Editor's Foreword

Welcome to the New Year, 2017! As always, I am thankful for the achievements accomplished from the previous year and eager for the challenges and opportunities that await us this year.

2017 brings with it a continued learning curve with respect to TALPA, ITU directly into the 76, possible approval of 75/76/77 to use HUD/EFVS on approach and landing, possible approval for RNAV RNP approaches, the new 9-18 training cycle, and a new emphasis on cost savings, especially with fuel sense. Also, pilot hiring appears to be full throttle for the foreseeable future, which means lots of new hires. We all need to be mentors!

As always, the goal of this e-zine is to provide additional info to the crew force that may not be provided during normal training events. This info is not intended to dispute, counter, or in any other way challenge the way FedEx says we should operate aircraft via the FOM, PHB, PHS, ASM, aircraft bulletins, FCIFs, or any other forms of official notification. We are only trying to provide additional, useful info to you that adds value to our efforts to operate in a safe, legal, and professional manner.

Please continue to spread the word to our peers who may not be aware of this communication. We realized that ALPA distributes a lot of info. I believe some have reached comm fatigue and may delete every ALPA e-mail they receive. Know that this publication is from volunteers who work very hard in their own area of expertise and want to pass along information peer to peer. As such, the info provided to you is very germane and completely "pilot-friendly". If there is something we can do better with this publication or ALPA communications in general, please let us know. Spread the word, BE SMART, BE SAFE.
Rumors from the Crew Bus

Want to distribute information quickly to the entire crew force? Start it as a rumor in AOC with two individuals who are getting ready to get on different crew buses. Within two weeks, success—all FedEx pilots around the world will be “informed.” One problem: The message will have morphed into something that is not representative of the original “facts.” As a matter of fact, it is basically now “based on a true story.” We all know what that means. Here are some of the latest rumors with the factual answers (straight from the horses mouth, at least as they currently exist). Remember, our business is dynamic and incorporates a lot of moving parts, as such, things can change.

1. Rumor: The 767 simulators are basically junk and not working properly.
Fact: FedEx now has four 767 simulators, two in our possession and 2 on order. The original two were produced by a company called SimIndustries, a subsidiary of Lockheed. SimIndustries bid for the new USAF 767 tanker simulator. They were not awarded the contract. They sold the simulator subsidiary to CAE. CAE now supports the original two 767 simulators. A lot of progress has been made to ensure these simulators meet the needs of FedEx. As such, these simulators have now been approved for use in recurrent as well as initial/transition training (which has just started using the 76 sims). There are still some ongoing issues that are occasionally experienced. The 767 simulator instructors are aware of most of the issues and ensure that the training experience performs as necessary to meet the requirements of the event. The newest two 767 simulators are manufactured by Flight Safety (who happened to win the bid for the USAF tanker simulator contract). FedEx currently has subject-matter experts working with Flight Safety to ensure that the instructor interface is as standardized as absolutely possible. These simulators should be on FedEx property in late 2017 or early 2018 and be operational hopefully by mid 2018.

2. Rumor: The company is splitting the 75 and 76 into two independent bidpacks that do not involve mixed flying.
Fact: Maybe, but strongly leaning as not likely, and definitely not in the foreseeable future. This is one of those dynamic decisions that has continuous consideration. Due to the issue of segment currency, there were some serious looks; however, it appears at this time that the company is trying to alleviate segment currency issues by including more 75 flying in the 76 bidpack.
3. Rumor: RNP capability is coming to all the fleets.
Fact: The submission for approval will start with the 777 sometime this spring/summer followed by the 75/76 submission. The MD11 submission has been delayed until some time after that due to unforeseen problems with the system upgrade. The Airbus will probably never receive the upgrades necessary to conduct RNAV RNP approaches.

4. Rumor: I think I can use the HUD/EFVS for landing.
Fact: Wow, this is one of the most misunderstood things currently heard by LCAs. It typically goes like this: “The other night, I was shooting an RNAV approach to XXXX, and we had to shoot an approach down to 100' using the EFVS.” The LCA then responds, “You mean theoretically, right. . .” While what we can and can’t do is written in black and white, it is in multiple locations, depending on your aircraft; hence the confusion. Here it is one more time.

Aircraft Use on Takeoff (OpSpec C078) Use on Approach (C048)

<table>
<thead>
<tr>
<th>Aircraft</th>
<th>C078 Takeoff</th>
<th>C048 Approach</th>
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<tbody>
<tr>
<td>MD11</td>
<td>Y</td>
<td>Y</td>
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<tr>
<td>B777</td>
<td>N</td>
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<td>B767</td>
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<tr>
<td>B757</td>
<td>Y</td>
<td>N!!!!!</td>
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<td>Airbus</td>
<td>NOT GOING TO HAPPEN</td>
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Of course you realize that you have to be current. Right?! This is reflected on the FP/R by your name, just after LNDGS, under H/E with a “Y” (meaning you are current for CpSpec C078 (if Y is under H) or OpSpec C048 (if Y is under E).

When will the Boeing fleet get further approvals? Well, it goes kind of like this. The current hot ticket is RNP. Submissions for those OpSpecs will be for the 777 first followed by the 75/76 fleets. That will probably happen this spring/summer. After that, there will probably be submissions for the 777 and 767 for OpSpec C078 (to use on Takeoff). The Boeing fleet is being delayed for OpSpec C048 because of a hardware/software issue that has to do with inputs coming from the IRUs instead of the GPS. This can be fixed during C Checks (or special visits if there is higher priority). Regardless, it may be sometime before enough aircraft have this modification completed. Best guess for submission for this OpSpec is probably 2018 at the earliest.
5. Rumor: We are going to be an all-Boeing Fleet by 2025 (or pick any other date).

Fact: As you know, FedEx has always excelled at aircraft acquisition. That has not changed. As a matter of fact, as the world and aviation, in general, modernizes, it becomes more and more expensive to keep older aircraft up with the newest requirements.

The latest information is as follows: The Airbus will not receive any real upgrades for longevity. It will be gone in seven years with a huge draw down beginning five years from now. As a matter of fact, the 75 and MD10/11 aircraft also follow a very similar pattern. So what are we getting? Well, it is already known that the 767 effectively does everything the 75 does with just a slight increase in operational cost. We are buying a pile. Can it effectively replace the MD and Airbus fleets? Not our job. There will be those of us who pontificate, "There's no way, yada, yada." Guess what, there are some smart individuals whose job is to figure that out. Our job is to be risk assessors as we fly the aircraft that FedEx owns. So what is replacing the 75? Back to the "...there are some smart dudes who do that." FedEx has always held that information very close to their chest before announcing. No way we can illuminate anything when it comes to this. An all-Boeing fleet acquisition of the B-737? Or acquire the Airbus 320? Or...? Your guess is as good as ours.

Remember: "Don't believe it until you see it painted purple on the ramp... and moving freight!"

Remember, these “facts” are as they exist today. Things can change. If you have any other questions or concerns, please forward this info to Matt.Morley@alpa.org or Glen.Washington@alpa.org. We will do what we can to find an answer.
9 – 18 and AQP: What It Means to You and Me – THREAT or ENEMY

It’s official . . . we are now involved in the training cycle collectively known as 9-18. (Unless you are in the MD10/11 fleet, that has remained 6-12 primarily due to their continued focus on landing proficiency.) So what does this truly mean to us as line pilots? I think we all can agree that there is an introduced threat (using pilot “speak”) to proficiency, if for no other reason than there is less frequency of “practicing in the sim.”

Before we get started, let’s look at how we got here. Since the mid to late ’70s (and even earlier), there has been an understanding that human error has played a larger and larger role in aircraft incidents and accidents. This understanding led to coordinated efforts between NASA, the FAA, and the airlines to tackle these Human Factors issues and defined them within the evolving understanding and application of Human Factors in the cockpit. This has been defined through the evolving philosophy commonly known as CRM (Crew Resource Management). In the early ’80s, some airlines began their own attempts at training CRM within their own training programs. By the late ’80s, it became apparent to the FAA that a joint effort should be initiated. The FAA administrator at that time (T. Alan McArtor, father to one of our own pilots at FedEx) created a joint-industry task force to address flightcrew member performance. At approximately the same time, the National Transportation Safety Board (NTSB) also issued a Safety Recommendation with respect to CRM and flightcrew training. As a result of the work of the joint task force and the NTSB, in 1990, a Special Federal Aviation Regulation (SFAR) No. 58—Advanced Qualification Program (AQP) was published. Resultant to SFAR 58, the FAA then published Advisory Circular 120-54 in 1991 (superseded in 2006 by AC 120-54A) to provide guidance on implementation of an AQP training program.

If you didn’t know, FedEx voluntarily participates in utilizing AQP in our training. In a nutshell, AQP training focuses on crew as well as individual performance in training by ensuring CRM is integrated with flying and system skills training. And by using data collection (LOSA, ASAP, FOQA, and AQP through submitted grades from simulator events), FedEx can track problem areas and focus on training that will improve these noted deficiencies. As stated in AC 120-54A, “The primary goal of AQP is to achieve the highest possible standard of individual and crew performance.”
So FedEx training is designed utilizing the guidelines of AQP and approved by the FAA. It’s a fairly involved process that uses acronyms like TPOs, SPOs, and EOs as well as ITU validation strategies, recurrent training, grading methodology, and qualification standards. But why did we go from 6-12 to 9-18? We did so based on data analysis as permitted under the guidelines of AQP.

So that’s a lot of background. Some appreciate background (provides a better foundation for understanding and thereby enhances the experience and promotes long-term retention = learning). But bottom line, we all want to know how this affects us (personally). What are the threats? Because we are addressing 9-18, we will address this only from the Continuing Qual (aka Recurrent) point of view.

1. You will be less proficient . . . less proficient with nonroutine, albeit considered normal technical skills (e.g., FMS hold, divert, etc…), less proficient with dealing with non-normals (e.g. anything requiring use of QRH), as well less proficient with infrequently encounter flying events (e.g., RTO, wind shear, GPWS, TCAS, less than all engine operations, etc.)

2. You will be less informed, less standardized, and possibly more confused (e.g., what OP Spec is current and can we use the HUD/EFVS, etc.). Also, speaking of HUD/EFVS, how many of you don’t really use it? Remember, once approved, proficiency will be required. If you aren’t using it on the line, how will you demonstrate proficiency during a simulator event?

3. Proficiency (as defined by the Corporate Qual Standards) must be demonstrated in all required areas within the allotted time (four-hour simulator). At the end of four hours, if proficiency has not been demonstrated, then the event is evaluated as unsatisfactory. Additionally, if the event is an Evaluation (CLOE), no instruction is allowed from the evaluator/instructor. During an evaluation, there is a defined limit to the number of opportunities that are provided to the trainee for proficiency demonstration. If this limit is exceeded, the event is evaluated as “unsatisfactory.”

4. Training footprints (with an event every nine months) are constantly changing every year requiring forward looking diligence when bidding vacation, scheduling AME medical exams, and other personal matters.

5. At least for now, there is only one pilot scheduled to act as PF during engine-out events.

What can you do?

1. Be prepared. Know your stuff! There is no excuse for showing up and not knowing something that is defined within our publications (FOM, PHB, PHS, ASM).
Do you have your own “skunk works, how to fly” book. Review it for all of those early FMS skills that you may have forgotten. Just make sure it still complies with the latest and greatest from our official publications.

2. Reach out. Contact your sim partner early and talk things over. They may know something you don’t. Additionally, you will already be building your team, which is an important part of CRM and thus AQP.

3. Recognize limitations of the brief. We attend recurrent only every nine months. There will possibly be more information to brief and cover. Don’t be late! Also, see number 1 above.

4. Recognize limitations of the simulator event. There are only four hours and both you and your sim partner will be rusty. It will greatly improve your efficiency if you meet your sim partner early and chair fly the maneuvers. That will greatly aid in achieving/demonstrating proficiency early. If you are struggling with maneuvers/skills in the sim, there are only four hours to achieve and demonstrate proficiency.

5. Know the qual standards. Go to PFC, Departments, Flight Training, Qualification Standards (on left side menu), Flight Crew Program. That takes you to FedEx Qualification Standard (Corporate). Those are the standards that each of us are held to.

6. Be prepared to work together in the cockpit just as in the airplane. You are a team. There are no secrets. If you see something, say something. Use the three-step process. And see number 2 above.

7. Perfection is not necessary. We make errors in the cockpit. If you make an error, capture it and continue flying, just as you would in the airplane. If the qual standard was exceeded, the instructor will evaluate whether a repeat is required. If so, no big deal. Do it right this time.

8. If there is time left in the simulator and all events have been performed in a proficient manner to the qual standards, ask to do something else. Have a list when you walk in that you can access if there is time remaining. Don’t get ahead of yourself with this list. Just be ready and don’t waste any opportunity. It will be nine months before you get a chance to practice again.

It is expected that most events will end in a satisfactory manner. If the event ends with an Unsat, it shouldn’t be the end of the world. If you recognize that it was failure to meet qualification standard(s), the company has a process that it utilizes to get you up to speed. The process will basically start with a contact from someone from the Training Department (usually within 24 hours). You will probably be asked to stay in the Memphis area until you are contacted (which may be a problem if you are a commuter). The idea is to normally get you the required training and get you back to the line as soon as possible.

If you think something occurred that is outside normal protocols, you can contact the ALPA Training Committee. In the event of a personality conflict or other behaviors, it is important to solve this as quickly as possible. Just be advised—most pilots don’t normally have the skills available to instantly solve this type of problem. In that case, contact ALPA Pro Stans.
TRAINING AND ALPA PROFESSIONAL STANDARDS

The purpose of these training articles is to ready the students for the situations that will be encountered on the line and in the simulator. One complication that can occur during training is a personality conflict; this could be with an instructor or your simulator partner.

The immediate level of intervention is for you and the other party to discuss what occurred and work your way clear of conflict. This is not always practical; both parties may still be angry or feel that they cannot communicate well with each other. Also, a compressed training schedule may not afford much time for simulator partners to avoid each other. If this is the case, there is a solution: call Professional Standards.

The Professional Standards volunteers are trained to deal with these and other conflicts such as CRM issues, nonadherence to SOPs, and crew-coordination issues. Their charter covers resolving conflicts between pilots that may affect flight deck safety. The also handle conflicts between pilots and other employee groups, such as the professional instructors.

The problem can be referred further up the line but management will likely kick it back to Professional Standards. Some of these cases can take quite a bit of time and management has lots of work to do. Also, when you talk to one of the volunteers you are dealing with a peer, not your boss using a recorded phone line.

So, what happens after you make the call to Professional Standards? One of the volunteers will take your information and contact the other party. No sides will be taken; the union volunteer is a neutral party. The other pilot will give their account. Both sides have to agree to confidentiality. This is not an item for gossip. The volunteer will endeavor to show each side how to reach an accord.

By calling the union you have not "turned anybody in," a common concern among beleaguered crews. Union volunteers have no enforcement authority, and most importantly, no Secret List of offenders. Everyone is to be treated equally.

In addition, we are also not the uniform police. Neither are the instructors. If you show up to training with a beard, jeans, sneakers, and T-shirt you have put your instructor in a bad position. They should not have to deal with this behavior. Professional Standards does not want to either, so don't make us have to call you about your outfit. Our volunteers give selflessly of their time; don't waste it.

In summation, if the other pilot is giving you a difficult time, call Professional Standards. Captain Mark Jefferson is the chair; his number is 678-772-3759. Captain Eileen Weingram is the vice chair; her number is 201-819-6111. These numbers are also on the union website.
ASAP FAQs

*Please note that in an effort to ensure maximum exposure to the line pilot on the importance of how ASAP works, this article was previously published in the Positive Rate Weekly and a Council 26 e-newsletter.

The ASAP program at FedEx has been in place for 6 years. In that time, more than 20,000 ASAP reports have been filed! More than 200 FedEx crewmembers have benefited from the Certificate Action Incentive that the FAA offers for participating in the ASAP Program. More importantly, as hazards have been identified, the reports have lead to scenarios used in recurrent training, changes in Dispatch, Maintenance and Flight Operations procedures as well as changes in ATC and FAA procedures.

To briefly review, here are some frequently asked questions.

### How long do I have to submit an ASAP Report?

The answer is, it depends.

**Is the report Sole Source, as in no one knows about the event but you, the crew?** If the answer to this question is ‘yes’, there is no time limit.

**Is the report Non-Sole Source, meaning that there is a possibility that someone else, besides the crew involved, may know about the event?** (ATC, the company, etc.) If the answer to this question is 'yes' then there are two time requirements of which to be aware. If the event occurred during a **domestic** flight, you have **24 hours** after the end of your duty period to submit. If the event occurred **internationally** you have **48 hours** after the end of your duty period to submit.

Here is an example: It’s a Wednesday evening and you are hub-turning SLC-MEM-SLC. You’re involved in a TCAS R/A on climb out at about 2030 local time. You fly to MEM, hub-turn and block in at SLC at 0700 Thursday morning.
Let's walk through the process:

1. The event is non-sole source as you reported your RA to ATC or ATC saw you leave your assigned altitude to follow the RA.
2. The event took place during a domestic flight.
3. The ASAP MOU requires that the report be submitted within 24 hours from the end of duty (0730 Thursday morning) for a non-sole source domestic flight. Therefore the report must be submitted by 0730 Friday morning.

What if I get a notification that I was involved in an event that I wasn't aware of? You have 24 hours from when you received the notification to submit your report.

What if I am unable to submit my ASAP report within the required time limit? Contact the ASAP hotline at 901-224-5203. The hotline is answered by an answering machine. The greeting will remind you to leave your name, employee number, date of event, flight number, and a brief description of the event. In this case, it's recommended that you state the type of event such as “TCAS R/A Event” as discussed in our previous example. Avoid describing the details of the event until you submit your written report. By calling the hotline the time requirement to submit a written ASAP report is extended by three calendar days.

What if I didn't make the time requirement for submission? FILE ANYWAY! The Event Review Committee (ERC) has discretion to accept a report into the program even if the report did not meet the time requirements.

**FOM 2.15 -Mandatory Reports**

FOM 2.15 contains a list of events that require a mandatory Flight Safety Report (FSR). If you are involved in a 2.15 event, there is a good chance that it is a non-sole source event as well as a significant safety event. If you file an ASAP report for these events, not only are you fulfilling the requirement of a mandatory FSR, you are also ensuring that your certificate will be protected should the need arise.* Remember an ASAP report with ALWAYS meet the requirement of a required FSR. An FSR will NEVER qualify as an ASAP report.

For more details about how the ASAP program works, please reference the ASAP Memorandum of Understanding (MOU) at the Fedex ALPA website under Safety-ASAP-ASAP MOU. Basic details about our program are also located in FOM 2.14.

*Based upon the ASAP report meeting eligibility for acceptance into the program as outlined in the FedEx ASAP MOU.
Looking Forward

With 2017 fully under way, I hope that each and every one of us has a successful, blessed, and happy new year. It will contain unforeseen, unexpected challenges that will test us personally, professionally, or both. As far as our job as FedEx crewmembers, we are entrusted as the final link in the chain that can prevent the next accident. It is up to us: “Safely every time without exception.”

What commitment (“Commit To”) have you made for 2017 to make yourself, your crew, and your flight deck safer? Don’t rush, do a better job communicating (creating a shared mental model), recognize stress in the cockpit, recognize nonverbals that your crew has lost SA, use personal markers to stop the aircraft (e.g. three errors in a row, and we are setting the parking brake or discontinuing the approach), etc. It is time that we fully grasp this responsibility and personally start using the tools that have been taught for the last four-plus years. As a matter of fact, there will be a new Human Factors chapter in the FOM in the near future, which will be your source document for these tools.

Remember: Be Smart, Be Safe.

Oh, by the way, don't forget to laugh.

The Priest and the Pilot (from guy-sports.com)

A priest dies and is waiting at the Pearly Gates of heaven. Ahead of him is a guy who’s dressed in sunglasses, a loud shirt, leather jacket, and jeans.

Saint Peter addresses this cool guy, “Who are you, so that I may know whether or not to admit you to the Kingdom of Heaven?”

The guy replies, “I'm Mike, retired XXXX Airline pilot from Chicago.”

Saint Peter consults his list. He smiles and says to the pilot, “Take this silken robe and golden staff and enter the Kingdom.” So Captain Mike goes into Heaven with his robe and staff.

Next, it's the priest's turn. He stands to his full height and booms out, “I am Father David, pastor of Saint Mary's church for the last 51 years.”

Saint Peter consults his list. He says to the priest, “Take this cotton robe and wooden staff and enter the Kingdom.”

“Just a minute,” says the good father. “That man was a pilot and he gets a silken robe and golden staff, and I get only cotton and wood. How can this be?”

"Up here—we go by results," says Saint Peter.

“When you preached—people slept. When the pilot flew, people prayed . . . “

BACK TO TOP