017 and 2021 are RFO only.

There are 6 pure ONT pairings, and 2 that have a GT to LAX on the back end of an ONT operating leg. We have asked CRP to keep ONT pure and have been assured that the GT's are one-offs.

Every attempt was made to build lines of the highest quality possible, prioritizing international pure flying, domestic pure flying, and minimal departures per line. Often, in order to meet contractual constraints (min BLG/days off), some lines suffer purity. This month that is especially true of the domestic lines.

We encourage you, the line pilot, to send us your comments and concerns. It is our goal to build the best possible bid-pack. Also, please continue to file appropriate reports with the Company. If the Company or PSIT do not know or hear of your concerns, we cannot address them. Please take a few moments of your time to express your observations.

Memphis MD-11

FedexMD11MEM@ALPA.org

Charlie Sutton

Dan Opp

Pat Rink

Cody Chenoweth

	Captain	First Officer
Average CH	87:30	87:30
RLG CH	85:00	85:00
R-day value CH	4:28	4:28
# of Regular Lines	277	245
# of Secondary Lines	112	70
# of Reserve Lines	50	48
Total # of Lines	439	363
Two or less departure lines. (%)	18.6%	15.7%
Three departures or less. (%)	68.7%	63.7%

PSIT Notes: August is a 5-week month with no holidays to affect the build. The Labor Day Holiday did impact some carry-out trips into September. When we compare this month with our last 5-week month, May, we see that overall flying has decreased by approximately 1300 hours, with a corresponding decrease in international hours. FOs, you'll notice a reduction in lines this month compared to May. This is because relief flying for August is RF2 only, with no RFO pairings.

When we received the preliminary pairings, we identified 60 items that we needed to be addressed. These included DH issues, pairings that we needed to be built together to be consistent throughout the week, GT problems and fatigue issues. We were able to work with the company to resolve these issues before the final pairings were published and the build began on Monday.

Be aware that there are five lines comprised of Memphis week-long standby pairings. This new pairing design will be in lieu of some reserve lines.

The SLG (secondary line generator) process is still in its infancy. We are working hard to fix issues as they are noticed. Currently, the number of reserves is fluctuating. Our leadership is working to stop the volatility and make things more predictable. Our senior secondary line holders can help the other secondary line holders by making their selections early and avoiding changes if possible.

As always, we welcome your comments and suggestions.

Memphis 777

Fedex777MEM@ALPA.org

Curt Henry

Amadee Pepper

Jon Casello

	Captain	First Officer
Average CH	93:36	92:09
RLG CH	89:56	88:21
R-day value CH	4:44	4:39
# of Regular Lines	186	370
# of Secondary Lines	54	79
# of Reserve Lines	22	22
Total # of Lines	262	471
Two or less departure lines. (%)	93.4%	85.9%
Three departures or less. (%)	97.1%	95.9%

PSIT Notes: August is a 5-week bid month with no holidays. The change in the number of credit hours as compared to the last 5-week bid month (May) was negligible for Captains but saw a decrease of 1.4% for the First Officers.

As advertised, the PHX flying went back to the MD. We also saw the return of the MEM-HNL-LAX-MEM pairings.

We received feedback on ELP AM out-and-backs showing up in open time on a frequent basis. Our research indicates that this flying is indeed showing up often, but it is not scheduled nor happening in a predictable pattern. Between January and June of this year, we have had 29 ELP out-and-backs flown by the B777. The days of the week they are flown and the numbers of time it has flown has varied every month though most occurrences are on Tuesdays and Thursdays.

Your PSIT reviewed 614 pairings this month and submitted comments to the company on 48 of them. The majority of the comments involved class of service issues on carriers and connecting carriers that did not interline bags. There were also several issues with resets we felt were occurring too late within the respective pairing.

As always, we appreciate and encourage your feedback. Past crew member critiques on pairing design or occurrences in the field have resulted in changes to pairing design. As a reminder, your Insite reports do not get copied to the PSIT. We request you copy your Insite report to us when applicable. Sleep logs are also helpful.

Trip Services Solutions

Fedex-Hotel@ALPA.org

Mark Stafiej

Mike Pearcy

Hotel Notes:

CAE Update – Effective June 1, our new layover hotel is **The Hyatt Place Downtown**. Until the contract is finalized, please continue to use your Company credit card to pay and expense. The Company will announce via FCIF once direct billing is in place. Please refer to **FCIF 18-0251 (Hotel)** for a list of amenities.

HAN Update – Effective June 1, our new layover hotel is **The Sheraton Hanoi**. Until the contract is finalized, please continue to use your Company credit card to pay and expense. The Company will announce via FCIF once direct billing is in place. Please refer to **FCIF 18-0249 (Hotel)** for a list of amenities.

IAH Update – Effective June 1, a short layover contract hotel has been added, **The Houston Airport Marriott**. Please refer to **FCIF 18-0242 (Hotel)** for a list of contract amenities.

LAX Update – Effective with the July Bid Period, **The Cambria Hotel & Suites** has been added as an additional LAX hotel. Until the contract is finalized, please continue to use your Company credit to pay and expense. The Company will announce via FCIF once direct billing is in place. Please refer to **FCIF 18-0278 (Hotel)** for a list of amenities.

MCO Update – **The Hyatt Place Orlando Convention Center** is our new contract hotel. Please refer to the PFC Hotel Layover Directory for a list of amenities.

MXP Update – Our current contract hotel, **The Four Points by Sheraton Milan Center**, is still undergoing a major lobby renovation. In an effort to protect crew rest, layovers have been relocated to the **Excelsior Gallia** through the end of August. Please refer to **FCIF 18-0187 (Hotel)** for a list of amenities and additional information.

RIC Update – Effective June 1, layovers have returned to our contract hotel, **The Omni Richmond Hotel**. Please refer to **FCIF 18-0252 (Hotel)** for additional information.

SJU Update – **The AC Hotel San Juan Condado** is our new contract hotel effective June 1. Direct billing has been established. Please refer to **FCIF 18-0250 (Hotel)** for a list of amenities.

TIJ (Tijuana, Mexico) Update – Effective June 1, our new layover city non-contract hotel is **The Grand Hotel Tijuana**. Once both the Company and committee complete their respective inspections the Company will announce the new contract hotel via FCIF. Please refer to **FCIF 18-0238 (Hotel)** for a list of amenities.

Catering Notes:

CDG Update – Menus have been recently updated and refreshed and will go into effect June 1.

Cooler Update – The Company is testing LaCroix Flavored Sparkling water for a 3-month period starting June 1. Please provide Insite ticket feedback on this new beverage option.

LGG Update – Menus have been recently updated and refreshed as of July 1.

Spring/Summer Menu Update – Non-Hub City menus have updated and went into effect on July 1.

Soiled Linens – The Company will be including a pink plastic bag in the pillowcase/duvet/blanket bag for MD11/B777 aircraft. The pink bag will be labeled "Soiled Linen." At the completion of your flight, please dispose of ALL soiled linen in this bag and leave it on the airplane. The pink "Soiled Linen" bag will be removed at one of the following cities with laundry facilities: ANC, CAN, CDG, ICN, IND, KIX, MEM, NRT, PVG or SYD. Thank you in advance for your help!

INSITE Tickets – The most efficient way for management to be made aware of and correct issues pertaining to hotels, catering and ground transportation is via the new **INSITE Reporting System**. This electronic form is accessed via the pilot.fedex.com website home page. If you have a hotel, catering or ground transportation concern/issue, positive or negative, we encourage you to submit the ticket. Please submit a separate ticket for each issue (for example, please submit one ticket for a hotel issue and if there was also a ground transportation issue please submit a second ticket.). These tickets, combined with your correspondence to the Trip Services Committee, are reviewed at our quarterly meetings with the Company and are instrumental in making changes. We encourage input. Please e-mail us at Fedex-Hotel@alpa.org.

