

## Podcast Transcription

### Captain Dave Chase – August 2021

**Captain Chris Lee** My guest today is MEC Chair, Captain Dave Chase. Thanks for coming, Dave.

**Captain Dave Chase** Hey, Chris, thanks for having me on. I have a lot to talk about today. Our crews continue to face delays here at home with the operation and then overseas, of course, with the multiple immigration and quarantine procedures. We've asked the Company to communicate with the crews. They've done a little bit of that recently but as we all know, the process of dealing with the Company issues related to it overseas are changing all the time, whether it's PPE or trying to get through immigration in Guangzhou or the other difficulties our crews are facing all over the world. So I want to assure everyone that we continue to advocate for the Company to not only communicate, but to mitigate the delays and the difficulties that our crews face, providing the best opportunity to get exercise and proper food with the best hotels they can provide.

**Captain Chris Lee** As COVID has evolved, definitions that we once thought were simple, like close contact, now mean a lot of different things in a lot of different places.

**Captain Dave Chase** Absolutely. You know, there's the CDC. There's still the SAFO guidance. We're discussing with the Company that the Everbridge questions don't quite match up for vaccinated and unvaccinated pilots. There's some confusion there. We know pilots are deadheading on commercial carriers and they may see a different question list. These are things we've asked our COVID Safety Working Group (CSWG) to work on and we've also had some discussions with management regarding the need to provide as much guidance as possible to our crew members.

**Captain Chris Lee** We're seeing internally with the FedEx pilots that our COVID positive numbers are going back up.

**Captain Dave Chase** Yeah, they are. We track that internally, the number of COVID positive pilots every day and just as everybody saw in the news nationwide, as the vaccines rolled out, the numbers went down and dwindled away to almost nothing per day. And then as the Delta variant started to move across the country, we're no different and our numbers have gone back up. It's something that the crews need to be aware of and be prepared for their trips. I'd encourage everybody to get a test, especially anybody going overseas.

**Captain Chris Lee** Talk to the pilots about the Family Awareness events that are coming up.

**Captain Dave Chase** Sure. I think the first thing we should talk about is Family Awareness events versus some of the other events people might traditionally see in bargaining. Family Awareness events are important to make sure everyone's entire family is involved in the bargaining process. I've said before that, you know, we're all union families. We support ourselves under a union contract and mom and dad go out and fly the airplane and they have to sometimes miss the family event, whether it be maybe a wedding, a high school graduation, or just a soccer game. Makes it difficult to be a coach but with Family Awareness events, it's important to make sure the family understands that mom or dad may have to come out and support the union in their efforts to secure that contract that

provides for us and our families. This is an example of one of those events but by bringing the family along, they can see how important it is and by driving our solidarity and our unity towards a collective purpose, which is our negotiating goal, that we can go out and achieve that together. So it's important to bring everybody in. I'll be in Anchorage on the 21st, which is my hometown, and I'll be visiting with my fellow [Anchorage](#) pilots from LEC 79 and then on August 27th, I'll be in [Indianapolis](#) with the Council 500, and then for the [Memphis](#) pilots, we'll be back in for the Redbirds game on the night of August 28th. So I look forward to being around the system and meeting you and your families and seeing if we can build up some of that unity and solidarity we were talking about towards Contract 2021 goals.

**Captain Chris Lee** Now that we're currently in Section 6 negotiations, talk to the pilots, some about bargaining.

**Captain Dave Chase** We are in bargaining. The best place to keep track of where we are in bargaining is the [fdxcontract2021.com](http://fdxcontract2021.com) website. We've talked about the Railway Labor Act (RLA) education, the contract comparisons, some of the terminology, if you're not familiar with some of the bargaining terminologies on there. These podcasts will be placed on there but the newest thing we have on the website now is a [grid](#) where each pilot can go in there, look at the sections that have been opened by each side and when the last pass was made. If you were interested in say, Section 26, which is General, you could see who made the first pass and on what day and then if there's been any subsequent passing of the document. I've said it in my recent comm that there is no TA'd sections at this point, but bargaining continues. We are in contract bargaining. It's not something we're thinking about or it's out there in the future, we're in and you can track the progress. I'd ask everyone to stay focused on the goal right now. I tried to lay out what we kind of see the direction management is headed with trying to increase productivity from the pilots. We've made clear our contract goal. You can find that on the [fdxcontract2021.com](http://fdxcontract2021.com) website that we want to have industry-leading pay rates, enhanced retirement, some quality of life improvements but for sure, if you want to track along and be more specific about the passes and the dates those things happen you can see that.

**Captain Chris Lee** Well, Dave. Thanks for coming. Any final thoughts?

**Captain Dave Chase** I suppose my final thought is to reflect over where we've been over the last couple of years. I want to make sure the pilots understand, I mentioned it before, we're in bargaining now, but we didn't just show up here. And yes, we're dealing with a global pandemic but over that time, I've been proud to work with the MEC as they reviewed prior bargaining cycles. They went through pilot surveys, which are going to continue and we'll have one again in the next couple of months but we also set ourselves a strategic plan for bargaining. We have a goal for bargaining. The pilots have had the opportunity to see the Opener and some of the beginning education towards bargaining. I recently announced my resignation, as did Captain Bill Hubbell and there will be an election at the October meeting with turnover to take place in January but I would regret if that was ever taken as a lack of confidence in ALPA and the ability of this MEC to lead and certainly against our Negotiating Committee because I think we have the right team. We have a team with a ton of experience. I've seen the work they do with the Company and I've seen some of the agreements they've been able to reach to the benefit of FedEx pilots. I think they're doing excellent work and I have absolute confidence in them to carry through on the bargaining goal. And I know I can speak for Bill on that as well. We have absolute confidence in the team to bring home the contract that our pilots deserve. So we've played a part in moving the ball down the field and we look forward to new

leadership that will follow on and continue and get a chance to sign that new contract that our pilots deserve. I look forward to seeing that as a member of the line and supporting them in whatever way possible.

**Captain Chris Lee** Well, thanks again for coming, Dave, and thanks for listening. If you have any questions, please go to [fdx.alpa.org](http://fdx.alpa.org) and utilize the [DART link](#), and as always, be safe out there and we'll see you next time.