

# SIG NOTES



# JULY 2018

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

## **Summary of the Build**

The Fourth of July holiday in Week One impacted most bid-packs. Line targets for most bid-packs are right in the middle of the build-able range. This is representative of an adequate manning state. There are still a few outliers but the training cycle should soon stabilize all anticipated imbalances.

There are still a number of 757 flights shifted to the 767 bid-pack. The complete split in Memphis is still on track for late summer/early fall. There will be some transition issues as we work with management to build pairings that will help line construction in both bid packs.

## **Initial/Transition/Upgrade**

We have had a few questions regarding the number of pilots yet to train. To find out how many pilots are eligible to bid, log on to VIPS. In the Search field type in ITU. That will take you to a page with links to a number pages with information on the ITU training process. There is the link: "Eligible Pilots to Bid ITU Slots."

## **Windows**

Monthly bid. Conflict/Input. View/Add. Secondary. More windows have complicated creating our monthly schedule. The VIPS calendar has the correct timelines for all the windows.

## **SIG Quarterly**

This month we conducted our Quarterly Cross-Sectional Meeting in accordance with Section 25 of the CBA. In attendance were representatives from Crew Resource Planning, Futures Scheduling, Flight Management, GOC, CRS, Fleet Planning, and Charter Operations.

Robust charter growth is anticipated year over year, with the bulk of charters coming from the U.S. government.

## **[SIG Notes Continued]**

Anticipated fiscal year 2019 fleet changes:

+15	767s
+3	777s
-8	MD10-10s

Hiring will continue through FY19 and beyond, to fill anticipated new aircraft and replace retirements.

### **Fatigue Risk Management**

**“If I submit a fatigue report, and do not call in fatigued, am I putting myself on report?”**

The FedEx Fatigue Risk Management Plan (FRMP) states, "FedEx has an open communications policy for reporting any safety concern, including fatigue-related issues. Good faith fatigue reports from crewmembers will be handled in confidence and will not serve as the basis for counseling or discipline."

From the FedEx Policy Perspectives:

"As a failsafe protection to mitigate fatigue, any FedEx pilot who feels tired to the point of representing a potential safety risk can simply alert FedEx management to that fact, and a substitute pilot will be found for that flight. This is a practice that FedEx pilots use when they need it and manage with great professionalism."

Please use the Fatigue Report (under “Reports”) at [pilot.fedex.com](http://pilot.fedex.com) to provide specific feedback. You can also fill out a scheduling [PIREP](#) or e-mail the [ALPA SIG](#). If you have any questions concerning fatigue reporting or calling in fatigued, please contact the [ALPA FRMC](#) with your concerns.

**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	70:29	72:59
RLG CH	68:00	70:00
R-day value CH	4:32	4:40
# of Regular Lines	196	188
# of Secondary Lines	81	47
# of Reserve Lines	36	33
Total # of Lines	313	268
Two or less departure lines. (%)	30%	30.2%
Three departures or less. (%)	64.6%	66.9%

**PSIT Notes:** July is a 4-week bid month with our Independence Day falling on Wednesday of the first week. There were 400 preliminary pairings for the A300 in July 2018. We requested changes to 120 of these pairings, of which 28 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 2 departures per month (week-on/week-off flying) and mitigates the early morning Monday deadheads to start a week of flying.

Independence Day obviously weighted our flying more heavily to the last 3 weeks of the month. The loss of YVR (B767), loss of HRL turns and the loss of 2-day turns and 1-night turn per week to FAR (B757) further impacted line construction. Our DEN 1311/1352 standby flights have been reduced to 9 during the month, however, 6 new 1311/1352 standby flights are being added to OAK. Lastly, the continued increase in 1-way routings and gauge changes continues to impact our city purity and week-on/week-off flying. On a positive note, we gained IND-CLT weeklong turns on both day and night side. We also gained PM out and backs to FSD on Tuesdays and Wednesdays.

July will be the first-month secondary lines in 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](http://pilot.fedex.com) by going to Links -> SLG Crew Guide, SLG Crew Video and SLG Crew Webinars.

Buddy bidders be aware there is a difference between Captain and First Officer lines as the BLG's are different. Some Captain lines were bought up. If you file a scheduling or fatigue related Insite Report, please copy us at [FedexA300MEM@alpa.org](mailto:FedexA300MEM@alpa.org). The company does not automatically copy us on these reports.

# Cologne B-757

Fedex757EUR@ALPA.org

Tim Harp

James Capeless

	Captain	First Officer
Average CH	71:41	72:22
RLG CH	69:00	69:30
R-day value CH	4:36	4:38
# of Regular Lines	32	36
# of Secondary Lines	14	14
# of Reserve Lines	7	7
Total # of Lines	53	58
Two or less departure lines. (%)	9 (28%)	13 (36%)
Three departures or less. (%)	21 (66%)	25 (69%)

**PSIT Notes:** The hot weather has hit in Germany and the World Cup is starting in a few days. July is a four-week bid month and we were able to construct 32 Captain and 36 First Officer lines with the higher line count being driven by the increase in first-week pairings and lower target BLG. Conversely, we continue to see shortened carryover trips as well as 4 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. There has been no change in city pairs.

One change to the traditional short BUD pairing is that the back-end deadhead now leaves Thursday night versus Friday morning. This caused the historic pure BUD trip to require a filler trip to bring the BLG up to the minimum. These BUD layovers are now only 8+17 before the deadhead. 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)** will be active in Cologne for the July bid month. Please educate yourself on bidding Secondary Lines and building your Secondary Line requests. There are numerous tutorials on PFC to review.

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]

ALPA continues to work on getting a bank for the GT to/from LGG.

We've approached the company regarding moving the OT release time in the Cologne base. They have been very receptive to this change and it's currently in the hands of IT to change the programming in order for this to happen. Your patience is requested while they work through the request.

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!

Please communicate with us regarding bid pack pairings & lines, revisions & extra pairings or any scheduling issue. We cannot do our job without your input. Our preferred method of communication and tracking is via the [ALPA Scheduling Committee PIREP](#).

# Memphis B-757

Fedex757MEM@ALPA.org

JD Oliver

Joe Brewster

Tom Rutledge

Ted Donat

	Captain	First Officer
Average CH	74:31	73:35
RLG CH	71:30	70:45
R-day value CH	4:46	4:43
# of Regular Lines	160	175
# of Secondary Lines	61	36
# of Reserve Lines	40	33
Total # of Lines	261	244
Two or less departure lines. (%)	17.5%	20.5%
Three departures or less. (%)	56.2%	61.6%

**PSIT Notes:** The 4<sup>th</sup> of July falling on a Wednesday and high BLG's challenged the build this month. This month the 757 PSIT reviewed 1,216 pairings and fixed issues pertaining to city purity (SAN), weekend layovers (PVD) and some deadhead issues.

The Captain's bid-pack is still on track to split in September while the FO's bid-pack has been split for three months. The FO bid-pack contains four lines of BMI and SDF turns through Memphis along with approximately eight more lines of west coast and AFW centric flying.

Average BLG's remain high in the Captain seat while the amount of flying remained static from June. The line count remained the same from June to July at 160 lines. The FO's average BLG jumped 4 CH from June, which dropped the line count from 190 lines in July to 175 in June. The high average BLG's along with the loss of a day of flying on July 4<sup>th</sup>, makes adding a third or fourth departure to many lines necessary to reach company mandated BLG targets. Most lines will find themselves with a departure in each of weeks 2, 3 and 4 to make the BLG target.

You will find many of the weekend layover lines are built to fly out of the long weekend with a GJT layover sprinkled throughout. This method gives all the weekend layover lines at least three days off over the holiday week and most get four days off. GJT is mixed with other lines because it doesn't turn into itself. Your feedback, good and bad, is appreciated if this change from the historical norm is desirable for our weekend layover flyers in order to give more time off over the holiday week.

## [Memphis B-757 PSIT Notes Continued]

The holiday week also forced us to build some week-long IND and EWR hub turning lines with back to back weeks in order to retain city purity. CLE, BNA, MSP, SWF/ABE, etc. were all affected.

City changes from last month include a new MEM-GTF-BOI daytime routing versus a pure MEM-BOI-MEM day routing and a SAT AM out and back. The MEM-GTF-BOI piece doesn't turn into anything due to block and duty time limitations consequently reducing the number of day timelines. SAT is mixed with a different city on Tuesdays to create a fourth AM out and back line.

July is the second month the 757 is using the new Secondary Line Generator (SLG) system. On the PFC Homepage under Links, there is an SLG Guide, Videos, and Webinars. If you encounter any issues an INSITE report to Scheduling>Bid Period Processing (Futures)>Secondary Lines will get you the most accurate answer the quickest. We've been told those INSITE reports are being monitored and answered while the Secondary Working Window (SWW) is open over the weekend.

As always, feedback is welcome and important. This month the feedback we received from line pilots regarding unscheduled airport standbys allowed us to address the practice with GOC through the SIG process.

Please communicate with us regarding bid pack pairings & lines, revisions & extra pairings or any scheduling issue. We cannot do our job without your input. Our preferred method of communication and tracking is via the [ALPA Scheduling Committee PIREP](#).

# Hong Kong B-767

Fedex767HKG@ALPA.org

Jim Ingalls

	Captain	First Officer
Average CH	75:49	74:10
RLG CH	72:45	71:15
R-day value CH	4:51	4:45
# of Regular Lines	48	48
# of Secondary Lines	15	17
# of Reserve Lines	7	7
Total # of Lines	70	72
Two or less departure lines. (%)	62%	68%
Three departures or less. (%)	98%	100%

**PSIT Notes:** We had 5 pairings with dispute resolution at the SIG level this month. These pairings were disputed for quality of life and safety concerns. 4 scored poorly using our SAFTE/FAST fatigue modeling software reinforcing our experiential knowledge, each with 3 consecutive CAN turns into challenging airports environments with short layovers made shorter with an international call out, customs, immigration, and hotel travel times. After discussion with the Union SIG Chairman, the Company agreed to repair these by breaking them up into 8 shorter pairings and they'll be available in open time.

Additionally, in another resolution, the Company agreed to revise a front-end GT pairing to an earlier AM DH to CAN.

We asked and the SIG made a successful argument for some single departure pairings this month. You'll see 4 of them on the first 4 lines of the bid pack that hopefully avoid cumulative fatigue issues as they are built primarily of single leg duty periods.

The Company asked for a lower average BLG for the FOs this month so there are a few differences in the lines between Captain and First Officer bid packs.

Both bid packs were built in an attempt to show some clear seniority breaks and some commute possibilities with large blocks of time off. The flying is grouped by single departure, dual departure, and multiple departure lines. Further, pairings with long critical departure duties and multiple CAN turns are grouped on the last 16 lines in each of the bid packs. The subjectively junior flying CAN STBY pairings are in these lines as well.

If you are asked to participate in a FERC study on a pairing you are operating, please make every effort to support the data collection on these and submit fatigue reports copying the PSIT at [Fedex767HKG@alpa.org](mailto:Fedex767HKG@alpa.org) with the narrative if you feel it's warranted.

# Indianapolis B-767

Fedex767IND@ALPA.org

Teresa Payton

Harley Troyer

	Captain	First Officer
Average CH	74:12	72:16
RLG CH	71:15	69:30
R-day value CH	4:45	4:38
# of Regular Lines	17	20
# of Secondary Lines	12	8
# of Reserve Lines	7	8
Total # of Lines	36	36
Two or less departure lines. (%)	11.7%	10.0%
Three departures or less. (%)	70.5%	80.0%

## **PSIT Notes:** Happy summer, Indy flyers!

July is a 4-week month, with the 4<sup>th</sup> in the middle of Week One. If you're a glass half full person, you get the 4<sup>th</sup> off on most lines. As much as possible, we tried to build either before or after the 4<sup>th</sup> if you work week 1. Due to BLG requirements, some lines work both sides.

Last month's SIG notes addressed the PSIT pairing review process and how they are or are not fixed. This month we asked for a number of deadhead fixes. The company agreed to fix five of them. We also asked to have another pairing fixed due to a very early departure. The solution was to move that pairing to MEM and they replaced it with 2 other trips. When we got final pairings back, the PHL front end deadheads were two legs with very early departures. The company agreed to fix those via revision after the bidpack is published.

This month we have a few changes. We lost DEN days and gained PHX days as a replacement. Memphis had an OAK-IND-PHX routing that was scheduled at 7:35 block. Swapping out DEN allowed them to realistically schedule that duty period to stay within contractual block limits.

We have been asking for more credit hours, and this month was no exception. For July, we are down 5 lines on the captain's side and 2 on the F/O's side. This is because we have pilots transitioning out of IND faster than they're being replaced. Some of the hour reduction in the captain's bidpack was accomplished by moving one of the ATL night lines to MEM as well as weeks 3 & 4 of RDU. We continue to work with the company to ensure a fair balance of flying and credit hours.

**[Indianapolis B-767 PSIT Notes Continued]**

During build week we lobbied to get some hours moved to Indy, and were successful. These segments will be migrated to IND for use in the secondary process.

If you hold ATL night lines with pairing 57/13 or 56/16, be aware that those two pairings operate through ATL, and position an airplane to/from TPA. Building these on lines allowed for fewer departures on multiple lines. We believe this is a one-time occurrence.

One further plug for problem solving with the secondary line generator: Please submit an Insite report to scheduling if you have a question.

We continue to work to optimize cities and segments between the IND and MEM bases for our mutual advantage. Please file Insite and fatigue reports as appropriate and send us comments and concerns.

Please communicate with us regarding bid pack pairings & lines, revisions & extra pairings or any scheduling issue. We cannot do our job without your input. Our preferred method of communication and tracking is via the [ALPA Scheduling Committee PIREP](#).

# Memphis B-767

Fedex767MEM@ALPA.org

Paul Hanson

JD Oliver

Andrew Hall

	Captain	First Officer
Average CH	74:31	70:25
RLG CH	71:30	68:00
R-day value CH	4:46	4:32
# of Regular Lines	159	156
# of Secondary Lines	58	53
# of Reserve Lines	25	37
Total # of Lines	242	246
Two or less departure lines. (%)	27%	25%
Three departures or less. (%)	44.6%	43.5%

**PSIT Notes:** July 4<sup>th</sup> is during the middle of week 1. This causes breaks in pairing sequences as well as long layovers in the field. Holidays always cause some "one-off" pairings with departure times or sequences not normally seen. We continue to have issues building lines to cities in the Western US. The Captains continue to have short hook 757 cities with which to build to longer distance cities while the First Officers no longer have 757 flying. This complicates the build for First Officers. In addition, the Company requested split targets of 75 hours for Captains and 70 for First Officers. This means that the lines do not necessarily match. One will also note the addition of Captain only IND767 pairings. We do not know if or how long this will continue.

The PSIT scrubbed over three hundred preliminary pairings provided to us by the Company. We commented on fifty-one of these in areas such as deadheads, human factors, bid-pack building, and quality of life. Regarding quality of life, we were most concerned with degradation on day purity on pairings greater than twenty hours. With IND being fully up as a 767 LDS base, this will continue to affect MEM pairings in an unpredictable fashion. We, along with the IND767 PSIT, have taken positive steps with the Company to address these concerns. If we have a suggested change for certain routes it may affect planned flying for IND and vice versa. It is a work in progress for both the Company and the SIG.

As was mentioned last month, the Company has rebuilt the VCP trip that contained a tech stop in BQN to layover in BQN before proceeding unaugmented to VCP. This necessitated a front-end deadhead RFO trip to VCP to be constructed. Some traditional BQN pairings change as well. All of these newly styled trips are on lines this month.

**[Memphis B-767 PSIT Notes Continued]**

As was seen last month, several of the First Officer lines were built slightly below the CBA minimum of 68 credit hours in order to assist us in making the 70-hour line credit average as well as improve line quality. These will be “bought up” to 68 hours. Pilots awarded one of the buy-up lines will see a slight credit on their June pay summary. No matter what changes are made to the line (VAC, drop, swap, etc.), that buy-up credit is yours to keep.

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.

Please communicate with us regarding bid pack pairings & lines, revisions & extra pairings or any scheduling issue. We cannot do our job without your input. Our preferred method of communication and tracking is via the [ALPA Scheduling Committee PIREP](#).

# Anchorage MD...11

FedexMD11ANC@ALPA.org  
 Brian Lessin  
 Jeff Sparks

	Captain	First Officer
Average CH	73:51	74:00
RLG CH	71	71
R-day value CH	4:44	4:44
# of Regular Lines	43(60%)	47(59%)
# of Secondary Lines	21(29%)	23(29%)
# of Reserve Lines	8(11%)	10(12%)
Total # of Lines	72	80
Two or less departure lines. (%)	86%	81%
Three departures or less. (%)	95%	89%

**PSIT Notes:** July is a four-week month with the July 4<sup>th</sup> holiday. The holiday does not create a significant change in our trips. Line count is down for F/Os when compared to June.

Our pairing review process identified about 25% of our pairings for requested changes. Many of these are deadhead requests to facilitate better layovers or eliminate long duties/drools. A significant amount of these pairings were changed.

This will be our second month using the new SLG software for secondary line construction. Several issues were brought to our attention during the June bid month:

--- The SWW input window closed around the time listed on the FCIF. Calendar notations and other time information appear to be inaccurate. Please check your VIPs calendar for accurate times. We expect new guidance going forward.

--- Many reserve trips in the F/O open time seemed to disappear without any information relayed to the pilots. Please check your inputs toward the end of the SWW window. We are trying to get the company to notify us when they are making changes that will affect the quality of our lives.

--- The pilots holding the most senior secondary lines can help their fellow pilots by selecting choices early. Late changes tend to change everything downstream.

Thanks in advance for your input. We look forward to any and all concerns that you bring to our attention.

# Los Angeles MD-11

FedexMD11LAX@ALPA.org

Chip Brown

Chris Leeuw

	Captain	First Officer
Average CH	74:00	74:00
RLG CH	71:00	71:00
R-day value CH	4:44	4:44
# of Regular Lines	25	34
# of Secondary Lines	18	19
# of Reserve Lines	5	8
Total # of Lines	48	61
Two or less departure lines. (%)	52%	66%
Three departures or less. (%)	30%	27%

**PSIT Notes:** We have received some new information from other fleets and bases in regards to the secondary lines. For those of you who are bidding with the SLG system, please pay attention to the FCIF (latest one is 18-0221 under ADM/GEN) referencing the change of times with the input windows.

Last month the "input" window closing time was changed to a day earlier than previously published. There are reports of people in other bases that ended up without a final request due to this change. Be aware that this window can be changed again at company discretion. Until more of the problems are worked out on this new system, it would be better for you to get a request in earlier during the input windows.

The bid pack went together well this month and we were able to make a few pure domestic lines. There was a greater percentage of international flying than domestic so most of the lines will have at least one large International pairing on it.

**Memphis MD...11**  
 FedexMD11MEM@ALPA.org  
 Charlie Sutton  
 Dan Opp  
 Pat Rink  
 Cody Chenoweth

	Captain	First Officer
Average CH	72:30	73:38
RLG CH	69:30	70:45
R-day value CH	4:38	4:43
# of Regular Lines	266	248
# of Secondary Lines	131	76
# of Reserve Lines	48	52
Total # of Lines	445	372
Two or less departure lines. (%)	41.3%	42.3%
Three departures or less. (%)	80.7%	80.2%

**PSIT Notes:** July is a 4 week bid month with the 4<sup>th</sup> of July holiday occurring on a Wednesday. This creates a hole in week 1 of the build for all you domestic night flyers. Dayside hub turns have the long layover over the holiday.

When we received the preliminary pairings we identified 180 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 even last minute fixes early Monday morning before we started the build process.

If you missed last month's SIG notes, please take the time to read them so you have an idea of what your PSIT team does each and every month for you, the line flyer.

Thanks in advance for your input. We look forward to any and all concerns that you bring to our attention.

# Memphis 777

Fedex777MEM@ALPA.org

Curt Henry

Amadee Pepper

Jon Casello

	Captain	First Officer
Average CH	77:35	76:41
RLG CH	74:30	73:30
R-day value CH	4:58	4:54
# of Regular Lines	169	334
# of Secondary Lines	71	105
# of Reserve Lines	30	32
Total # of Lines	270	471
Two or less departure lines. (%)	94%	97%
Three departures or less. (%)	98%	99%

**PSIT Notes:** July is a 4-week bid month with the July 4<sup>th</sup> holiday falling on the first Wednesday of the month.

There was a 10% increase in Captain credit hours and a 17% increase in the FO seat. If you're following along and expected more lines in July as a result, the reason why you didn't is the higher requested average BLG for July. In many respects, the monthly bidpack build is a math problem.

There is a small amount of RF2 flying in July. These pairings are found in the last 8 Captain lines. Due to the absence of smaller pairings in the first two weeks of the bid month (a result from June carryover), expect the majority of Open Time resulting from unbuilt July pairings to fall in weeks three and four of the bid month.

This month your PSIT reviewed 512 pairings and submitted 49 change requests for the Company's action. Our deadhead change requests contained both requests for direct rather than multiple leg deadheads and one class of service issue (COS).

Ultimately, we were able to get 30 pairings changed. The stated reason behind the majority of the pairings not changed was the cost to fix.

As always, we appreciate any and all feedback. Past crew member critiques on pairing design or occurrences in the field have resulted in positive changes going forward and we are happy to receive and act on them. As a reminder, your Insite reports do not get copied to the PSIT.