

RESOLUTION

SOURCE: Local Executive Council 14

SUBJECT: Funds Request to Investigate FedEx's China Tax Policy

Proposed Resolution 17-01

Whereas FedEx pays income taxes to China for every HKG FDA pilot who transits through CAN

Whereas This tax is paid through FedEx's Tax Equalization program, and

Whereas FedEx claims that they are not paying this for pilots based in US pursuant to tax treaties, nor are HKG FDA pilots who live in the US and commute, and

Whereas FedEx is requiring HKG FDA pilots who commute from non-US countries to reimburse FedEx for the taxes paid, and

Whereas this affects several of our current members to an approximate amount of \$10-20K each depending on their work footprint in CAN,

Therefore be it resolved that LEC 14 ask MEC Leadership to develop funding of no more than \$10,000 to hire an international tax firm with at least one office in China. This firm's expertise will be used to determine whether FedEx's policy is in line with current tax law and ensure that our current and future HKG based pilots are being treated fairly.