

## Benefits Fair and Annual Open Enrollment

**Captain Chris Lee** My guest today is Captain Ben Douglas, R&I Committee Chairman. Hey Ben, thanks for coming back to the podcast.

**Captain Ben Douglas** Hey, thanks for having me Chris.

**Captain Chris Lee** Our annual open enrollment for 2020 is October the 15th through the 29th. In conjunction with that you have an upcoming Benefits Fair. What can you tell the pilots about that?

**Captain Ben Douglas** So we put this on with the FedEx pilot's benefits administration representatives. It's an opportunity for the pilots and their spouses to come out and learn about their benefits.

**Captain Chris Lee** Who can come to the Benefits Fair?

**Captain Ben Douglas** The Benefits Fair is open to any FedEx ALPA pilot and their spouse. However, financial advisors are not allowed to attend.

**Captain Chris Lee** Does the spouse need the pilot there with them?

**Captain Ben Douglas** So we actually encourage the spouses to come with or without the pilot especially if they're the ones that handle the healthcare benefits in the household.

**Captain Chris Lee** So the two-week period for the annual open enrollment window is when pilots are able to go in and make any changes to their benefits for the next year.

**Captain Ben Douglas** That's correct. They would want to go to [fedex.ehr.com](https://fedex.ehr.com) and make those elections.

**Captain Chris Lee** Why is it important for pilots and their spouses to attend?

**Captain Ben Douglas** As I mentioned earlier, it allows for the opportunity to do a deep dive into particular topics pertaining to healthcare, life, disability, our retirement plans, things of that nature.

**Captain Chris Lee** What happens if a pilot doesn't make any choices during the open enrollment period?

**Captain Ben Douglas** Well, then whatever is currently in the system at [fedex.ehr.com](https://fedex.ehr.com), those elections will just stay the same. So, in other words, it would be as if you were okay with the previous year's elections. So, I would encourage everyone to go into [fedex.ehr.com](https://fedex.ehr.com) take a look at your selections and make sure that you're okay with those options.

**Captain Chris Lee** The Benefits Fair, there's a lot of vendors there as well.

**Captain Ben Douglas** That's correct. We're going to have a bunch of vendors. We're going to have folks from Anthem, Express Scripts, Davis Vision, CIGNA, Health Equity.

**Captain Chris Lee** If I remember correctly from last year these vendors have tables set up in the room and pilots can go up to them and talk to them about any of their issues.

**Captain Ben Douglas** That's correct. You can engage in and discuss any issues you might have with any of those vendors at that time.

**Captain Chris Lee** And this is different than the benefit seminars you put on over at the union office.

**Captain Ben Douglas** That's correct. Again, we focus mainly on all the benefits and just do a deep dive on what they mean and how they work and what the pilots are entitled to.

**Captain Chris Lee** Tell the pilots a little bit about some of the topics you'll be talking about at the Benefits Fair.

**Captain Ben Douglas** Healthcare, for example, we have several options available to us as active pilots. We have the Buy Up plan and we had the CDHP Purple and Orange plans that have HSA and HRA options so we're going to be taking a closer look into what those things are and how those decisions will affect your family.

**Captain Chris Lee** Where's the Benefits Fair going to be held at?

**Captain Ben Douglas** So it's going to be held at the Great Hall. That's located at 1900 South Germantown Road and we're going to be kicking it off at 8:30 in the morning.

**Captain Chris Lee** How long does it last?

**Captain Ben Douglas** It's typically an all-day Benefits Fair. I would give yourself about seven hours. It starts at 8:30 am and it'll end at 5:00 pm. There'll be a lunch break in between the healthcare and the retirement benefit portion where people can go out and grab something to eat and then we'll reconvene about one o'clock.

**Captain Chris Lee** Do pilots need to sign up to attend the Benefits Fair?

**Captain Ben Douglas** We encourage pilots to sign up through [fdx.alpa.org](http://fdx.alpa.org) or through the Positive Rate. We've located [a hyperlink there](#). However, if a pilot doesn't sign up that doesn't preclude you from coming to the seminar.

**Captain Chris Lee** OK so just to recap, you have the Benefits Fair coming up on October 21st. It's in conjunction with our annual open enrollment period which is October 15th through the 29th. Anything else you'd like to talk to the pilots about?

**Captain Ben Douglas** I'd just like to let the domestic domiciled pilots know that L.A., Anchorage and Indy will also be holding this annual open enrollment Benefits Fair/Seminar. Those dates for L.A. are going to be [October the 13th](#), Anchorage will be held on [October the 16th](#) and Indy will be held on [October the 18th](#).

**Captain Chris Lee** So with those you're having the benefits portion as well as a retirement seminar.

**Captain Ben Douglas** That's correct we're going to be taking an in-depth look at all of our benefits with a retirement benefits seminar included.

**Captain Chris Lee** Well, thanks Ben for coming and thanks for listening to the podcast. If you have any questions or topic ideas please send us an email to [fdxpodcast@alpa.org](mailto:fdxpodcast@alpa.org) and as always be safe out there and we'll see you next time.