

Minutes  
Union Meeting  
Taboo Grill March 11, 2017

- I. Memphis MEC meeting debrief
- II. TNT merger
  - a. Labor Issues - Belgium Pilots
  - b. 3 777s getting painted in Fedex colors
  - c. Pilots will stay in different hotels
  - d. 2 747s will be Fedex owned - Will be chartered or contracted out
- III. Vacation Buy Back and Sell Back
  - a. June 2016 thru January 2017 - No dues where taken out
  - b. Withdrawal schedule TBD
- IV. CC'ing Andrew/Union on company issues
  - a. Email the company first - PAC or Fleet Captain. Company is refusing to address problem once the LEC Chair is CC'd on the thread.
  - b. Forward response to Andrew if desired and involve Enforcement if needed
- V. Cross domicile PDO bumps
  - a. Allowed from FDA to 767 trips - see company FCIF for restrictions.
  - b. Not allowed for 757 trips because we're officially a 767 base.
- VI. Uniform Police
  - a. Captain's and Senior First Officers
    1. Make sure new hires know the code
    2. NO sneakers and blue jeans
- VII. Last Bonus
  - a. Being held back due to a 767 grievance for passover pay
  - b. Won't be settled until grievance is settled
- VIII. PWC 7216 waiver
  - a. Data sharing and Privacy
  - b. No one available for tax meetings this year
  - c. Send email to [shaji.t.george@us.pwc.com](mailto:shaji.t.george@us.pwc.com)
- IX. Retirement Options
  - a. Union hired two groups to research
  - b. There have been no negotiations with the company as of yet. In research/planning phase only
  - c. If a tentative agreement is made with the company, it will be voted on by the membership

X. Resolution passed

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.