



FEDEXMEC
Air Line Pilots Association, Int'l

Environmental Standards Committee

April 12, 2016

Newsletter #2

From: Capt. Bob Avery, Environmental Standards Committee Chairman

Potential progress regarding cleaning up our work environment

Fellow Pilots,

On Thursday, March 31, our MEC met with FedEx senior leaders to present and discuss issues that have been raised by the Environmental Standards Committee (ESC).

Attending the meeting for FedEx:

- John Maxwell, Senior Counsel, Regulatory Affairs
- Cynthia Chandler-Snell, Senior Counsel, Regulatory Affairs
- Capt. Tim Leonard, VP Flight Operations
- Ed Lyons, VP Flight Safety
- Capt. Rob Fisher, SCP
- Capt. Tim Murphy, MD Flight Safety
- Capt. Kim Koryat, Flight Safety Projects
- Tim Hersberger, Corporate Safety Advisor, Safety Programs
- David Church, Aircraft Engineering
- Tech Ops Rep (name not recorded)

Attending from ALPA:

- Capt. Chuck Dyer, MEC Chairman
- Capt. John Cardaci, MEC Vice Chairman
- Russ Sklenka, MEC Executive VP
- Mr. Terry McTigue, FDX ALPA Attorney
- Capt. Bob Avery, ESC Chairman

Capt. Chuck Dyer began the meeting by presenting the background on past aircraft cleaning and environmental standards efforts. I delivered a 35-minute PowerPoint presentation, which

presented a considerable amount of information new to FedEx.

These issues were presented with supporting data, documentation and photos:

- Contaminated air and toxic particulate matter in our ventilation systems that has accumulated over decades due to the lack of HEPA filters and air systems that are never cleaned.
- Potable water tanks improperly serviced causing serious water contamination.
- Crew oxygen masks only cleaned internally once every six years allowing dried mucus, pathogens and other foreign mater to accumulate behind the microphone (in the regulator area) where pilots cannot see or clean.
- Toilets improperly serviced and maintained causing foul odor, unpleasant and unsanitary conditions.
- Lack of soap and water for basic hand washing while aboard aircraft.
- Use of insecticides with no adequate health warnings for ramp personnel dispensing the product or pilots exposed to the product.
- Ozone converters (issues to be discussed later)

We made the reasons for our MEC's concerns clear:

- The health and wellness of 4,000+ FedEx pilots who are exposed to unhealthy conditions every day they work.
- The wellbeing of pilot families who depend on their spouse's career for financial security and quality of life.
- The safety of our airline.
- The finances and reputation of our Company.

We proposed simple, obvious and inexpensive remedies for most of the issues. Most remedies would only require maintenance in accordance with standard airline industry practices, existing FedEx policies and procedures, aircraft manufacturer's recommendations and basic cleaning and hygienic practices recommended by aviation agencies and government health and safety organizations such as: ICAO, OSHA, NIOSH, FDA, CDC, Dept. of Health and the World Health Organization. Simply put, we are asking for the same cleaning and hygienic policies, procedures and standards that are taken for granted by every other FedEx employee, every day they work.

After the presentation, the group spent one hour in a lively exchange that only stopped when the time that we had allotted was consumed. It was apparent from the beginning of the discussion that FedEx participants took the briefing seriously. During the discussion, FedEx attendees presented a number of thoughtful questions and comments. In the end, FedEx leaders asked the ESC for more data in order to better understand the depth of the issues, and promised follow-up meetings to discuss a way forward. In parting comments, they made it clear that FedEx intended to revisit all issues while considering new evidence presented, with pilot health and airline safety being a top priority. Of particular note was the genuine concern and rapid response by FedEx Express Vice President of Flight Operations Tim Leonard. He made it clear that his door is open to continue discussing the issues and that issues presented would be seriously reviewed at

all levels.

ALPA's proposal to FedEx for moving forward remains unchanged:

- Open a channel of communications so the ESC can communicate information and data with the appropriate FedEx departments and managers.
- Form and support a collaborative investigation committee, to include the ALPA ESC, that will research environmental threats in a meaningful way.
- Receive FedEx's commitment that any health and safety threats identified will be eliminated, or at least mitigated, to the maximum extent possible.
- Establish and support an ongoing Aircraft Cleaning Program and Environmental Standards Program co-lead by the customers - the pilots.
- Through innovative change, make FedEx an industry leader in safeguarding the health and wellness of our pilots.

Follow-on meetings have already been set to review data and discuss a way forward. It is clear that FedEx leaders are concerned with existing conditions and will explore viable solutions. However, the only acceptable way to resolve the threats and issues is to work in a collaborative trust but verify environment.

Overall, ALPA attendees viewed this meeting as pivotal and a major positive step in advancing environmental issues. Judging from the concerned questions and comments from FedEx leaders, we departed the meeting optimistic that FedEx will do the right thing.

Keep in mind that prior to 2013, environmental threats had never been formally surfaced and aircraft cleaning barely existed. Thanks to Mr. Greg Hall (former SVP Tech Ops) an entire new aircraft cleaning program was built at a cost of tens of millions of dollars based on pilot input. Today, the aircraft cleaning program is working and the visible areas of our work environment are much cleaner - probably among the cleanest in the airline industry. By the way, if you see Mr. Hall, you owe him a huge debt of gratitude and a big "thank you".

Like many things in our career, we live forever with the standards we accept today. FedEx environmental policies and procedures will set the hygiene and health standards we live with every day we work for the remainder of our career. Please pay close attention as this scenario unfolds. Let our managers and leaders know how you feel about a clean and healthy workplace. If it is perceived we do not care, it is unlikely meaningful change will occur.

About the FDX ALPA Environmental Standards Committee

The ESC was established to foster acceptable hygiene and health environmental standards in our workplace. The ESC mission is to research, document, report on and positively impact cleanliness, sanitation and health related environmental threats that exist onboard the aircraft we fly. We will work in a diligent, responsible and professional manner with a sharp focus on our reason to exist - guarding the health of every FedEx pilot, every day they work.

We invite all feedback from the crew force. If you have a question, a story, an opinion or a work environment issue you think should be addressed, please forward your comments to: FedEx-ESC@ALPA.org

Fly safe and fly healthy,

Capt. Bob Avery

Environmental Standards Committee Chairman

FedEx ALPA MEC

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