



FEDEX MEC
Air Line Pilots Association, Int'l

**Environmental Standards
Committee**

December 7, 2015

Newsletter #1

The FDX MEC Environmental Standards Committee is Open for Business

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Now that the CBA is behind us, we ask for your attention on something more important than our pay and benefits - our health, safety and long-term quality of life. Potential longstanding adverse environmental threats and issues in our pilot workplace—our cockpits, cabins, lavatories, galleys and crew rest areas are a major concern that must be addressed.

According to the FedEx Code of Business Conduct and Ethics, safety is our highest priority and FedEx is committed to providing a safe and healthy workplace. Under this Code, employees are responsible for reporting unsafe work conditions so that FedEx can take corrective actions. Pilots, however, are mostly unaware of hidden health and safety threats in their work environment, and therefore cannot report them.

Workplace environmental threats and issues extend beyond us to the wellbeing of our families who covet our quality time and depend on our careers for their financial security. For the sake of our health and wellbeing, as well as the wellbeing of our families, we all share the duty to engage with work environment issues.

The FDX MEC Environmental Standards Committee

In May of this year, the FDX MEC established the Environmental Standards Committee (ESC) for the purpose of fostering acceptable hygiene, health and environmental safety standards in our workplace.

The mission of the ESC is to research, document, report on and positively impact cleanliness, sanitation and health and safety related environmental threats and issues that exist in our pilot work environment.

What are the issues?

Thanks to the FedEx Aircraft Cleaning Project, the surface environment of our workplace is cleaner. But regrettably, below the surface environmental health and safety issues remain a matter of significant concern. The ESC is currently focused on these health and safety threats:

1. Air quality in our cockpits and cabins.
2. Crew oxygen mask cleanliness. Of particular concern is the frequency of cleaning behind the microphone where you cannot see or sanitize.
3. Potable water tank servicing. Improper servicing can lead to harmful bacteria.
4. Toxic insecticides sprayed onboard aircraft without safety precautions or health warnings being disseminated to ramp workers or flight crews using the product.
5. Ozone converters - do we have them and are they properly maintained?
6. Lack of soap and water for washing hands after we touch many dirty things and use toilets.

Each of these issues will be explored on in detail in upcoming ESC newsletters because you have the right to know and the obligation to report infractions.

Is FedEx ALPA going this alone?

No. Working through our FDX ALPA leadership, the ESC petitioned ALPA National for support. As it turns out, ALPA National, through their Air Safety Organization, was already in the process of elevating their occupational health program to higher levels within our government for the benefit of all ALPA pilots. ALPA National congratulated our FDX ALPA groundbreaking efforts and pledged full support of our ongoing ESC program.

Additionally, the ESC has formed collaborative working relationships with influential subject matter expert (SME) organizations and individuals who possess a wealth of knowledge and understanding of the issues we face. Having these assets in place as we perform ESC work will add efficiency, depth and credibility to our work.

ESC Principles and Strategy

Principles forming our strategy:

1. Pilots have the right to know if they are working in an unhealthy environment.
 2. FedEx makes all employees responsible for reporting unhealthy or unsafe conditions. Since pilots are generally unaware of below the surface health and safety threats, the MEC has tasked the ESC to inform and educate pilots so that adverse conditions can be properly reported.
 3. Given that safety is FedEx's highest priority, and that FedEx is committed to providing a safe and healthy workplace, it is assumed that unhealthy or unsafe work environment conditions will be cured, or at least mitigated. Our strategy is to:
 1. Inform and educate the FedEx crew force on work environment hygiene, health and safety threats we face every day at work. This will be accomplished through a series of newsletters with this newsletter being the first. Future newsletters will drill down into specific issues and provide documentation, reports and data to support the need for change.
 2. Continue our attempts to establish a channel of communications and a collaborative working relationship with Flight Ops management and appropriate FedEx departments including Flight Safety, Tech Ops (Maintenance) and Aircraft Engineering. With substantial work environment information, including data collected at FedEx over the past three years, the ESC feels we can contribute significantly to much needed change. We continue to offer our time, knowledge and SMEs to investigate and resolve longstanding pilot work environment issues.
 3. Continue working with the ALPA National Air Safety Organization to build long-term strategy that will improve pilot work environment health and safety conditions for all airline pilots.
 4. Continue building working relationships with SME organizations and individuals who will lend strength and credibility to our efforts.
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URGENT: Harvard Airline Pilot Health Survey and Study

There are only a few studies about airline pilots which have examined the broad health effects of occupational exposures apart from disease-specific morbidity and mortality studies. Researchers at the Harvard T.H. Chan School of Public Health are currently recruiting airline pilots to take an anonymous survey about work and health. This study is designed to characterize the health and well-being of pilots and relate these conditions to environmental and personal exposures. This is a web-based, anonymous survey that for the first time polls pilots around the world directly. The Harvard survey website states, *"We tailored the survey to address issues*

that are of primary concern to pilots, and hope you will join us in this first of its kind assessment of pilot health."

The ESC is asking you to spend 15 minutes to take the Harvard Airline Pilot Health Survey before Dec. 31. Information gained will benefit every airline pilot in the world and will contribute significantly to much needed environmental improvements at FedEx. This is an urgent matter and we need your participation.

Take the Harvard Airline Pilot Health Survey:

<http://www.pilothealthstudy.org/>

The study will remain open until December 31, 2015. After taking the survey, be sure to click on the RESEARCH tab on the website for a collection of information and technical documents regarding pilot work environment threats.

What's next?

This first ESC newsletter sets the stage for much more information to follow. Future newsletters will address specific hygiene, health and safety issues and threats we face in our work environment. The next newsletter will address contaminated air. For a read-ahead, go to www.gcage.org and download the Contaminated Air Overview brochure on the home page.

In summary

It is time for FedEx to improve or adapt policies, procedures and standards that respect the health, safety, dignity and quality of life of every FedEx pilot, every day they fly. Equally important, it is time for every FedEx pilot to become informed and educated on work environment issues that potentially threaten our long-term health, quality of life and the financial security of our families. Once informed, we must all work to change adverse work environment conditions. Like many things in our profession, we will continue to live with the standards we continue to accept.

We invite all feedback from the crew force. If you have a question, a story, an opinion or a work environment issue you think should be addressed, please forward your comments to: FedEx-ESC@ALPA.org

Fly Safe & Fly Healthy,

Capt. Bob Avery

Environmental Standards Committee Chairman

FedEx ALPA MEC

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