

Death, Taxes, and Company phone calls about MLA during Peak...three things that you can be sure of in life! All of our military members are acutely aware of the importance of minimizing military duties during the Peak season at FedEx. It is the single most important financial earning period for the Company, and manning is always a challenge from November until the first week of January. Regardless of the importance of Peak at FedEx, the United States military does not slow down their operational tempo around the holidays, and many units still demand participation during Peak. For those military members that are able to reschedule or defer military obligations outside the Peak season, please know that both ALPA and the Company appreciate the effort in meeting the demands of Peak. For those Military members who still need to fulfill unit obligations during Peak, please be aware that the Company will most likely contact you to request a deferral of that service.

The phone call will be originating from Jack Ramsaur, the Flight Operations Military Affairs Liaison. Past feedback has all been positive about interactions with the company since Jack took over this job. What you as a military member can expect should be a respectful request from the Company to defer your military service so as to not impact Peak operations. What unit are you with, what aircraft do you fly, the geographical location of your unit, and what mission you are supporting; those are the general questions you should have an answer for when the Company calls. Please don't feel targeted or offended. The Company has every right under USERRA to request a deferral of your military service, and ALPA is confident that the Company will treat you fairly and with respect when contacting you. Please provide feedback to us concerning your experiences with the Company over Peak, and thank you for your continued service to our nation. We understand the hardship that your military duty places on your family as you balance the demands of military duty and FedEx employment.

QUALITY OF LIFE SECONDARY LINE ALERT

The ALPA Military Affairs Committee has identified a potential problem with the new SLG software when Military members input MLA requests before the SLG awards are published. In the past, both the Company and ALPA recommended providing the Company with advance notice of MLA in order to assist the Company with futures planning. Previous Secondary Line processes would honor the MLA footprint and build lines around that. The current SLG software will not necessarily honor the MLA footprint, and several members have found themselves with large trips being knocked out by MLA, rather than having the MLA footprint honored. Until a resolution is identified, your ALPA Military Affairs Committee recommends that Secondary Line holders delay submission of your MLA notification until you actually receive your SLG award, in order to avoid adverse adjustments to your BLG pay.

Thank you for your continued service and please contact us with any questions or concerns as you continue to be the consummate professionals while balancing military duties with your family and FedEx obligations.

Fraternally,
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<http://fdx.alpa.org/CommitteesLZ/MilitaryAffairs/tabid/3217/Default.aspx>