

## Podcast Transcription

### **Fly by Night: Strategic Preparedness and Strike Committee (SPSC). First Officer Eric Moraes**

**Captain Chris Lee** My guest today is First Officer Eric Moraes. Eric is the Chair of the Strategic Preparedness Strike Committee (SPSC). Thanks for coming Eric.

**First Officer Eric Moraes** Hey thanks, Chris. Thanks for letting me come in today.

**Captain Chris Lee** The Strategic Preparedness Strike Committee plays a critical role during contract negotiations, and this time is going to be no different. Can you talk about that some?

**First Officer Eric Moraes** You hear us say stay informed, stay engaged and participate. But it really becomes critical during contract negotiations. Pilots out there need to continue to participate. We had recent family awareness events up in Indy, Anchorage, and Memphis, which had great turnouts and that's awesome to hear and that's awesome to see. But, when we get into contract negotiations, pilots actively volunteering during those negotiations is really, really important. And volunteering in the SPSC is one part of that.

**Captain Chris Lee** During contract negotiations, you also have the Negotiations Support Team (NST), which becomes very important and we refer to it a lot as the NST. Talk about that some.

**First Officer Eric Moraes** The NST is made up of four committees, the Communications Committee, SPSC, Family Awareness, and Pilot to Pilot (P2P). And the concept behind the NST is to provide a level of coordination for those committees. What we're trying to do there is not duplicate efforts, be in sync with one another and really just support the Negotiating Committee as they focus on negotiations.

**Captain Chris Lee** And there's also a strategic element to it.

**First Officer Eric Moraes** If we want to talk about SPSC in general, we have two main missions. The first is to keep the strategic plan for the MEC. But really, when we get into contract negotiations, the SPSC is working to prepare the pilots for the actions in negotiations. We get pilots ready for picketing events and rallies throughout the country and throughout our system. When we all act together in concert and are all coordinated with one another, we can actually achieve better goals for our pilots.

**Captain Chris Lee** Often we'll hear pilots ask us what can they do to help? How would you answer that?

**First Officer Eric Moraes** Well, like I alluded to before, the first level of support is to stay informed. We want pilots to read the communications, go to the website [fdxcontract2021.com](http://fdxcontract2021.com), listen to podcasts and seek that factual information, go to PUB events, family awareness events, and SPSC events as they become advertised. However, there's also a second level of participation that's super important during contract negotiations, and that's to get involved and actively participate and volunteer.

**Captain Chris Lee** Let's talk specifically about the SPSC committee. Are you looking for volunteers?

**First Officer Eric Moraes** Yes, I need to build out the team. There are many jobs to be filled and tasks to accomplish to get a successful picketing event or rally event. You know, there are tasks like finding locations and pulling permits, coordinate with law enforcement, organizing transportation, getting meeting spaces and much, much more. All those things need to get accomplished well in advance in order to have a successful event. We're going to do SPSC events all throughout our whole system. So I need help not only in Memphis but in all our domiciles, our major commuter cities, and in strategic locations like Washington and New York.

**Captain Chris Lee** A lot goes into it.

**First Officer Eric Moraes** A lot does go into it. So, if you see a 703 area code number, it's most likely me reaching out, seeking your help. So if you have any special skills or talents that you think may help out the SPSC, go ahead and answer the phone and let's talk for a little bit.

**Captain Chris Lee** Well, the Negotiating Committee recently put out a communication updating negotiations. Through your involvement with the NST, how's that going so far?

**First Officer Eric Moraes** So far, the Company's proposals have fallen short. The Company's not acknowledging the massive efforts of our pilots who've gone above and beyond since the last CBA and during the COVID pandemic, especially with the Company's current record-breaking profits.

**Captain Chris Lee** Any final thoughts?

**First Officer Eric Moraes** The Negotiating Committee needs your support and the SPSC needs your help and volunteering is a critical way to do so. If you have time and want to help out, both the SPSC and the FedEx pilot family, reach out to me via [DART](#) using either SPSC committee or the volunteer category dropdown. Also, be looking out for my phone number as I give you a call in the next few weeks. Successful SPSC activities afford the pilots the opportunity to demonstrate the unity and determination securing that fair contract. It's our union and our future. So stay informed, stay engaged, and participate.

**Captain Chris Lee** Thanks for coming, Eric, and thanks for listening. If you have any questions, please go to our website [fdx.alpa.org](http://fdx.alpa.org) and utilize the [DART link](#). And as always, be safe out there and we'll see you next time.