

# SIG NOTES



# NOV 2018

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

## **Pairing Assessment Process**

This month the PSIT team reviewed three thousand seven hundred and ninety unique pairings. We requested hundreds of dead-head, time, and pairing changes for each bid pack.

The Thanksgiving holiday impacts all bid packs the last week in November. Overall bid line guarantees (BLGs) have stabilized as manning levels have improved. There are still a number of imbalances or shortages in certain seats.

## **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.

Looking into the SIG Crystal Ball, this is what we see:

Robust charter growth continues, with the bulk of charters coming from the US Government.

Our biggest unknown is international growth. If current growth continues MD retirements can be postponed and parked Airbus may return to service.

The wet lease plan for December: 6 airplanes total. 5 Atlas 747 Flying Memphis to CGN, STN, SJU, and two HNL flights. One 767 AmJet flying BOG-PTY.

Manning is manageable in all seats for Peak 2018. Hiring will continue through FY19 and beyond, to fill anticipated growth and retirement attrition. A bid early in 2019 is expected.

Crew Resource Scheduling would like to stagger open time release. At the last SIG Quarterly, the Cologne PSIT Rep requested that the Europe domicile open time be tied to local time instead of afternoon/evening in Memphis. CRS looked at the viability and would

actually like to stagger all open time release times to improve response times. Once the programming is complete, all bid packs will be notified. Stay tuned.

The new 767 routing (EWR-CDG-STN-EWR) has been pushed back until early next year. Current anticipated start date is April 2019 after ETOPS certification.

Year over year growth rates continue to be very positive. We anticipate a very busy December.

### **Fatigue Risk Management Process**

The FERC continues to review the preliminary pairings with the company's fatigue modeling software. After review, they are recommending changes to the lowest scoring sequences. We encourage the early input to our process. It is much more proactive and positive than reacting to fatigue events and reports.

**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**

**Daylight Savings Time Alert:  
November 4th Daylight  
Savings Time Ends!**

# Memphis A300

FedexA300MEM@ALPA.org

Mike Davidson

Harry Edwards

Jarrold Hatfield

	Captain	First Officer
Average CH	73:01	74:21
RLG CH	70:00	71:30
R-day value CH	4:40	4:46
# of Regular Lines	209	205
# of Secondary Lines	70	35
# of Reserve Lines	30	30
Total # of Lines	309	270
Two or less departure lines. (%)	21.9%	21.4%
Three departures or less. (%)	60.6%	59.4%

**PSIT Notes:** Peak is here. November is a four-week month with Thanksgiving holiday falling on Thursday, November 22<sup>nd</sup>. Daylight savings is also the first weekend of November 4<sup>th</sup>. Due to peak, the flying is heaviest at the end of the month and the carry-out flying is substantially higher.

We reviewed over 800 preliminary pairings for the November bidpack, requesting changes to 82 of those pairings, of which 44 were corrected to our satisfaction. Most changes involved pairing construction that we felt would lead to fatigue issues or create excess departures per line.

Peak routing and pairing construction start to appear mid-month. It brought several new sequences you will find throughout the bidpack and also on the December carryout pairings.

With respect to our Memphis night pairings, ATW has been changed to a 36-hour layover. We were also able to gain some city purity with our MEM night hub turns. As always, due to night duty limits, we are still "mixing" cities such as ABE/GRR, ATW/FNT, BOS/PHL, and MTY/LBB. We requested time changes for these cities that would have allowed them to be built pure, however, these changes were denied.

[Memphis A300 PSIT Notes Continued]

Out and Back flyers please note that TYS has moved to day/night Memphis turns. Also, the typical out/back pattern was altered due to the Thanksgiving holiday. Buddy bidders beware, due to different Company targets, Captain and First Officer lines do have minor differences. You will also notice Memphis hotel standby pairings in the First Officer bidpack.

We continue to see an increase in A300 revisions throughout the system, especially in IND. If you experience one of these, please email your PSIT. If you file a scheduling or fatigue related Insite Report, please copy us as we are not automatically given these reports by the company. ALPA SIG requested Management look into the viability of recreating outstation standbys where necessary.

# Cologne B-757

Fedex757EUR@ALPA.org

James Capeless

Steven Moraes

	Captain	First Officer
Average CH	75:37	74:00
RLG CH	72:30	71:00
R-day value CH	4:50	4:44
# of Regular Lines	35	36
# of Secondary Lines	8	12
# of Reserve Lines	6	7
Total # of Lines	49	55
Two or less departure lines. (%)	3 (9%)	5 (14%)
Three departures or less. (%)	22 (63%)	21 (58%)

**PSIT Notes:** November is a four-week bid month with All Saints' Day falling on November 1st. We were able to construct 35 regular lines for Captains and 36 for FOs. The higher line count being driven by new LGG-VIE-TLV flying. The carryover into December is back to being longer week-long pairings and there are no U.S. single departure lines. With Peak season upon us, Captain and First Officer lines do not coincide due to different seat average BLG requests.

The average BLGs were significantly higher than we are used to and this caused the lines to be less "pure" than usual. As much as we tried to keep the city purity with the week-on/week-off trips, we found it near impossible with the higher target average BLG requested by the Company.

As was mentioned in the first paragraph, there is new TLV flying that departs from LGG and flies through VIE en route to TLV. For those that fly this trip, we would appreciate any feedback you have on the new pairings. Also, there were four TLV pairings that were left out of the build as we work with the Company on DH scheduling changes.

CDG and 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, availability etc.) and forward a copy to the EUR PSIT.

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

[Cologne B-757 PSIT Notes Continued]

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	75:49	71:58
RLG CH	72:45	69:00
R-day value CH	4:51	4:36
# of Regular Lines	184	196
# of Secondary Lines	69	39
# of Reserve Lines	32	32
Total # of Lines	285	267
Two or less departure lines. (%)	21%	19%
Three departures or less. (%)	54%	53%

**PSIT Notes:** As we've seen for many months now, the Captains' seat is stuck with high average BLG's while the First Officers' seat is much lower. Combined with the Thanksgiving holiday, the bidpack contains quite a few changes from the previous months.

The line count is down 13 and 12 lines respectively for the Captains and First Officers since October. Mainly because the 757 has 600 less credit hours per seat or a decrease of approximately 4% of our flying which equals a loss of approximately eight lines. We're told this is because more of our airframes are being used as spares and in recovery efforts.

The Thanksgiving holiday falling on, of course, a Thursday creates another set of challenges. Losing 6 credit hours in the middle of the week often requires another departure somewhere else in the month to make up that lost credit.

The company built a lot of three and four-day trips that don't exist in weeks one or four. Shorter trips that only occur twice can't create their own line so you'll see those trips spread throughout the bid-pack to help bring the line averages up. This a good time to remind the crew force that the company builds the pairings while the PSIT advocates for the crew force and builds the lines.

[Memphis B-757 PSIT Notes Continued]

Other interesting changes include the loss of the 4<sup>th</sup> SWF and RSW weekend layover and we lost the MKE flying in the final week. SGF was changed from a weekend layover to double deadheads and the new SBD-MEM routing is combined with COS creating an unturnable pairing as well as killing off our traditional COS layovers.

In the past, we've had a midweek only PHL layover that we mixed with the weekend SWF line. PHL went away this month so we had to mix SWF with TLH since SWF won't turn to itself. We also chose LFT to mix with GJT this month for the same reason.

Out and back flyers, please take note of the fifth line of AM flying. There aren't enough AM out and backs in the fourth week to build a fifth full line so we added the remaining week four PM out and backs in an effort to create that extra line.

Regional deadhead purity, once again, challenged the build this month. An increase in the number of West Coast unturnable pairings necessitated many Midwest and East coastlines to contain a filler trip that deadheads out of their region.

On a positive note, the B767 LOA triggered four R-24 lines for the Captains to get paid at widebody rates.

And finally, First Officers will typically fly one less day than the Captains on the weekend layover lines due to their lower average BLG's. Consequently, those extra pieces contributed to a higher number of "Tour America" lines in their bidpack.

Your feedback and comments are welcomed and necessary. No INSITE report/email = no problem.

# Hong Kong B-767

Fedex767HKG@ALPA.org

Jim Ingalls

	Captain	First Officer
Average CH	77:14	77:18
RLG CH	74:15	74:15
R-day value CH	4:57	4:57
# of Regular Lines	53 (74%)	55 (81%)
# of Secondary Lines	11 (15%)	5 (5%)
# of Reserve Lines	8 (11%)	8 (12%)
Total # of Lines	72	68
Two or less departure lines. (%)	35 (66%)	37 (67%)
Three departures or less. (%)	18 (74%)	18 (81%)

**PSIT Notes:** The bid pack is again organized so that the subjectively more junior flying (long nights and hub turns) along with CAN standbys built mostly pure, are in the lower end of the bid-pack. The 2 departure lines that maximize days off footprint are immediately following the single departures to group the more commutable lines together. The Captain and First Officer lines are similar except for adjustments made to accommodate RFO trips.

Remember that you can **always** submit a report on a pairing or event that you felt fatigued on, not just one you called the duty officer about. The Company needs your feedback as our base creates unique challenges for international flying and a hub and spoke network.

Protect yourselves and the Company and make good decisions about your fatigue state.

If you are still reading this, we are looking for HKG crew members to participate in the scheduling process to review pairings and build the bid pack.

Be safe.

# Indianapolis B-767

Fedex767IND@ALPA.org

Teresa Payton

Harley Troyer

	Captain	First Officer
Average CH	72:35	72:30
RLG CH	69:45	69:30
R-day value CH	4:39	4:38
# of Regular Lines	20	24
# of Secondary Lines	9	7
# of Reserve Lines	6	8
Total # of Lines	35	39
Two or less departure lines. (%)	10%	8.3%
Three departures or less. (%)	60%	62.5%

**PSIT Notes:** Hello IND pilots. We hope you are all enjoying the fall weather and autumn activities and we wish you all a Happy Thanksgiving with family and friends.

November is a 4-week month with Thanksgiving falling on November 22. The Company assigned CHs remained consistent with other 4- week months equating to 20 CA and 24 FO lines. There are about 10 lines that are all or mostly day flying and most day lines touch the weekends. The rest of the lines are night hub turns and tour America lines having Thanksgiving and weekends off.

We are seeing the same cities and pairings from last month and able to build most cities pure. DEN Friday pairings now have a 24-hour DEN layover then returns to IND on Saturday morning.

We would like to thank those that filled out Insite reports on the airport standby and the sleep room situation. These reports assisted in the Company and the Union having discussions about the best way to proceed with airport standby and the sleep room shortage. Please continue to fill out the reports when appropriate.

Thank you,  
Teresa and Harley

# Memphis B-767

Fedex767MEM@ALPA.org

Paul Hanson

JD Oliver

Andrew Hall

	Captain	First Officer
Average CH	76+00	70+57
RLG CH	73+00	68+00
R-day value CH	4+52	4+32
# of Regular Lines	170	180
# of Secondary Lines	63	38
# of Reserve Lines	26	30
Total # of Lines	259	248
Two or less departure lines. (%)	24.7%	25.5%
Three departures or less. (%)	41.1%	48.8%

**PSIT Notes:** With the Thanksgiving holiday, there were many trips that ended in base Wed evening and depart from base Friday morning. We wish this were not the case. As a result, we attempted to build lines recognizing seniority with this limitation. The good news is that we have very few lines that arrive Wednesday night and depart Friday morning. Many of the trips are constructed with a layover in the field, which some commuters may find the opportunity to have a hometown layover. Additionally, we were unable to build several cities with the normal week 1/3 and 2/4 pattern. These were constructed using pieces from three of the four weeks.

With build targets so widely spread, we essentially had to build two bidpacks. There will be wide variance on most lines between the two seats. We have been asking for relief from the Company to better align the manning between first officers and captains. Other bidpacks are struggling with the same issue.

The Company has demonstrated their desire to utilize the 767 for longer range flying to take advantage of the fuel savings associated with the aircraft. With winter winds, this makes line building and bid line adjustments more difficult because of the duty day, 8 in 24 and 30 in 7. Many trips in our bidpack are unturnable on the front or back of the trip. All of this combined leads to lines with more departures than desired for many of our pilots. One need only look at the parts and pieces lines assembled at the end to get a sense of what is occurring. We continue to pursue options with the Company in order to have the pieces fit

[Memphis B-767 PSIT Notes Continued]

better together. We recognize this is a quality of life issue and we are using every tool we have to address it.

Weekend lines, especially the more distant cities, are problematic for November. The hooks that we traditionally use don't always work on either side of one of the longer cities (e.g. SFO, TUS, LAS), and so you'll see different mixes throughout the week on the same line. We felt this was preferable to having additional departures per line.

You will notice there are some Captain only pairings once again in November. These are pairings where a MEM captain is paired with an IND first officer. This is a result of an attempt to more precisely insert the correct number of hours in the IND bidpack to accommodate their needs given they are small base and slight staffing fluctuations can have large repercussions. We recognize this necessity but have asked that they try to limit the shift to exclude the most senior day flying.

New this month is a ROC weekend layover. DTW-IND nights have appeared in a carry-over trip. This sequence is woven into a hub-turn to the West Coast. IAH day and night have migrated to the 767. We look forward to receiving additional shorter cities in order to build more contiguous lines. OAK-AFW-OAK night turns have arrived as a carry-over trip. Please let us know what you think of this pairing construction. One will also note that there are two MEM Hotel Standby pairings built onto lines. This is contractually compliant. Finally, the pure ONT-OAK was disassembled and those flight segments were inserted into other trips. ONT has been a city that has been problematic for us regarding day purity. Too many flights were passing through there that were ripe for swapping from day to night. This contributed to degradation in day purity on senior day pairings greater than 18 CHs.

The Company and FedEx ALPA are both aware of the situation. The PSIT has no further information regarding how long this will remain in effect.

Please continue to send your comments to us. These are an essential part of the process and you will hear back from us.

# Anchorage MD-11

FedexMD11ANC@ALPA.org

Brian Lessin

Jeff Sparks

	Captain	First Officer
Average CH	72:46	72:55
RLG CH	69:45	70:00
R-day value CH	4:39	4:40
# of Regular Lines	37	55
# of Secondary Lines	23	14
# of Reserve Lines	12	12
Total # of Lines	72	81
Two or less departure lines. (%)	55%	75%
Three departures or less. (%)	92%	93%

**PSIT Notes:** Peak is here and our November total hours are down in both Captain and First Officer seats. RFO hours have increased from the last four-week month. Many of the RFO trips are short and create multiple departures in the higher numbered lines. A note of caution for our first officers: we have one single-departure-line (#11) that is an RFO trip. If you need landings, avoid the trip.

SYD-SIN and SIN-SYD is operating 4 times per week and exhibits a circadian disruption issue. The SIN-SYD leg does not have an RFO and all of the layovers are about 24 hours. This construction creates multiple day-night-day-night opportunities with long duties. We requested relief during the preliminary pairing review process. The company will try to reconfigure the trip in future months.

We also have multiple pairings with a PVG-KIX high block/long duty hub turn that rolls the body clock into the KIX-ANC ocean crossing (no RFO.). We requested pairing design changes during our initial review process.

Both of these issues were discussed at the SIG level. Pairing 9, the SYD-SIN-SYD item will fly as scheduled but the company has agreed to alter the construction going forward.

Three trips were changed in the pairing review process – all were changes to deadheads. We have not seen a lot of feedback on lines or pairings of late. If you have any questions, comments or suggestions, we deeply appreciate your help.

Happy Thanksgiving!

# Los Angeles MD-11

FedexMD11LAX@ALPA.org

Chip Brown

Chris Leeuw

	Captain	First Officer
Average CH	72:30	72:30
RLG CH	69:45	69:30
R-day value CH	4:39	4:38
# of Regular Lines	23	32
# of Secondary Lines	12	20
# of Reserve Lines	10	13
Total # of Lines	45	65
Two or less departure lines. (%)	56%	65%
Three departures or less. (%)	95%	96%

**PSIT Notes:** Winter is coming...welcome to the beginning of Peak 2018. November is a 4-week bid month with Thanksgiving occurring on Thursday of week 4.

OAK Hotel standbys are back in our bidpack during week 4, and we can expect to see these pairings continue into December.

For new members of the LAX domicile, transportation info between the LAX ramp/terminals and ONT ramp/terminal, the information is available thru the Insite link of PFC, search using the keyword "LAX"

Pairings 54, 55 and 56 are a new design out of ONT. Instead of having the GT ONT-LAX after a 5-hour redeye flight, the trip now starts in ONT, and has a GT ONT-LAX in the afternoon, then operates LAX-HNL. If you fly this trip, we'd be interested in hearing your thoughts about this new design, both positive and negative.

For First Officers bidding for currency, lines 2011, 2012, 2015, and 2017 are RFO only.

If you have any fatigue-related issues, whether you call in fatigued or not, please copy us on all of your correspondence with the company.

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

	Captain	First Officer
Average CH	72+30	72+27
RLG CH	69+30	69+30
R-day value CH	4+38	4+38
# of Regular Lines	275 (63%)	243 (66%)
# of Secondary Lines	113 (26%)	77 (21%)
# of Reserve Lines	46 (11%)	50 (14%)
Total # of Lines	434	370
Two or less departure lines. (%)	139 (50.5%)	111 (45.6%)
Three departures or less. (%)	225 (81.7%)	194 (89.7%)

**PSIT Notes:** November is a 4-week month with Thanksgiving Day affecting the line construction during the last week of the month. Our team identified 83 issues during the preliminary phase. These issues addressed pairing design, carryover into December, fatigue, build continuity, deadheads, and day-night flying. We were able to discuss these with the Company and find fixes for most of them.

International flying hours increased approximately 1400 hours from October. There is a new sequence, HNL-SYD-SIN. This is very similar to the HNL-SYD-CAN sequence and we are requesting feedback along with feedback from the MEM-HNL-OAK-HNL-ONT-MEM sequence, which debuted last month.

We continue to lose short leg cities. This month saw IAH go to the 767. Airline scheduling places certain gage aircraft on certain segments. We have no input on this issue. The percentage of short sequence flying and west coast flying for our domicile continues to adjust.

Relief flying continues to be 100% with Captains, with the exception of the MEM STBY pairings, which are exclusively RFO pairings. We expect this heavy RF2 flying to continue through peak. Captains, please note while bidding that there are a few RF2 only lines.

[Memphis MD-11 PSIT Notes Continued]

Secondary line holders beware: Due to the time in which the MEM STBY pairings start, we were unable to build them as lines. For this reason, these RFO pairings reside in open time this month. Please be aware of this when utilizing the SLG program. If you do not desire these trips you must select "Avoid Memphis Layovers" while completing your SLG input.

Exception cities this month are OAK and SJU. The night sides have the 36-hour layovers.

We have had several emails lately about issues that we have been able to have fixed. Please keep this going. You are our eyes and ears, please let us know what you see that could be improved.

# Memphis 777

Fedex777MEM@ALPA.org

Curt Henry

Amadee Pepper

Jon Casello

	Captain	First Officer
Average CH	79:04	79:12
RLG CH	76:00	76:00
R-day value CH	5:04	5:04
# of Regular Lines	187	369
# of Secondary Lines	63	111
# of Reserve Lines	30	27
Total # of Lines	280	507
Two or less departure lines. (%)	178(95%)	344(93%)
Three departures or less. (%)	185(99%)	364(98%)

**PSIT Notes:** November is a 4-week month with Thanksgiving falling on the 4<sup>th</sup> Thursday. The B777 continues to experience the highest BLG averages in the airline. The recent BLG targets and availability of AVA as well as VBB would seem to indicate we are slightly below ideal manning from the Company's perspective.

We saw a 6% increase in total B777 credit hours over the last 4-week bid-month, October. The Captains had a credit hour increase of approximately 9% and the First Officers saw a 5% increase over the October bidpack.

Your PSIT reviewed 653 pairings this month and submitted comments to request changes on 119 of them. 76 pairings were changed. We continue to push for a reset when arriving in a new theater; particularly when the first duty period in theater involves multiple legs. We feel this is necessary to allow crews to adjust their circadian rhythms to the new locale after transiting 5 or more time zones.

We are also trying to keep the occurrences of a slingshot construction to a minimum. If you are awarded a trip in November containing the sequence DXB-BOM-CDG-CAN, we would be appreciate any feedback and/or sleep logs.

Confirming the correct class of service and compliance with the AACL guidelines on deadheads remains the most time intensive part of the pairing review process. Many of the airlines we use operate multiple configurations of the same aircraft type; some without a flatbed seat in business class. This is difficult for both the

[Memphis 777 PSIT Notes Continued]

Company and the PSIT to track down. With that in mind, we encourage you to be proactive in ensuring that you are ticketed in the class of service you are contractually entitled on DHs within trips you are awarded. Document your findings and any interactions with BCD. As always, please keep your PSIT in the loop.

There are numerous DHs around Thanksgiving Day, historically, one of the busiest travel times of the year. During normal travel periods, we have seen wait-listing for the appropriate class of service. Act accordingly.

Folks, your feedback is crucial. Crewmember critiques on pairing design or occurrences in the field have resulted in pairing changes. As a reminder, your INSITE reports do not get copied to the PSIT. We request you copy your Insite report to us when applicable.

# Trip Services Solutions

Fedex-Hotel@ALPA.org

Mark Stafiej

Mike Pearcy

## **Hotel Notes:**

**BOM Update** – Effective with the October Bid Period, our new non-contract hotel is the **Taj Santacruz**. Please provide Insite ticket feedback on this new hotel as it is under consideration for contract. Refer to **FCIF 18-0374 (Hotel)** for additional information and a list of hotel amenities.

**BLR Update** – Effective with the October Bid Period, our new non-contract hotel is the **Shangri-La Bengaluru**. Please provide Insite ticket feedback on this new hotel as it is under consideration for contract. Refer to **FCIF 18-0373 (Hotel)** for additional information and a list of hotel amenities.

## **Ground Transportation Notes:**

**FLL & MIA Update –USA Transportation** is our ground transportation vendor. Their phone number and pick-up location for crews arriving at both the **Fort Lauderdale International Airport** and **Miami International Airport** has changed. Please refer to **FCIF 18-0407 (Hotel)** for additional information.

**SJC Update** – The **Hilton San Jose** is unable to provide the contracted ground transportation with their hotel shuttles. As a result, **Delta Airport Shuttles** has been subcontracted to provide ALL ground transportation services. Please refer to **FCIF 18-0378 (Hotel)** for specific information.

**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](mailto:Fedex-Hotel@alpa.org).