



TA26

Tentative Agreement Summary



FDXMEC



Introduction

This document provides a section-by-section overview of the Tentative Agreement (TA) reached between the Negotiating Committee and the Company. It is intended to serve as a high-level summary of the agreement and should be used alongside the full contractual language once finalized and released.

In the interest of transparency, this TA Summary is being provided prior to the Master Executive Council's (MEC) formal review of the agreement. The MEC will conduct a comprehensive evaluation of the full TA, including detailed briefings on all sections, supporting materials, and implementation considerations, before determining whether to advance the agreement to the membership for ratification.

This summary is designed to outline the key elements of the agreement. It **does not** replace the full Tentative Agreement. Please use this document as a starting point to review the TA and to become familiar with its overall framework as the process moves forward.



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Paragraph	2015 CBA	2026 TA
Definitions	<p>The term “Affiliate” refers to (a) any entity that Controls the Company or any entity that that Company Controls, and/or (b) any other corporate subsidiary, parent, or entity Controlled by or that Controls any entity referred to in (a) above. The term shall include, but not be limited to, FedEx Corporation, FedEx Ground Package System, Inc., FedEx Custom Critical, Inc., FedEx Trade Networks, Inc., FedEx Freight Corporation, FedEx Kinko’s Office and Print Services, Inc., and FedEx Corporate Services, Inc.</p>	<p>The term “Affiliate” refers to:</p> <ul style="list-style-type: none"> (a) any Entity that Controls another Entity or any Entity that is Controlled by another Entity, and/or (b) any other corporate subsidiary, parent, or Entity Controlled by or that Controls any Entity referred to in (a) above. (c) As of the effective date of the Agreement, the term “Affiliate” for the Company shall include, but not be limited to, FedEx Corporation, FedEx Custom Critical, Inc., FedEx Dataworks, Inc., FedEx Logistics, Inc., and FedEx Office and Print Services, Inc.
Definitions	N/A	<p>New Definition Added:</p> <p>“Control” by Entity A of Entity B exists if Entity A, directly or indirectly through the Control of one or more other Entities:</p> <ul style="list-style-type: none"> (a) Owns securities that constitute and/or are exchangeable into, exercisable for, or convertible into (i) more than 50% of the outstanding common or capital stock of Entity B, or (ii) voting securities representing more than 50% of the total voting power of outstanding securities than entitled to vote generally in the election of Entity B’s board of directors or other governing body; or (b) Has the power or right to manage or direct the management of Entity B.
Definitions	N/A	<p>New Definition Added:</p> <p>The term “Entity” means a natural person, corporation, association, partnership, trust or any other form for conducting business, and any combination or concert of any of the foregoing.</p>



Paragraph	2015 CBA	2026 TA
Definitions	N/A	<p>New Definition Added:</p> <p><u>Not Operationally Feasible</u></p> <p>The phrase “not operationally feasible” (or variants of this phrase where for instance other words exist between the words “not”, “operationally” and/or “feasible”, see, e.g. Section 1.B.7.d.) means that there exist operational restrictions or contingencies (such as airport size/condition, slot availability, service requirements, or security concerns) which make it impractical for the Company to provide freight transportation service with Company Aircraft or Pilots on the route involved. Should the basis (for not being operationally feasible) be related to security issues, FedEx Security shall provide briefings to the ALPA Security Chair on a quarterly basis to review those concerns.</p>
Definitions	N/A	<p>New Definition Added:</p> <p><u>Scope Penalty Rate (SPR)</u></p> <p>The highest combined hourly rate for a one (1) Captain, two (2) First Officer crew with maximum years of pay longevity, including international override.</p>



Wet Leasing

Paragraph	2015 CBA
1.B.6.	<p>The Company may also wet lease a minimum of two aircraft above 60,000 lbs. MTOGW for up to four (4) bid periods per calendar year. At least three (3) of those bid periods shall be consecutive. The Company may elect to divide the fourth bid period of wet leasing into four 7-day parts to use over the course of the year. The Company shall provide a minimum of 30 days' written notice to the Association of any such wet lease(s). The following conditions shall apply to such wet lease arrangements:</p> <ol style="list-style-type: none"> a. Should a wet lease operation assume flying regularly and historically performed by FedEx crewmembers, as evidenced by the FedEx bid packs, for more than two (2) bid periods in a calendar year, the Company shall pay the Association a sum of money for the period of the wet lease in excess of two (2) bid periods calculated as follows: The average pay for a Federal Express crew complement times the number of regular bid pack credit hours that would have been earned by Federal Express pilots but for the wet lease. This sum shall be calculated after the expiration of the wet lease and shall be distributed to pilots in the manner identified by the Association. Wet leases done in support of charter flying during this four month period shall not be subject to this penalty. b. Except for the minimum two aircraft wet leasing referred to above, during the bid periods described in this paragraph, the Company shall not wet lease more than the net gain of trunk aircraft scheduled to be added and brought into service in any calendar year. Should, at the end of the calendar year, the Company actually bring into service fewer trunk aircraft than were scheduled and based on the schedule, the Company wet leased more aircraft than would have been permitted if the scheduled additions were the same as the actual deliveries, then the Company shall pay to the Association the same monies it would have paid the Association as calculated under Section 1.B.6.a. c. Should the Company violate the four bid period restriction, the Company shall pay to the Association the following for each wet lease conducted the greater of the number of block hours scheduled or flown, times 2.0, times the highest hourly rate for a three (3) man crew with fifteen (15) years of pay longevity, in addition to the international override, if any.



Wet Leasing

Paragraph	2026 TA															
1.B.6.	<p>The Company may also wet lease aircraft above 60,000 lbs. MTOGW to perform flights covered by this Agreement subject to the following progressive penalty schedule, which is based on the number of block hours flown by any wet leased aircraft under this Paragraph (i.e., Section 1.B.6.) as a percentage of total revenue block hours flown by FedEx Express trunk aircraft in the prior fiscal year.</p> <table border="1" data-bbox="630 598 1081 890"> <thead> <tr> <th colspan="2" data-bbox="630 598 959 674">Prior Calendar Year Net Aircraft Difference</th> <th data-bbox="959 598 1081 674">Penalty per Block Hour</th> </tr> <tr> <th data-bbox="630 674 797 741">Negative</th> <th data-bbox="797 674 959 741">Non-Negative</th> <th data-bbox="959 674 1081 741"></th> </tr> </thead> <tbody> <tr> <td data-bbox="630 741 797 793">0 - 1.00%</td> <td data-bbox="797 741 959 793">0 - 1.25%</td> <td data-bbox="959 741 1081 793">None</td> </tr> <tr> <td data-bbox="630 793 797 846">>1.00 - 1.50%</td> <td data-bbox="797 793 959 846">>1.250 - 1.75%</td> <td data-bbox="959 793 1081 846">SPR</td> </tr> <tr> <td data-bbox="630 846 797 890">>1.50%</td> <td data-bbox="797 846 959 890">>1.75%</td> <td data-bbox="959 846 1081 890">2x SPR</td> </tr> </tbody> </table> <p>Note: Prior Calendar Year Net Aircraft Difference (PCYNAD) shall be determined pursuant to the PCYNAD Methodology document</p> <p>Prior to the first business day of each February bid period, the Company shall notify the Association, in writing, of the total revenue block hours flown by Company aircraft operated by Pilots on the Federal Express Master Seniority List in the prior year and the permissible number of wet lease block hours allowed by Section 1.B.6. In making this calculation, the Company shall round down to the nearest whole number.</p> <p>The Company shall provide at least 30 days' written notice to the Association of any such wet lease(s) (measured from the date the wet lease agreement is executed), except when the Company is unable to provide 30 days' notice due to the nature of the situation that results in the use of wet leased aircraft. In such a case, the Company shall give as much advance notice as is possible under the circumstances.</p> <p>If the Company enters into a wet lease under this provision, which is anticipated to exceed 26 weeks in a calendar year, it will consult with the Association on an expedited basis. At a minimum, the Company will provide information regarding the reason for the wet lease, its planned duration, and any anticipated impact to Pilots.</p> <p>Should a wet lease actually extend beyond an aggregate total of 26 weeks in a calendar year, a penalty of 2 SPR will be incurred for each block hour flown pursuant to that wet lease beyond those 26 aggregate weeks in addition to any other penalties due. Should, at the end of the calendar year, the Company have a net Master Seniority List growth of at least one Pilot, the penalty described in this paragraph shall be waived for the calendar year.</p> <p>[Note: A week is a seven (7) day period running from a Sunday through the following Saturday, with the day based on the Memphis local base day (01:30 through 01:29, see Sections 2.38, 2.82, and 25.A.2.). A week is counted as part of wet lease operations if any wet lease block hours are flown in that week.]</p> <p>Penalty payments due under this provision shall be distributed to Pilots in the manner determined by the Association before the end of the first quarter of each year.</p> <p>[Note: The penalties in Section 1.B.6. will go into effect on the first day of the January bid period following the effective date of the Agreement. Legacy methodology shall be used until that date.]</p>	Prior Calendar Year Net Aircraft Difference		Penalty per Block Hour	Negative	Non-Negative		0 - 1.00%	0 - 1.25%	None	>1.00 - 1.50%	>1.250 - 1.75%	SPR	>1.50%	>1.75%	2x SPR
Prior Calendar Year Net Aircraft Difference		Penalty per Block Hour														
Negative	Non-Negative															
0 - 1.00%	0 - 1.25%	None														
>1.00 - 1.50%	>1.250 - 1.75%	SPR														
>1.50%	>1.75%	2x SPR														



No Penalty Wet Leasing

Paragraph	2015 CBA	2026 TA
1.B.7.	<p>The Company may enter into wet lease and other agreements with other carriers at any time without penalty or payment to any pilot or the Association in order to deliver freight to cities that cannot be served by Federal Express trunk aircraft because:</p> <ol style="list-style-type: none"> a. The Company does not possess all the requisite regulatory authority (or what authority it does possess is in dispute with any government or any agency thereto), all traffic authority and foreign government approvals/authority, as are necessary to fly the scheduled or required route. Should the Company not possess the requisite regulatory authority at the time of the wet lease, it shall make a good faith effort to acquire that authority. b. Foreign government or foreign authorities' action restricts the use of pilots on the Master Seniority List so as to render the use of FedEx pilots not economically feasible; or c. An emergency exists that precludes the Company from utilizing Company aircraft. In the event the Company wet leases aircraft under this provision, the Vice President, Flight Operations, shall notify the Association and crew force through an FCIF as soon as practicable. Routine maintenance problems shall not constitute an emergency. d. The utilization of pilots on the Master Seniority List is not, or does not continue to be, economically or operationally feasible given the low freight volume, treaty or regulatory restrictions on the right of the Company to move freight through or beyond certain countries or cities, or remoteness or isolation of the served city to the existing Federal Express international route structure. 	<ol style="list-style-type: none"> a. The Company does not possess all the requisite regulatory authority (or what authority it does possess is in dispute with any government or any agency thereof), all traffic authority and foreign government approvals/authority, as are necessary to fly the scheduled or required route. Should the Company not possess the requisite regulatory authority at the time of the wet lease, it shall make a good faith effort to acquire that authority. [Note: The Association shall withdraw Grievance 24-01] b. Foreign government or foreign authorities' action restricts the use of Pilots on the Master Seniority List so as to render the use of FedEx Pilots not operationally or economically feasible. c. An Emergency (as defined by Section 2.53) exists that precludes the Company from utilizing Company aircraft. In the event the Company wet leases aircraft under this provision, the Vice President, Flight Operations, shall notify the Association and crew force through an FCIF as soon as practicable. Routine maintenance problems shall not constitute an Emergency.



Paragraph	2015 CBA	2026 TA
<p>1.B.9.</p>	<p>The Company shall notify the Association quarterly concerning all wet-leasing done during the preceding three bid periods. The Company shall identify the wet lease operator, the trip(s) flown by same, and the reason and effect on Federal Express crewmembers.</p> <p>The Company shall also meet with the Association on a quarterly basis to discuss wet leasing, fleet acquisition and disposal plans and to share with the Association the additional Federal Express trunk route additions/deletions it anticipates over the next quarter. A standing committee consisting of an equal number of Association and Company representatives shall meet within fifteen (15) days following the end of the calendar quarter to review and discuss these matters.</p>	<p>Company Scope Reporting & Meeting Obligations</p> <ol style="list-style-type: none"> a. The Company shall notify the Association quarterly concerning all wet leasing done during the preceding three bid periods pursuant to Section 1.B.5., B.6., B.7. or B.8. The Company shall identify the operator of the wet lease(s), the trip(s) flown by same, weight of cargo flown on the wet lease, and the reason and effect on Federal Express crewmembers b. If the Company wet leases pursuant to Section 1.B.7.b. or d. during the preceding three bid periods, the Company will, at the Association's request, provide the Association with supporting information. c. Upon reasonable request, the Company will provide the Association with information necessary to enable the Association to verify compliance by the Company with the terms of this Section. Requests from the Association regarding Section 1.B.4., B.6., and B.7. movements shall be based on specific instances and shall not be unduly burdensome. d. The Company shall meet with the Association on a quarterly basis to discuss wet leasing, fleet acquisition and disposal plans and to share with the Association the additional Federal Express trunk route additions/deletions it anticipates over the next quarter. Upon Association request regarding Section 1.B.4. operations, the Company will, at the quarterly meeting, provide the requested information (e.g., supporting information regarding Section 1.B.4. operations between SJU-CLT). A standing committee consisting of an equal number of Association and Company representatives shall meet within fifteen (15) days following the end of the calendar quarter to review and discuss these matters. If the Company invokes Section 1.B.7.a. for operations during the preceding three bid periods because it did not possess all the requisite regulatory authority as necessary to fly a scheduled or required route with FedEx aircraft, it will at the quarterly meeting provide the Association with supporting information related to the Company's good faith efforts to acquire the requisite regulatory authority. <p>[Note: Beginning in calendar year 2026, and subject to a non-disclosure agreement, the Company will provide the Association with aggregate data regarding movements covered by Section 1.B.4. for the purpose of ascertaining business and operational trends]</p> e. Proprietary, sensitive or confidential information provided under this Section will, at the Company's request, be reviewed by Association representatives under confidentiality agreements.



Paragraph	2015 CBA	2026 TA
1.B.10	N/A	No pilot shall be involuntarily furloughed while the Company wet leases any aircraft pursuant to Section 1.B.6.
1.B.11.	N/A	<p data-bbox="867 449 1430 483"><u>Penalties and Requirements in the Event of a Furlough</u></p> <p data-bbox="867 514 1495 1094">a. Should the Company have any Pilot on a non-voluntary furlough pursuant to Section 23.A., all Section 1.B.6. wet leases shall be subject to a penalty of one SPR for every wet lease block hour flown thereafter until all Pilots have reported for duty from a recall notice (or declined recall) or the last furloughed pilot ceases to accrue seniority as provided in Section 23.A.4., whichever is earlier. This penalty is in addition to any penalty required by Section 1.B.6., however, in no event shall the total penalty exceed 2.5x SPR per wet lease block hours flown. Before the end of the first quarter of each fiscal year, penalty payments due under this provision shall be distributed on a per capita basis to Pilots who were on furlough when the penalty accrued.</p> <p data-bbox="867 1129 1495 1367">b. In addition, in the event the Company enters into a Section 1.B.6. wet lease while a Pilot is on a non-voluntary furlough pursuant to Section 23.A., the Company shall recall a number of pilots equivalent to the staffing needs for the flight schedules operated by the wet leased aircraft</p>



Paragraph	2015 CBA	2026 TA
1.C.	<p><u>Parent and Affiliates</u></p> <p>Should the parent of the Company (FedEx Corp.) or any subsidiary or Affiliate directly or indirectly controlled by the parent of the Company acquire with the intention of retaining and operating a U.S. certificated air carrier or air operation operating aircraft of over 60,000 lbs. MTOGW, then the acquired carrier's routes and operation of aircraft above the MTOGW of 60,000 lbs. shall be assumed by the pilots on the FedEx Master Seniority List. If the acquired airline is to be sold in the normal course of business, these seniority-merger provisions do not apply. If FedEx Corp., its subsidiaries or Affiliates retain and operate the acquired airline, the assumption of the acquired flying by Federal Express Master Seniority List pilots shall take place as soon as reasonably practical after either the merger of the acquired carrier's appropriate pilots (those flying aircraft over 60,000 lbs.) into the Federal Express Master Seniority List in the manner set forth in Section 1.D.3., or in the event the pilots from the acquired carrier are not intended to be retained, then upon the final regulatory confirmation and transfer of the operating certificates to Federal Express and/or FedEx Corp.</p>	<p><u>Parent, Affiliates, and Alter-Ego Prohibition</u></p> <ol style="list-style-type: none"> Should the Company or parent of the Company (FedEx Corp.) or any subsidiary or Affiliate directly or indirectly Controlled by the Company or parent of the Company acquire with the intention of retaining and operating a U.S. certificated air carrier or air operation operating aircraft of over 60,000 lbs. MTOGW, then the acquired carrier's routes and operation of aircraft above the MTOGW of 60,000 lbs. shall be assumed by the Pilots on the FedEx Master Seniority List. If the acquired airline is to be sold in the normal course of business, these seniority-merger provisions do not apply. If FedEx Corp., its subsidiaries or Affiliates retain and operate the acquired airline, the assumption of the acquired flying by Federal Express Master Seniority List Pilots shall take place as soon as reasonably practical after either the merger of the acquired carrier's appropriate pilots (those flying aircraft over 60,000 lbs.) into the Federal Express Master Seniority List in the manner set forth in Section 1.D.1. and 3., or in the event the pilots from the acquired carrier are not intended to be retained, then upon the final regulatory confirmation and transfer of the operating certificates to Federal Express and/or FedEx Corp. Neither FedEx Corp., the Company, nor any Affiliate of FedEx Corp. will create, acquire, or maintain an "alter-ego" airline operating aircraft over 60,000 lbs. MTOGW. Should FedEx Corp. or any of its Affiliates create or acquire an RLA carrier operating aircraft over 60,000 lbs. MTOGW, it shall be housed within the Company (i.e., Federal Express Corporation) and will operate under the terms of this Agreement (if FedEx Corp. or any of its Affiliates creates an RLA carrier) or in accordance with Sections 1.C.1., 1.D.3. and D.4. (if FedEx Corp. or any of its Affiliates acquires an RLA carrier). FedEx Corp. agrees to be bound by Sections 1.C.1., 1.D.2., and 1.E., should there be a dispute under this Section 1.C.2.



FDXMEC TA 2026 Summary: Section 1 – Scope

Paragraph	2015 CBA	2026 TA
1.D.	<u>Successorship</u>	<u>Acquisition and Successorship</u>
1.D.1.	<p>If another U.S. certificated airline or U.S. certificated air cargo operation acquires all or a substantial portion of the Company’s air operations and as a result pilots on the Federal Express Master Seniority List are to be integrated with pilots on seniority lists at that airline or air cargo operation, the integration of pilot seniority lists shall be governed by the Association’s Merger Policy if the Association represents the airline’s pilots as well as the Federal Express pilots and otherwise by Section 3 and Section 13 of the Allegheny-Mohawk Labor Protective Provisions [as specified in 59 CAB 22 (1972)].</p>	<p>If an Entity that is a U.S. certificated airline or U.S. certificated air cargo operation or is Affiliated with such an airline or operation, acquires Control of the Company or its parent or acquires all or a substantial portion of the Company’s air operations and as a result Pilots on the Federal Express Master Seniority List are to be integrated with Pilots on seniority lists at that airline or air cargo operation, the integration of pilot seniority lists shall be governed by the Association’s Merger Policy if the Association represents the airline’s Pilots as well as the Federal Express Pilots and otherwise under the McCaskill-Bond Amendment and Section 3 and Section 13 of the Allegheny-Mohawk Labor Protective Provisions [as specified in 59 CAB 22 (1972)].</p>
1.D.2.	<p>This agreement shall be binding upon any successor, including without limitation, any assignee, purchaser, transferee, administrator, receiver, executor, and/or trustee of the Company (hereinafter referred to as a “Successor” to the Company). Neither the Company nor its Affiliates shall consummate a Successor transaction unless the Successor agrees in writing, in advance of executing an agreement to consummate such transaction and as an irrevocable condition of the Successorship transaction, to assume and be bound by the Agreement, to recognize the Association as the representative of the Federal Express pilots and to guarantee that the pilots on the Federal Express Pilots’ Master Seniority List will be employed by the Successor in accordance with the provisions of this Agreement. The Successor shall continue to recognize the Association in accordance with Section 1.A. unless and until the National Mediation Board transfers or extinguishes the Association’s certification following an operational merger. The Successor shall continue to be bound by the Agreement until the terms of the Agreement are modified in accordance with applicable law.</p>	<p>This agreement shall be binding upon any Successor of the Company or its parent, including without limitation, any assignee, purchaser, transferee, administrator, receiver, executor, and/or trustee of the Company or its parent or any Entity that acquires Control of the Company, or the Company’s parent, or acquires all or a substantial portion of the Company’s air operations (hereinafter referred to as a “Successor” to the Company). Neither the Company nor its parent shall consummate a Successor transaction unless the Successor agrees in writing, in advance of executing an agreement to consummate such transaction and as an irrevocable condition of the Successorship transaction, to assume and be bound by the Agreement, to recognize the Association as the representative of the Federal Express Pilots and to guarantee that the Pilots on the Federal Express Pilots’ Master Seniority List will be employed by the Successor in accordance with the provisions of this Agreement. The Successor shall continue to recognize the Association in accordance with Section 1.A. unless and until the National Mediation Board transfers or extinguishes the Association’s certification following an operational merger. The Successor shall continue to be bound by the Agreement until the terms of the Agreement are modified in accordance with applicable law.</p>



Paragraph	2015 CBA	2026 TA
1.D.3.	Should the Company acquire, merge, or operate another U.S. certificated airline or U.S. certificated air operation that employs pilots who operate aircraft with a MTOGW of greater than 60,000 lbs., then such pilots operating aircraft above 60,000 lbs. MTOGW scheduled to be retained, if any, shall be integrated into the Federal Express Master Seniority List.	Should the Company (or a Company Affiliate including the Company's parent) acquire, merge, or operate another U.S. certificated airline or U.S. certificated air operation that employs pilots who operate aircraft with a MTOGW of greater than 60,000 lbs., then such pilots operating aircraft above 60,000 lbs. MTOGW scheduled to be retained, if any, shall be integrated into the Federal Express Master Seniority List in accordance with the process described in Section 1.D.1.
1.D.4.	See next page	See next page
1.D.5.	N/A	Following the execution of any agreement that will result in an acquisition of the Company (or its parent) or the acquisition by the Company (or a Company Affiliate, including its parent) of a U.S. certificated airline that operates aircraft with a MTOGW of greater than 60,000 lbs., the Company will, at the Association's request, meet with the Association to discuss the impact of the proposed transaction upon the Pilots
1.E.	The parties shall attempt to use Robert Harris as the neutral arbitrator.	The parties shall attempt to use John LaRocco as the neutral arbitrator.
Holding Company Letter		New Holding Company letter



Paragraph	2015 CBA	2026 TA
<p>1.D.4.</p>	<p>While the integration of the pilot seniority lists is pending or in process the Company agrees not to divert active and existing flying done by Federal Express pilots to the acquired airline or air cargo operation. This restriction shall not preclude the Company from acting to eliminate redundancies, overlaps of routes/services or similar services/routes provided by both carriers. The Company shall, however, not cause Federal Express pilots to be furloughed, assigned, or downgraded as a direct result of the elimination of these redundancies, or the discontinuance of the overlaps of route/services, or the similar service/routes, and the elimination or discontinuance of redundancies, overlaps or similar service/routes shall, to the extent operationally and economically practical, be accomplished without an elimination of or a reduction in flights operated by pilots on the Master Seniority List.</p>	<p>If the acquired carrier will be retained under Section 1.C.1. or 1.D.3., or if there is a Successor that is an air carrier or has an air carrier Affiliate, and as a result FedEx Pilots are to be integrated with the pilots on the seniority lists at the other airline or air cargo operation, then:</p> <ol style="list-style-type: none"> a. The Company and the other air carrier will, upon receipt of the Association's written request and within a reasonable period of time, begin negotiations with the Association and the pilots employed by the other air carrier through their collective bargaining representative, if any, for a joint collective bargaining agreement for the pilots of the merged carrier. b. While the completion and implementation of an integrated pilot seniority list and a joint collective bargaining agreement is pending or in process: <ol style="list-style-type: none"> i. the pilots and flight operations of the Company and the other air carrier will remain separated (and pilots and aircraft will not be transferred between carriers, except aircraft may be exchanged between the carriers to deal with unforeseen operational circumstances), with pilots employed by each air carrier operating under the terms of their respective collective bargaining agreements and employment policies (if the pilots of the other air carrier did not have a collective bargaining agreement); and ii. the Company and/or Successor agree not to divert active and existing flying done by Federal Express Pilots to the other air carrier. The restrictions in Sections 1.D.4.b.i. and ii. shall not preclude the Company or Successor, if not otherwise prohibited by Section 1, from: <ol style="list-style-type: none"> (a) acting to eliminate redundancies, overlaps of routes/services or similar services/routes provided by both carriers; (b) coordinating operations, insofar as not specifically prohibited; (c) exchanging assets (except as specifically prohibited); (d) code sharing with each other; (e) combining livery and marketing; (f) integrating systems; (g) undertaking other steps to obtain a single operating certificate, insofar as not specifically prohibited. <p>The Company or Successor, as applicable, shall, however, not cause Federal Express Pilots to be furloughed, assigned, or downgraded as a direct result of the elimination of these redundancies, or the discontinuance of the overlaps of route/services, or the similar service/routes, and the elimination or discontinuance of redundancies, overlaps or similar service/routes shall, to the extent operationally and economically practical, be accomplished without an elimination of or a reduction in flights operated by Pilots on the Master Seniority List.</p>



Hourly Rate Increases (3.C.):

■ Captains

Paragraph	Raise	WB CA Top of Scale Pay Rate	NB CA Top of Scale Pay Rate
DOS (July 2026 Bid Period)	39.76%	\$469.00	\$404.29
DOS + 18 Months (Jan '28 BP)	3%	\$483.07	\$416.41
DOS + 30 Months (Jan '29 BP)	3%	\$497.56	\$428.90
DOS + 42 Months (Jan '30 BP)	3%	\$512.48	\$441.76

■ First Officers

Paragraph	Raise	WB FO Top of Scale Pay Rate	NB FO Top of Scale Pay Rate
DOS (July 2026 Bid Period)	39.76%	\$332.49	\$292.53
DOS + 18 Months (Jan '28 BP)	3%	\$342.46	\$301.30
DOS + 30 Months (Jan '29 BP)	3%	\$352.73	\$310.33
DOS + 42 Months (Jan '30 BP)	3%	\$363.31	\$319.63

Other

- New hire pilots paid 2.25 CH per day (63 CH in 4 week bid month, 78.75 CH in 5 week bid month) (3.A.)
- Durable, goes up with pay rates
- FDA Minimum: not less than 70% of Narrow Body First Officer, Year 2 Longevity Group (3.C.6.)

Amendable Period Recovery Payment	
Total Estimated Possible for Captain	\$150,000
Total Estimated Possible for First Officers	\$102,500

- Based on active status by bid period during Amendable Period (November 2, 2021, through June 28, 2026).
- Pensionable (DB and DC)



Paragraph	2015 CBA	2026 TA
4	System Wide Average Metric (SAM) and its definition	Deleted Provision
4.A.2.b. 4.A.2.c.	See 2015 CBA pages 37-41	Deleted Provisions
4.F.1.a.	Trip rig, plus revenue block hours in excess of 10 hours in any duty period;	Retained
4.F.2.b. & d.	<p>MPDPs and two Duty Rigs:</p> <ul style="list-style-type: none"> • MPDP <ul style="list-style-type: none"> • MPDP-1: 3 • MPDP-2: 6 • MPDP-E: 6 • MPDP-F: 9 • Duty Rig <ul style="list-style-type: none"> • Domestic Night: 1:1.92 • Int'l: 1:1.92 	<p>MPDPs and two Duty Rigs:</p> <ul style="list-style-type: none"> • MPDP <ul style="list-style-type: none"> • MPDP-1: 3:12 • MPDP-2: 6:24 • MPDP-E: 6:24 • MPDP-F: 9:36 • Duty Rig <ul style="list-style-type: none"> • Domestic Night: 1:1.5 • Int'l: 1:1.73
4.I.4.a.	When a pilot is scheduled for recurrent training on a scheduled day off (including a day(s) off generated due to phase-in conflict), he shall be compensated 4:30 CH for each such day, in addition to BLG/RLG, except as provided in Section 4.I.7.	A pilot shall earn guarantee for scheduled recurrent training session, except for a no show.
4.I.4.a.i.	When a pilot is scheduled for recurrent training on a scheduled day off (including a day(s) off generated due to phase-in conflict), he shall be compensated 4:30 CH for each such day, in addition to BLG/RLG, except as provided in Section 4.I.7.	FDA Recurrent training pay timing: With the change in the 2015 CBA from “attends” to “scheduled for,” training is now added to BLG, with payment the month of the training (not the following month). Thus, the delay in pay deductions for phase-in conflicts that Paragraph S of the FDA LOA provided for is no longer needed. Paragraph S will be suspended.



Paragraph	2015 CBA	2026 TA
4.I.6.c.	New Provision	<p>Pay for maintaining currency will no longer be at the Company's discretion. Now a set formula (i.e., paid so long as the pilot did not need to use the simulator to maintain landing currency (LCT) in the prior 90 days).</p> <p>This resolves Administrative Grievance 17-13. The Company compensates "affected pilots" 2:15 CH at their applicable pay rate as of the date of the denial.</p> <p>"Affected pilots" are the pilots who were denied pay for maintaining landing currency in the simulator from March 2017 through the present.</p> <p>Also incorporates 22-08 Settlement Agreement.</p>
4.O.1.	A pilot on base airport or base hotel standby shall be guaranteed an R-day value, except as provided in Section 4.O.2. below.	Codifies that Base Standby (Airport and Hotel) pay will be the higher of trip rig or R-day value for each local base day.
4.O.4.	If a pilot on base hotel standby blocks out on a trip, he shall earn the trip guarantee for that trip.	Codifies that if a pilot on base hotel standby blocks out on a trip, overage will be calculated based upon that trip.
4.T.	A pilot who is assigned a PNP trip shall earn trip guarantee, in the same manner as provided for a general make-up trip in Section 4.P.1.	PNP status will be retained for the bid period the pilot was eligible and one additional bid period, then it reverts to general make-up
4.W.	Disruption Pay Changes	<p>4.W.1 Adds SMU, PRO, RSV (for R-24 pilots) to list of eligible pilots.</p> <p>4.W.1.a All Landing Disruptions pay 1:30.</p> <p>4.W.1.b DH deleted at the end of an international trip pays 3:00.</p> <p>4.W.1.c Layover Change Disruption 1 CH for one change per trip, 1:30 CH for two changes per trip, 3 CH for three or more changes per trip.</p> <p>4.W.1.d Clarification that pilots mutually agreed crew changes do not qualify.</p> <p>4.W.1.g Day to night critical disruption added 1:30 CH</p>



Paragraph	2015 CBA	2026 TA
4.Y.		Adds SMU, PRO, RSV (for R-24 pilots) to list of eligible pilots. Added deadhead at the beginning of a trip revised to operate to the exception.
4.Z.	Clarification	Clarifies recall from a legal rest period, directing the pilot to See 2.77 (Definition of Legal Rest Period)
4.FF.	<p>Block Override (BKO)</p> <p>If a trip's OSC exceeds SCH, a pilot shall earn block override CH equal to OSC minus SCH. BKO shall be paid in the same form (e.g., credited toward RLG for reserve trips, credited toward MUS for MUS trips, cash for TRP), at the same pay rate, as trip guarantee.</p>	Retained
4.GG.	<p>Critical Period Departures</p> <p>Following flight deck duty that operates anytime in the critical period, if a pilot has an intermediate stop at a facility other than AFW, CDG, EWR, IND, MEM, or OAK (or other like facilities as agreed upon by the SIG), that is greater than 2 but less than 4 hours (from block-in to block-out), the pilot shall be paid 1.5 CH. This event shall not apply to trips that depart base in the critical period and return to base in the same duty period (out and backs).</p>	<p>Critical Period Departure Pay Events: Will include GSO and LGG in exceptions. This codifies current practice in that it does not pay at these locations.</p> <p>Additionally, clarification that critical period applies only to duty periods scheduled to domestic parameters.</p>
4.HH.	<p>Intermediate Stop Pay</p> <ol style="list-style-type: none"> 1. This paragraph applies to all trips, regardless of assignment code, and shall be paid in addition to all other compensation. 2. For any flight deck duty period that does not operate in the critical period, and has a flight in excess of 4:30 block hours, and an intermediate stop (from block-in to block-out time) greater than 2 but less than 4 hours, the pilot shall be paid 1.5 CH for each subsequent flight in that duty period after such intermediate stop. 	Clarification that critical period applies only to duty periods scheduled to domestic parameters.



FDXMEC TA 2026 Summary: Section 5 – Traveling Expenses

Paragraph	2015 CBA	2026 TA
<p>5.A.1.</p> <p>5.A.2.</p>	<p>Per Diem:</p> <p>Domestic: \$2.30</p> <p>International: \$3.15</p>	<p>Per Diem increases:</p> <p>Domestic:</p> <p style="padding-left: 40px;">\$2.85 @ DOS</p> <p style="padding-left: 40px;">\$3.00 @ DOS +24 months</p> <p>International:</p> <p style="padding-left: 40px;">\$3.85 @ DOS</p> <p style="padding-left: 40px;">\$4.05 @ DOS + 24 months</p>
<p>5.A.7.</p>	<p>The Company reimburses pilots for authorized reasonable expenses not covered by Section 5.A.3. through 5.A.6. (e.g., authorized transportation, non-contract hotels, reasonable baggage charges) incurred while on a trip or on Company business away from his base.</p> <p>Pilots must submit an expense report within one bid period to document expenses incurred during the preceding bid period.</p>	<p>Improvements on receipt submissions for expense reports. The Company will:</p> <ul style="list-style-type: none"> • Notify the specific receipt discrepancy • Notify the specific dollar amount discrepancy • Provide a second notification at least 7 days after first notice • Perform a payroll deduction notice with 14 days to address discrepancy regardless of expense report or receipt deadline.
<p>5.B.1.h.</p>	<p>For hotel rooms required under Section 5.B.1.a. and 5.B.1.b. only, if an intermediate stop, measured from block-in to block-out, is less than 5 hours and the stop occurs during the night or critical duty period (or during a domestic duty period at the Memphis hub sort facility), the Company may substitute a sleep room in the hub sort facility for a hotel room; provided, however, that the Company has sleep rooms available in the hub sort facility for all pilots transiting the hub sort facility with an intermediate stop of 2:30 hours or more (from block-in to block-out).</p>	<p>IND Sleep room substitute for hotel room available during day domestic duty period with intermediate stop (as in MEM).</p>
<p>5.B.3.</p>	<p>The Company agrees to provide pilots lodging facilities consistent with its historical practices. Such facilities permit pilots to receive adequate rest and offer a range of services while at the same time providing the Company with a good and predictable value.</p>	<p>ALPA and the Company will create a Joint Hotel Criteria list that has certain criteria. Added to the current minimum criteria:</p> <ul style="list-style-type: none"> • Addition of “safe” and “quiet” criterion • Addition of “adequate in-room environmental controls (e.g., heating, air, and blackout shades” added to criterion



FDXMEC TA 2026 Summary: Section 5 – Traveling Expenses

Paragraph	2015 CBA	2026 TA
<p>5.B.3.b. 5.B.5.</p>	<p>New Provision</p>	<p>ALPA and the Company will create a Joint Approved Hotel List. The Company will be required to use hotels on the list with the exception of unavailability. Additionally, there will be a dispute process from changes to the list with the designation of hotels unsatisfactory to ALPA.</p> <p>The approved list shall be available to pilots along with any “hotel of concern” designation.</p>
<p>5.B.5.</p>	<p>The Company shall pay for a pilot’s hotel room, tax, access charges related to phone calls (local and long distance), and business related telephone calls. [...]</p> <p>The Company shall arrange direct billing for all designated facilities, and, if possible, for unscheduled accommodations.</p>	<p>5.B.4: The Company shall pay for a pilot’s hotel room, tax, access charges related to phone calls (local and long distance), and business related telephone calls via a direct billing system.</p> <p>In the event a pilot needs to use the Company credit card, the Company will provide the pilot a method by which the Company can obtain the receipt/folio from the hotel directly whenever possible.</p>
		<p>Should pilots routinely experience hotel stays requiring use of Company credit card, the parties will meet to discuss an alternative solution so as to avoid the need for submission of hotel folios/receipts and associated payroll deductions.</p>



FDXMEC TA 2026 Summary: Section 7 – Vacation

Paragraph	2015 CBA	2026 TA
7.G.1.	A regular line holder shall be removed from a trip(s) in conflict with his vacation period (as awarded or slid) or vacation expansion. Conflict with an international duty free buffer shall constitute a conflict with the trip protected by that buffer and may not be waived.	Pilots will have the ability to waive the 24-hour international duty free buffer following a vacation footprint.
7.G.5.a.	The credit hour of a make-up vacation trip(s) cannot exceed a projected deficit by more than 6 hours.	The credit hour of a make-up vacation trip(s) “cannot exceed” limit increases to 7 hours
7.G.6.	A pilot who has a positive balance in his vacation bank after his last vacation period of the year shall be paid for those credit hours, prior to the end of the year, at his pay rate at the beginning of the bid period in which the buyback is paid. The maximum balance subject to buy back is 40% of the vacation bank balance as of the beginning of the calendar year, including positive or negative adjustments from the previous year, plus positive adjustments in the current year, if any.	<p>Prior to the publication of each year’s December bid period package, the maximum balance subject to buy back for the following year may be increased from 40% as follows:</p> <ul style="list-style-type: none"> • The Company may select a value between 40% and 60%, inclusive; or • With ALPA and the Company’s consent, a number greater than 60%.
7.I.1.	A pilot’s vacation period may be canceled due to operational requirements.	The Company will not use vacation cancelations in a crew position (including BPO pilots) which has been bought up to the Section 4.A.1. Minimum Bid Period Guarantee.
7.I.2.	If a pilot voluntarily cancels his vacation at Company request, he shall be paid, not later than the following bid period, the CH value of the canceled vacation, not to exceed the balance in his vacation credit hour bank, plus an additional 24 CH. The credit hour value of the canceled vacation shall be deducted from the pilot’s vacation bank.	<p>Voluntary cancelations must be done in crew position seniority order.</p> <p>The additional 24 CH is paid only if pilot’s earned CHs meet Minimum Bid Period Guarantee.</p>



FDXMEC TA 2026 Summary: Section 7 – Vacation

Paragraph	2015 CBA	2026 TA
7.I.3	<p>If a pilot's vacation is involuntarily canceled, the following shall apply.</p> <p>The pilot shall be notified of the cancellation in writing at least 30 days in advance.</p> <p>The pilot's vacation bank shall be increased by 24 CH. The pilot may reschedule the canceled vacation period to a currently open vacation slot(s) or to a slot(s) held by any pilot junior to him in his crew position. The junior pilot's vacation award shall not be impacted.</p> <p>If the pilot is unable to reschedule the canceled vacation period as provided in Section 7.I.3.c., the vacation hours shall be carried over into the following year.</p> <p>Notwithstanding Section 7.I.3.c. and d., the pilot may elect to be paid the credit hour value of his canceled vacation period, plus the additional 24 CH, in the manner provided in Section 7.I.2.</p>	<p>When involuntarily canceling vacation, the Company must:</p> <ul style="list-style-type: none"> • Request at least 2 voluntary cancellations prior to involuntary cancellations • Accomplish the cancellations in crew position reverse seniority order <p>The 30 day notification period is measured from first day of the bid period</p> <p>Additional CH paid increases to 36 CH</p>
7.I.4.	N/A	Provides clarification of vacation cancellation provisions for FPS/TAA, Check Airman, and Instructor Pilots (BPO Pilot)



FDXMEC TA 2026 Summary: Section 8 – Deadheading

Paragraph	2015 CBA	2026 TA
8.A.3.b.	Note: AACL MEDEX vendor that was used to determine commercial carrier ratings is no longer in business	New resolution process is added for disputes related to adding DH carriers.
8.A.5.a.	Deadhead travel must be booked in economy class unless a higher class of service is authorized	Codification that the Company must book economy class tickets that have the opportunity for seat selection when it's available.
8.A.5.d.	When purchasing deadhead tickets prior to the beginning of a bid period, deadhead tickets for flights entitled to a higher class of service must be purchased prior to tickets requiring a lower class of service.	Incorporation of prior settlement agreement regarding the timing of the purchase of higher class of service tickets. (Reference Administrative Grievance 18-05 on the Grievance Committee page.)
8.C.5.c.	The Company must establish a deviation bank for each pilot for each bid period.	The estimated deviation bank balance will be available prior to expense report submission if previous expense reports have been submitted. (Still subject to auditor changes)
8.C.2.a.ii.	To the extent that the pilot's allowable/reimbursable deviation expense claims for a given bid period are less than the deviation bank credit for that bid period, that balance is first reduced by half. This deviation bank allowance (DBA) is then available to offset past or future deviation bank overspends.	<p>The remaining deviation bank stays at 100% credit for 3 additional bid periods. It is then reduced 50% and moved to the Hotel Room Cancellation (HRC) Bank</p> <p>APPLICATION NOTE: Automation will continue to apply previous bid periods' remaining balances from oldest to newest to overspends.</p>
8.C.2.h.ii.	For hotel rooms a pilot cancels IAW the CBA, the Company credits \$35 (domestic hotel reservations) and \$65 (international hotel reservations) to that pilot's HRC bank, provided, the pilot actually operated the trip containing the canceled hotel room(s).	Credit amount increases to \$50 (domestic) and \$70 (international)
8.C.2.h.v.	A pilot's Hotel Room Cancellation (HRC) Bank balance is capped at \$10,000	HRC limit increases to \$15,000



FDXMEC TA 2026 Summary: Section 8 – Deadheading

Paragraph	2015 CBA	2026 TA
8.C.2.h.	N/A	HRC bank credit available to offset allowable/reimbursable deviation expenses is limited to \$7,500 per bid period
8.C.3.a.iii.	Seat selection fees: (e.g., Southwest Business Select, Delta Economy Comfort, United Economy Plus), are limited to the greater of: \$40 per flight segment; or \$80 per positioning sequence (i.e., front-end, mid-trip, or back-end)	Seat selection fees distinction of flight segment (\$40) versus positioning sequence (\$80) eliminated. Amount increased to \$100.
8.C.3.b.ii.	N/A	Rental cars added to allowable/reimbursable surface transportation deviation expense.
8.C.5.c.	N/A	A pilot may use a hotel room over SUB Window as a new allowable/reimbursable expense charged to the deviation bank. (This is in addition to other SUB entitlements.)
8.C.5.	Receipts are not required for reimbursable expenses under \$25.	Receipt not required for expense report increased to \$75.



FDXMEC TA 2026 Summary: Section 12 – Hours of Service

Paragraph	2015 CBA	2026 TA
12.A.8.a.	<p>Extension limits</p> <ul style="list-style-type: none"> • Domestic: 36 Hours • International: 84 Hours 	<p>Extension limits</p> <ul style="list-style-type: none"> • Domestic: 30 Hours • International: 72 Hours
12.A.8.b.	<p>Maintenance or weather disruptions particular to the pilot's specific flight shall, but only to that limited extent, provide the Company with the ability to exceed the 36/84 hour limit without the pilot's consent. Notifications of the use of this provision shall occur using the provisions of Section 12.A.7.</p>	<p>Specific flight clarification: For a flight which operates on multiple days (e.g., SAN-MEM Monday through Friday) under the same flight number, a "specific flight" is a flight on a specific date, included in a trip awarded / assigned to a particular pilot, and not a flight scheduled to operate under the same flight number on a different date.</p> <p>EXAMPLE: Pilot A is scheduled to operate SAN-MEM on Tuesday as Flight 7. A flight is also scheduled to operate SAN-MEM on Friday also labeled Flight 7. Pilot A's "specific flight" 7 on Tuesday.</p>
12.A.9.b.iii.	<p>Regarding a fatigue call, the pilot may be removed from his trip and placed in sick leave status IAW the CBA. The pilot automatically returns from sick leave at the conclusion of the trip.</p>	<p>After being removed from a trip for fatigue, the pilot will no longer be "automatic well" after conclusion of the trip. The pilot will be returned from sick leave 24 hours after removal.</p>
12.A.9.b.iii.	<p>New Provision</p>	<p>The pilot has the ability to check in well prior to 24-hour window.</p>
12.A.9.b.iii.	<p>Typo Correction</p>	<p>The first sentence of 12.A.9.b.iii. will read "... subject to 12.A.9.g." instead of "...12.A.9.f."</p>
12.A.12	<p>New Provision</p>	<p>Study pairings, part of the Collection of Human Performance/Alertness Data MOU, will no longer have a maximum bid period compensation limit</p>
12.B.1.a. Note	<p>New Provision</p>	<p>The Company will implement a means to provide pilots with a notification of a revised scheduled showtime and, when possible, the revised corresponding ground transportation</p>



FDXMEC TA 2026
Summary: Section 12 – Hours of Service

Paragraph	2015 CBA	2026 TA
12.B.3.a.iii.	A base airport standby pilot may only be assigned a trip with a showtime during the 5-hour standby period. If a pilot blocks out on that trip, he shall be subject to scheduled limitations for the entire duty period, unless extended to operational limitations with the prior approval of the Vice President, Flight Operations, or his designee	Pilot launched on trip from base airport standby will be subject to operational limits vice scheduled limits. Therefore, prior VP approval will no longer be required.
12.B.3.b.ix.	New Provision	The Company can only extend pilots assigned trips during a base hotel standby period 30 hours (domestic) and 72 hours (international)
12.C.2.b.	A pilot may be scheduled as an operating crew member to exceed 8 block hours during any 24 consecutive hours. Prior to exceeding 8 ABH in that period, however, he shall have received an intervening legal rest period of twice the block hours flown since his last legal rest period, or 9 hours, whichever is greater, except as provided in Section 12.C.2.c.ii. or iii.	The minimum rest prior to exceeding 8-in-24 will increase to 9:30.
12.C.2.c.ii.	If a pilot is originally scheduled to exceed 8 block hours in 24 consecutive hours, as provided but due to headwinds, ATC delays or other unavoidable circumstances (including any intermediate stops for these reasons), the pilot gets a minimum of 8 hours of rest	The minimum rest increases to 9 hours if the pilot does not receive the rest due to headwinds, ATC delays, etc.
12.C.2.d.i.(c)	If a pilot’s trip (or series of trips) as awarded or assigned exceeds 7:35 in consecutive 24 hour periods during two consecutive Day Duty Periods, then, among other things: The pilot requires a scheduled rest period of at least 13:00 following that second consecutive Day Duty Period, operationally reducible to 12:00.	The scheduled rest remains 13:00 hours, but may now be operationally reduced to 11 hours NOTE: The SIG may approve bid pack Exception Pairings of scheduled rest with at least 12 hours vice 13 hours.



FDXMEC TA 2026 Summary: Section 12 – Hours of Service

Paragraph	2015 CBA	2026 TA
12.C.2.d.iii.	New Provision	Exception Pairings will now be designated in the bid pack and in VIPS
12.C.3.a.	For domestic crew planning, a layover preceding deadhead duty may be scheduled to a minimum of 8 hours.	The minimum layover preceding DH duty increases to 8:30.
12.C.4. Note	New Provision	If the sunrise sort returns, there will be a New Sunrise Sort Hard Parameter (i.e., no unilateral Company withdrawal) that states, unless approved by the SIG, a Sunrise Sort Duty Period cannot be scheduled with a follow-on minimum layover of less than 18 hours prior to an operating leg. (See also 25 Appendix A, Hard Parameters, Domestic)
12.C.6.a.	A domestic rest period shall be scheduled for not less than 9 hours (8 hours when the following duty period consists entirely of deadhead), and shall not be operationally less than 8 hours.	<ul style="list-style-type: none"> Scheduled rest period increases to 9:30 Operationally the rest period increases to 9 Scheduled and operationally the rest period when followed by a DH increases to 8:30
12.C.6.b.i.	Domestically, if pilot who exceeds 8 ABH in any consecutive 24 hour period the pilot must be scheduled for a rest period of 17 hours prior to performing his next duty as an operating crew member (when Sections 12.C.2.b. or c. are applicable). This rest period may be operationally reduced as necessary, consistent with FAR limitations.	The operational reduction in rest will no longer be to FAR limitations. It will not be less than 11 hours.
12.C.6.b.ii.	Domestically, if a pilot exceeds 8 ABH in 24 consecutive hours, the pilot must be scheduled for a rest period of 13 hours prior to performing his next duty as an operating crew member (when Sections 12.C.2.d.i. or ii. are applicable). This rest period may be operationally reduced to 12 hours.	The scheduled rest remains 13:00 hours, but may now be operationally reduced to 11 hours



FDXMEC TA 2026 Summary: Section 12 – Hours of Service

Paragraph	2015 CBA	2026 TA
12.D.1.d.	<p>International Duty Free Buffer:</p> <p>A pilot shall be relieved of all duty for at least 24 consecutive hours prior to the start of an international trip scheduled to exceed 120 consecutive hours. A pilot may, however, be on reserve (during which time he performed no flying or standby duty) within 24 hours of the showtime for an international trip scheduled to exceed 120 consecutive hours.</p>	<p>The 24-hour international duty free buffer prior to start will not apply to trips scheduled to domestic parameters under 12.D.1.c.i. (i.e., trips that operate entirely within Alaska; or within or between Canada, Mexico, Bermuda, and Puerto Rico, or between any of these locations and the contiguous 48 states).</p>
12.D.1.f.	<p>A double crew may be scheduled only when the duty period requires such crew, or when the Company anticipates that such crew may be required</p>	<p>The Company may augment with 3 pilot or 4 pilot crew (the CBA 2015 “double crew”):</p> <ul style="list-style-type: none"> • When Company reasonably anticipates crew may be required due to extended block hours or duty time, • If directed by VP Flight Ops for the sole purpose of safety, or • With SIG approval
12.D.1.j	New Provision	<p>The Company will supply sleep kits for all augmented crews. Kits will consist of at least one pillow with pillowcase, two blankets, and a mattress liner.</p>



FDXMEC TA 2026 Summary: Section 15 – Medical Standards

Paragraph	2015 CBA	2026 TA
15.B.1.	The Company shall cover an active pilot's cost of annual or semiannual FAA medical examinations including the cost of a required EKG, up to an annual maximum of \$300.	FAA medical examination expense annual maximum reimbursement: <ul style="list-style-type: none"> • DOS: \$400 • DOS+3: \$450
15.B.2.a.ii.	If submitted within 90 days after having incurred the expense, the Company must reimburse pilots for the non-routine medical expenses if the expenses were incurred in order to obtain a special issuance FAA medical certificate.	In addition to reimbursing non-routine medical expenses to obtain a special, the Company must reimburse non-routine medical expenses incurred to maintain a special issuance.
15.B.2.b.	A pilot who incurs medical expenses covered by Section 15.B.2. must submit or have submitted a medical insurance claim for any such expenses that are covered by insurance. Additionally, the pilot must provide a copy of any response(s) to the medical insurance claim to the pilot's Fleet Captain within a reasonable time after receiving same.	Provision Deleted



FDXMEC TA 2026 Summary: Section 23 – Furlough and Recall

Paragraph	2015 CBA	2026 TA
23.A.1.a.	No furlough shall occur prior to the application of Section 4.A.2.b.	The Company shall notify the Association in writing prior to a furlough. The parties shall commence conferences to negotiate potential measures to prevent, mitigate, or delay a furlough, including, but not limited to, the lowering of the Section 4.A.1. Minimum Bid Period Guarantee. Such measures shall be implemented only if agreed upon by the Company and the Association. The Association's approval shall be sought in a manner deemed appropriate by the Association's MEC. If a "tentative" agreement is not reached within 30 calendar days (or as otherwise agreed) of the Company's notice to the Association, the Company may issue furlough notices. If a "tentative" agreement is reached within 30 calendar days, the Company may issue furlough notices which would become effective in the absence of Association approval.
23.A.1.b.	A pilot shall receive at least 30 calendar days notice with a copy to the Association prior to the effective date of any furlough. In the event the pilot receives less than 30 days notice, the pilot shall be pay protected for 30 days in lieu of that notice. No notice or pay shall be required if the furlough is the result of circumstances beyond the Company's control.	Added a notice requirement: The Company shall provide prompt notification to the Association articulating the applicable "circumstances beyond the Company's control."
23.A.8.	The Company shall notify the Association in writing if it anticipates a furlough or recall.	Reference to furlough removed and remainder of clause deleted. New process and obligations found in 23.A.1.a.



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.A.7.b.i.(c)	The system affecting open time administration is not running due to system maintenance, upgrades, etc.	Added: “significant operational disruptions,” etc. Notice required when it happens and notice prior to resuming normal operations related to trip trading.
25.A.7.c.	New Provision	The pilot will have an ability to see “As Awarded/Assigned,” “Block Out,” and “As Flown” versions for pilot’s trip history for at least 365 days.
25.B.3.	A limited of number of printed bidpacks will be available.	Provision Deleted
25.C.4. 25.C.11. 25.E.2. 25.E.3. 25.E.6.	Current monthly bidding timelines.	New monthly bidding timelines. See Section 25’s Questions & Answers for changes.
25.C.13.a.	New Provision	Some LCA (excluding SCA or DCA) regular lines may be designated as student lines. There is a max of no more than 40% of the total number of LCAs bidding non-pay only per bid pack. A minimum of one allowed per bid pack.
25.C.13.b.	New Provision	<p>FOs may opt out of being awarded a student line.</p> <p>If awarded a student line:</p> <ul style="list-style-type: none"> After conflicts are processed, the Company will remove the pilot per 25.U.2 (Bumped for training) from all remaining trips in their entirety. Pilots will receive their conflict adjusted BLG with no further obligation. The CH value of dropped trips are eligible to be designated as Student Make-Up (SMU). Hours designated as SMU will reduce your BLG. Pilots may then use SMU during the View/Add window. Trips or R-days awarded in SMU status pay at 125%. Remaining SMU CH after the View/Add window has closed, are placed in a SMU Bank and do not expire. <p>See Student Line Flow Chart</p>



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.D.3.e.	Among published reserve lines in each bid period package there shall be a minimum of 13% R-24 lines with a minimum of one R-24 line	Minimum R-24 lines increase to 20%.
25.D.3.e.	New Provision	A minimum of 20% of non R-24 reserve lines in MEM bidpacks and 20% in the IND bidpack will use R-3 report status.
25.E.1.a.	Election of minimum days off protection as a result of phase-in, as provided in Section 25.F.7.	During the monthly bid, there is now an all-in-one for waiver of min days off for phase-in conflict and recurrent.
25.E.1.b.	New Provision	Ability to opt out of student lines.
25.E.2.	Conflict window opens at 1700CT	Conflict window opens 5 hours after the monthly bid closes.
25.E.3.	Conflict processing window not less than 24 hours	Conflict processing window is not less than 5 hours.
25.E.4.a.	View/Add Window	Addition of SMU bid to the View/Add window.
25.E.6.	The Secondary Working Window (SWW) is a period of not less than 144 hours.	SWW is not less than 115 hours. Pilots have 62 hours now to adjust vacation.
25.F.6.a.	New Provision	R-day blocks dropped for other than vacation conflict are available in View/Add.
25.G.1.	The Company may use open time before the assignment window to assign a trip to an R-24 pilot	Sentence deleted.



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.G.2.a.	New Provision	<p>The Company will include Base Airport Standbys in the release of Open Time for the following Crew Positions:</p> <ul style="list-style-type: none"> • MEM MD-11 Captain • MEM MD-11 First Officer • MEM A300 Captain • MEM A300 First Officer • MEM B767 Captain • MEM B767 First Officer • MEM B757 Captain • MEM B757 First Officer <p>For each of these Crew Positions, the Company will include, in the release of Open Time, at least the following total number of Base Airport Standbys per day:</p> <ul style="list-style-type: none"> • Tuesday - Friday: 2 • Saturday: 1 • Sunday and Monday: 0 <p>(Note: The Company will determine specific times.)</p>
25.G.2.c.	New Provision	<p>A trip or standby appearing in open time before the assignment window shall remain there exclusively for pilot use of BLAs for no less than 3 hours.</p> <p>The Company's use of Open Time to assign trips to R-24 pilots limited to no earlier than 168 hours prior to showtime.</p>
25.G.3.b.	Open time not assigned by 25.G.1 shall be assigned in the following order:	SMU added to the list of Make-up
25.H.4.	New Provision	A pilot may elect a hotel room in base for use during the Substitution Window as an allowable/reimbursable deviation expense (See also 8.C.3.d.iv.)



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.H.12.	New Provision	<p>If a pilot rejects SUB while in SMU status, all CHs revert back to SMU.</p> <p>If a pilot forfeits trip guarantee per 25.H.6 (declines a portion of a SUB window), Hours earned in SUB will be paid as SMU, hours declined will revert back to your SMU bank.</p>
25.L.1.	New Provision	<p>Real-time trip trading:</p> <p>During the first 12 hours after Open Time release, and 0700-0800 LBT:</p> <p>Trips appearing in open time shall remain for 5 minutes for all BLAs except PMU. PMU requests will be processed immediately. After 5 minutes, BLAs involving trips in open time will process automatically and immediately.</p> <p>At all other times, all BLAs will be processed automatically and immediately.</p> <p>BLAs not involving trips in open time will be processed automatically and immediately.</p>
25.L.1.h.	A pilot may not trade, proffer, or drop a trip assigned as VLT, DRE, AVA, CMU, PDO, or RSV.	PMU added to list of trips that may not be traded, proffered, or dropped.
25.L.2.c.	New Provision	The Company may add base hotel standbys to address reserve staffing, but the Company will not consider those base hotel standbys in either the Max Open formula or Reserve Forecast.
25.L.4.d. 25.L.5.c. 25.L.6.e. 25.AA.6.b.	A pilot is not eligible for a PMU / PNP / M/U / CMU / MUS / MUV assignment that exceeds his eligibility by more than 6 CH.	<p>The credit hour limit increases to 7 CH.</p> <p>SMU added to list of make-up in 25.L.6.</p>



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.L.5.d.	New Provision	Clarification that if PNP trip is dropped, the hours revert to general make-up. (Note: This is current practice.)
25.L.6.f.	New Provision	SMU trips dropped by 25.L.3.a. become General Make Up
25.L.8.a.	A pilot shall have the ability to submit to trade his trip(s) for another trip(s) in open time. The net effect of any trade(s) in a bid period (including similar footprint trades, as described in Section 25.L.8.b. may not increase his BLG, as published, by more than 12 CH.	The credit hour limit increases to 13 CH.
25.L.9.c.i.	Pilots shall have the ability to submit to trade a full block of R-days and a trip.	Pilots may trade a full block of R-Days with another pilot's trip or trips.
25.L.9.a.ii.	Should automatic trip trading become operational, the Company shall process all trip trades submitted at least 1 hour before showtime of the first affected activity.	Upon implementation of 25.L.1.a, the Company shall process all trip trades submitted at least 1 hour before showtime of the first affected activity.
25.L.16.	New Provision	Pilots will have ability to submit criteria for open time and elect to receive text messages when trips become available in open time.
25.M.1.b.	A reserve pilot shall not be given an assignment that is scheduled to terminate more than 2 hours into his day off.	Reserve Pilot may not be extended more than 2 hours into a day off as the result of an assignment from a standby period.
25.M.1.j.	A reserve pilot is not responsible for a notification during a 1-in-7 but will be responsible for an assignment placed in VIPs during that period provided the assignment was posted more than 24 hours prior to showtime	A R-24 pilot who is released for a 1-in-7 will not be required to be available or notification during the 1-in-7 but will be for an assignment placed in VIPS during that period provided the assignment's showtime is after the 1-in-7 and posted at least 24 hours prior to showtime
25.M.3.a.vii.	If, due to a shortage of non R-24 pilots, an R-24 pilot is needed in his base for shorter notification, he may be assigned to base hotel standby for a block or a portion of a block of R-days.	Assigning an R-24 pilot to base hotel standby is limited to once per bid period or with the pilot's consent, each additional hotel standby triggers 3 CH additional compensation.



Paragraph	2015 CBA	2026 TA
25.M.3.d.	Change of RP Status	Deleted “Status” throughout to clarify change of Reserve Period vs change of report status.
25.M.3.e.	An RP-24 reserve pilot who has been given an assignment shall be released until the showtime of that assignment. If the period between release and showtime is long enough to constitute an FAR legal rest period, that period shall be considered a legal rest period.	An R-24 pilot who has been assigned a trip shall not be assigned a second trip with a showtime prior to the showtime of the first trip EXAMPLE: A pilot assigned on Day 1 for a trip with a showtime on Day 5 shall not be assigned a trip on Day 2 with a showtime on Day 3.
25.M.4.	A reserve pilot shall have the ability to be assigned trips on a “first fly” basis for an R-day(s) by indicating a first fly election through VIPS no later than 0900 LBT one day prior to the beginning of the first R-day to which first fly will apply	Pilots who select “First Fly” may preference for a specific activity or a general submission that includes limitations (e.g., west coast, weekend layover).
25.M.5.c.vi.	New Provision	Reserves with a 3-hour report status will be leveled separately from reserves in the same reserve period with a 1.5 hour report status. They will be counted as one group for the purpose of reserve forecast modeling and max open time calculations.
25.M.6.a.	Reserve assignments for trips and base standbys with 60 hours TAFB or less and base simulator support events shall be assigned in leveling order as follows: <ul style="list-style-type: none"> The reserve pilot with the lowest leveling position within the RP (and sufficient R-days to perform the assignment) shall be assigned first (i.e., a pilot will not be skipped to optimize the use of another pilot’s reserve days remaining). If two or more pilots have the same leveling position, assignments shall be made in reverse seniority order. A reserve pilot shall be given the reserve assignment with the highest credit hour value for which he is legal at the time of assignment.	Seniority order applies to first fly pilots before the lowest leveling position. Then trips are assigned to the lowest leveling order within the same Reserve Period and Report Status.



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.M.6.b.	<p>Reserve assignments for trips and base standbys in excess of 60 hours TAFB shall be assigned in leveling order as follows:</p> <ul style="list-style-type: none"> • Among those reserve pilots, in a given RP, whose availability duration (in R-days) most closely matches the duration of the assignment, the reserve pilot with the lowest leveling position shall be assigned first; • If two or more pilots have the same leveling position, assignments shall be made in inverse seniority order; and • A reserve pilot shall be given the reserve assignment with the highest credit hour value for which he is legal at the time of assignment. 	<p>Seniority order for first fly pilots will be given priority consideration.</p> <p>Trips will then be assigned to pilots with the lowest leveling in the Reserve Period whose availability duration closely matches the duration of the trip. (current book)</p>
25.M.6.c.	Provision Eliminated	<p>Elimination of first fly after accrual of 75% RLG limit is no longer applicable (i.e., pilot can still be first fly after they achieve 75% of RLG limit).</p>
25.N.4.b.ii.	New Provision	<p>All AVA submissions shall be deemed to be within the acceptable limits of the reserve forecast model (and thereby approved) if the trip touches:</p> <ul style="list-style-type: none"> • New Year's Day • Super Bowl Sunday • Easter Sunday • Memorial Day • Independence Day • Labor Day • Halloween • Thanksgiving Day • Christmas Eve • Christmas Day • New Year's Eve
25.N.4.c.	New Provision	<p>Pilots may not obtain AVA on a day(s) formerly covered by a trip for which he was scheduled and subsequently removed via specific bid line adjustments. 25.L.3.a dropping trips and R-days, 25.L.3.d contingency bid line adjustment, and 25.L.8 trading with open time.</p>



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.O.1., 2., 3.	New Provision	<p>Pilots may elect to receive text messages and/or crew notifications for Draft trips.</p> <ul style="list-style-type: none"> With more than 4 hours until showtime, pilots will have 15 minutes to respond. Assignment will be given to the pilot with the least amount of draft hours in the last 180 days (like VLT). If less than 4 hours until showtime, responses processed in order received.
25.S.2.	Trips in the following pay codes are eligible for disruption compensation: TRP, SON, SWP, M/U, MUV, MUD, MUS, PDO, PNP, AFB, and CIA.	Adds PRO, SMU, and RSV (for R-24 pilots) assignments to eligibility for Disruption pay (See 4.W.1.)
25.S.2.a.	A landing disruption(s) is created if a trip is revised such that the number of actual landings during the trip exceeds the number of landings.	Landing Disruption (4.W.1.a.): All landings now pay 1:30 CH (removal of first landing at :30 CH)
25.S.2.a.ii.(d)	As the result of a deadhead being revised to operate back to base	Added deadhead at the beginning of a trip revised to operate to the exception.
25.S.2.b.ii.	A deadhead at the end of the trip is deleted (i.e., trip revised to operate to base instead of deadhead to base) on a trip that was originally scheduled with revenue flights.	<p>Deleting a deadhead at the beginning of a trip becomes a new duty period disruption.</p> <p>Duty Period Disruption (DH deleted at beginning or end of trip) (4.W.1.b./25.S.2.b.ii.)</p> <ul style="list-style-type: none"> 1.5 CH for DH deleted at beginning of trip 1.5 CH for DH deleted at end of trip domestic (book) 3.0 CH for DH deleted at end of trip int'l
25.S.2.b.iv.	A standby period is added to a duty period for reasons other than maintenance or weather (e.g., snow, ice).	<p>The duty period disruption concerning a duty period added for weather or maintenance is better defined:</p> <ul style="list-style-type: none"> Maintenance on your specific flight during that duty period. Weather that occurs within duty period and in the pilot's departure city, flight path, or at the destination



FDXMEC TA 2026 Summary: Section 25 – Scheduling

Paragraph	2015 CBA	2026 TA
25.S.2.c.	<p>Layover Disruption</p> <p>Currently “more than 50%” get paid a disruption penalty</p>	<p>The trigger is a change of layover to a different city or cancellation of layover, as determined by the airport identifier.</p> <p>Pays:</p> <ul style="list-style-type: none"> • 1 CH for one change; • 1.5 CH for two changes; or • 3 CH for three or more changes <p>(See 4.W.1.c.)</p>
25.S.2.c.ii.(d)	<p>Cancellation of a layover (e.g., trip with one layover becomes an out and back with no layover as this is a duty period disruption under Section 25.S.2.b.i.), or a multiple layover trip has fewer layovers due to returning to base early).</p>	<p>Limited exception for cancellation of a layover disruption pay if you return to base more than 12 hours earlier</p>
25.S.2.g.	<p>New Provision</p>	<p>There is a new Day to Critical Disruption trigger when more than half of the original scheduled revenue duty periods in a trip began in the day duty period and did not touch the critical period, and more than half of the revenue duty periods in the trip, as operated, touch the critical duty period. (See 4.W.1.g.)</p>
25.V.	<p>Trips in the following pay codes are eligible for extra duty period pay: TRP, SON, SWP, M/U, MUV, MUD, MUS, PDO, PNP, AFB, and CIA.</p>	<p>Adds PRO, SMU, and RSV (for R-24 pilots) assignments to eligibility for Extra Duty Period pay (See 4.Y.)</p>
25.V.3.	<p>Clarification</p>	<p>Hotel standby exists between rest periods shall count as an extra duty period.</p>
25.Y.1.	<p>When a pilot receives notice pertaining to jury service, he shall notify the PAC and provide the Company with a copy of that notice, within 18 calendar days from the original notice of jury service (measured from the date of the jury summons).</p>	<p>Pilot must now provide the Company notice of jury duty no later than 3 business days after the pilot acquires knowledge of the notice.</p>
25.Y.3.	<p>New Provision</p>	<p>When call-in jury service is converted to in-person, the pilot must promptly notify the PAC.</p>



FDXMEC TA 2026 Summary: Section 25 - Scheduling

Paragraph	2015 CBA	2026 TA
25.Y.4.	New Provision	If released from Jury Duty, the pilot must notify the PAC within the next business day.
25.Y.5.	New Provision	The Company may request of the appropriate authorities to defer or establish an alternate date(s) for a pilot's jury service. If December, and the appropriate authority provides an alternate date(s) to the pilot that does not unreasonably conflict or interfere with the pilot's personal obligation(s), the pilot shall be required to make a good faith attempt to defer or establish an alternate date(s).



Paragraph	2015 CBA	2026 TA
26.A.1.	N/A	<p>New Definitions of Flight Data includes:</p> <ul style="list-style-type: none"> • The prior definitions of FDR and CVR • Captures the data previously included under “Inflight Data” • Removes “alleged incident / event,” • Captures any “other device / equipment / system / instrument installed onboard an aircraft” • Adds Landing Scorecards as Flight Data • Flight Data also includes any information derived from those devices • Clarifies and codifies that ACARS messages and like are not Flight Data
26.A.1.	N/A	<p>Improved Flight Data protections include:</p> <ul style="list-style-type: none"> • Flight Data shall not be used in or referred to in any Section 11, 15, 19 or related 20/21 proceeding, or any non-Agreement legal or administrative proceeding • Flight Data shall not be used in, referred to, or constitute grounds for placement in, any Section 11 training, any Enhanced Oversight Program, or any other similar program and/or training • Flight Data cannot be used to audit a pilot or crew (as previously protected), along with the prohibition of use “for use in a potential corrective action or performance improvement discussion” • Discussion may occur within an LPT MOU • Creation of broad protections for programs like MyFlight <ul style="list-style-type: none"> ▫ Must be voluntary ▫ The data can only be shared with the Captain and/or FO designated as the Standard Crew on the flight ▫ The use or non-use by the pilot cannot be tracked ▫ The same Flight Data protections also apply here.



FDXMEC TA 2026 Summary: Section 26 – General

Paragraph	2015 CBA	2026 TA
26.A.3	<p>Information obtained from a flight data recorder or cockpit voice recorder or any other device as described in Section 26.A.5. shall not serve as a basis for discipline or discharge of a pilot. Proficiency or line checks conducted pursuant to any Safety investigation are not considered disciplinary action.</p>	<p>See 26.A.1 on previous page.</p>
26.A.4	<p>Information obtained from a flight data recorder or a cockpit voice recorder shall not be audited to evaluate or monitor the judgment or performance of an individual pilot or crew. That information, however, may be used for the purpose of evaluating or improving the Company's training program. In the event that information from a flight data recorder is used in a Company training program, the names of the flight deck crew shall not be disclosed. Cockpit voice recordings may also be used in training but the voices of the flight deck crews shall not be used or reproduced in any manner. Transcripts may be made and recorded by personnel to reproduce the recording on tape or other multimedia device. Actual voices of the pilots involved shall never be used.</p>	<p>See 26.A.1 above</p> <p>26.A.2:</p> <p>Updated Company's use of data in training programs with the new definition of Flight Data</p> <p>The Company has the ability to use voices of pilots provided, but only with the consent of all pilots involved and the ALPA Central Air Safety Committee Chairman.</p>
26.A.5	<p>Federal Express Corporation shall only release data from an aircraft data recording and/or data transmitting device, to an individual or entity outside of the Company if required by law, or where the Company desires to disclose de-identified data or analysis of such data to a third party solely for the purpose of evaluating aircraft engine or component performance, weather data, or other operational analysis. Information released to a third party shall be de-identified to the maximum extent possible. The Association will be briefed prior to the exchange being made.</p>	<p>26.A.3:</p> <p>Updated and modernized third party disclosure and release of Flight Data</p> <ul style="list-style-type: none"> • When required by law, new provisions provide: <ul style="list-style-type: none"> □ Disclosure of the minimum necessary to comply with such required law and □ Written notice by the VP of Safety to the MEC Chairman prior to responding to any request or discovery in litigation seeking Flight Data • When not required by law, new provisions provide: <ul style="list-style-type: none"> □ More involved prior engagement with ALPA for new types of disclosure <p>Requires third party vendors to sign agreed to non-disclosure agreements.</p>



FDXMEC TA 2026 Summary: Section 26 – General

Paragraph	2015 CBA	2026 TA
26.A.4.	New Provision	New prohibition of video recording devices installed on aircraft.
26.A.6.	<p>Should the Company decide to install a new type of instrument or device not previously utilized on Company aircraft which is capable of collecting and/or reporting flight performance data of an aircraft, the Company shall consult with and receive input from the Association prior to installation. The consultation process between the Company and the Association is intended to be a meaningful, constructive, two-way</p> <p>process in which the parties address the suitability of the proposed installation and any issues of pilot concern. This process will occur before a decision is made to install the new device. It is the intent of this paragraph to require only one notification when an installation of such equipment is to be installed on more than one aircraft of a type. It is neither the intent nor the purpose of this paragraph to require notification for purposes of normal or emergency maintenance or flight test work on aircraft.</p>	<p>26.A.5</p> <p>For any new program or device, the same process involving more prior engagement with ALPA will apply.</p>
26.D.	The Company shall provide ALPA with an enclosed bulletin board in Memphis, Anchorage, Indianapolis, Oakland, Los Angeles, Alliance, Newark, and in the operations area of any FDA.	The Company shall provide ALPA with space and access for an electronic bulletin board in the same locations.
26.H.	<p>Gender</p> <p>Whenever the term “pilot,” “employee,” “crew member” or a gender specific adjective or pronoun is used in this Agreement, the reference applies equally to both the masculine and feminine genders.</p>	<p>[Reserved]</p> <p>As part of this Agreement, the Association and the Company have replaced gender specific pronouns with gender neutral terms. These non-substantive, administrative changes are not intended to alter the meaning of any provision of the Agreement</p>



FDXMEC TA 2026 Summary: Section 26 – General

Paragraph	2015 CBA	2026 TA
26.J.2	A pilot may use a company staging jumpseat to position himself to his base for the start of his scheduled trip in accordance with the following:	Pilots may use BP4 Jumpseat status from anywhere to base for a trip or other activity.
26.J.2.a.	A pilot may use a company staging jumpseat to position himself to his base for the start of his scheduled trip in accordance with the following: The period beginning at scheduled showtime of a pilot's inbound jumpseat and ending 30 minutes after the scheduled termination of his first duty period must be less than 13:30.	The 13:30 now includes ticketed commercial air travel (TCAT)
26.J.2.b.	A pilot may use a Company staging jumpseat to position himself to his base for the start of his scheduled trip in accordance with the following: There must be at least 1:30 hours between the scheduled block-in of the inbound jumpseat and the showtime of the pilot's trip.	The block in and showtime restriction reduced to 1:00.
26.J.2.d.	If a pilot positioning to his base on a Company jumpseat consistent with the provisions of this paragraph cannot report by showtime due to bump, cancellation, reroute or delay of his inbound jumpseat, CRS may remove the pilot without pay. If a pilot is removed under this paragraph, he shall be eligible for make-up (and shall not be eligible for substitution). There is no discipline associated with the removal if the pilot followed the parameters described above	The no harm / no foul rules include the TCAT with a backup plan.
26.M.	The Company shall notify a pilot, via VIPS, of the expiration date(s) of his passport and any required visa(s) at least 30 days prior to the expiration date(s).	VIPS notice for passport expiration extended from 30 days to 210, with the pilot validating renewed passport by 0900 the day prior to the start of a trip that are within 180 days from the passport expiration date.
26.M.	Each Pilot shall maintain a current passport.	Company may require 2 passports for a particular fleet.



FDXMEC TA 2026 Summary: Section 26 – General

Paragraph	2015 CBA	2026 TA
26.N.4.	New Provision	The Company shall not use a pilot's log-in credentials (e.g., Apple ID) to access information not already resident on any company-issued device (e.g., iPad).
26.Q.3.	The Company shall provide each pilot with a copy of this Agreement. The cost of publishing and distributing this Agreement shall be borne equally by the Association and the Company. The Company shall bear the cost of providing copies of this Agreement to pilots hired after the effective date of this Agreement.	Pilot may elect printed CBA. Pilots hired after the effective date shall receive an electronic copy only.
26.CC.	New Provision	<p>Medical Freedom provisions:</p> <ul style="list-style-type: none"> • The Company shall not require vaccination, medical procedure, or take medication other than that required by FAA for first class medical • The Company shall not require pilot to disclose personal medical or protected health information unless expressly required under CBA, for benefit plan admin purposes, or required by law • Company shall not disclose same to gov't or third party without pilot's written consent, unless expressly required under CBA, for benefit plan admin purposes, or required by law • The Company must reimburse for all required vaccinations • If a new requirement arises after bid pack publishing, substitution rules apply. • ALPA and the Company must meet within 5 days of new requirements for potential resolutions. There is an ability for expedited arbitration if talks are not successful.



For pilots with a Date of Hire prior to the Date of Signing:

Pilots may select only one of the three options. Election period to be determined.

Option 1: Legacy Defined Benefit (DB) and Defined Contribution (DC) Plan

1

- Legacy Defined Benefit (DB) plan:
 - Increased cap to \$340,000 for retirements after DOS
 - 9% of compensation contribution to Defined Contribution (DC) plan (subject to Code/IRS limits)
- Increased cap (\$340,000) also applied to pilots retiring between April 8 and DOS

Option 2: Market Based Cash Balance (MBCB) Plan and DC Plan

2

- DB plan subject to a soft freeze with DB cap of \$290,000 and YOS frozen as of December 31, 2027
 - Vesting service will continue to accrue
- Compensation credit under the MBCB Plan effective January 1, 2028
 - Compensation credit designed to reflect 9% of compensation, not subject to 401(a)(17) cap, with an increase to 10% of compensation, not subject to 401(a)(17) cap, effective January 1, 2029
 - Compensation credit accrues quarterly, determined based on fleet, seat, and year group as of beginning of quarter and hours worked as of end of quarter
- 9% of compensation contribution to DC plan (subject to Code/IRS limits). Company contribution amounts that would otherwise be contributed to the pilot's non-elective Company contribution account for the participant under the PRSP but for Code Sections 415(c) and 401(a)(17) shall be paid directly to the pilot in cash, effective January 1, 2028

Option 3: DC Plan with Cash-Over-IRS-Cap

3

- DB plan subject to a soft freeze with DB cap of \$290,000 and YOS frozen as of December 31, 2027
 - Vesting service will continue to accrue
- 18% DC plan (subject to Code/IRS limits) effective January 1, 2028, with an increase to 19% of compensation effective January 1, 2029 (subject to Code/IRS limits)
- Company contribution amounts that would otherwise be contributed to the pilot's non-elective Company contribution account for the participant under the PRSP but for Code Sections 415(c) and 401(a)(17) shall be paid directly to the pilot in cash



Pilots hired on or after Date of Signing

- Legacy DB plan closed to new hires as of DOS.
- Market Based Cash Balance (MBCB) Plan and DC Plan effective January 1, 2028:
 - Compensation credit under the MBCB Plan (with opening balance determined retroactive to date of hire for pre-January 1, 2028 hires)
 - Compensation credit designed to reflect 9% of compensation, not subject to 401(a)(17) cap, with an increase to 10% of compensation, not subject to 401(a)(17) cap, effective January 1, 2029.
 - Compensation credit accrues quarterly, determined based on fleet, seat, and year group as of beginning of quarter and hours worked as of end of quarter.
 - 9% of compensation contribution to DC plan (subject to Code/IRS limits). Company contribution amounts that would otherwise be contributed to the pilot's non-elective Company contribution account for the participant under the PRSP but for Code Sections 415(c) and 401(a)(17) shall be paid directly to the pilot in cash, effective January 1, 2028

Additional Terms for MBCB and DC Plan with Cash-Over-IRS-Cap option and DC Plan with Cash-Over-IRS-Cap option

- Transition payment for pilots with 25 or more years of service as of June 1, 2027 who elect Option 2 or Option 3 equal to 7/12ths of the difference between 18% of 2027 compensation (not subject to 401(a)(17) cap) and 9% of 2027 compensation (subject to 401(a)(17) cap).
- To avoid duplicative benefit accruals in the transition period, legacy DB plan accrual for pilots who move, effective January 1, 2028, to MBCB Plan or DC plan with enhanced contribution and cash-over-401(a)(17)-cap will be pro-rated to reflect 7/12th annual accrual for period of June 1, 2027 to December 31, 2027.
- Crediting for pilots on LTD consistent with TA for MBCB Plan. For Option 2/Post-DOS hire and Option 3, MBCB accruals and DC contributions for pilots on LTD will be calculated so those pilots receive 85% of the contribution they would receive if their LTD benefit was 100%, rather than the reduced 50% or 60%, of compensation as calculated under the LTD plan.
- Crediting for pilots on MLOA consistent with prior settlement agreement.

Other Agreed-To Section 28 Terms

- Section 28.F: End of Career Sick Leave Advanced Notice of Planned Retirement Bonus
 - A pilot's bonus shall be the lesser of:
 - 50% of eligible earnings in excess of \$580,000 in preceding 24 calendar months;
 - 50% of pilot's closing DSA bank balance, multiplied by the pilot's last hourly rate; or
 - 343 x highest Section 3 pay rate in effect.
- Ancillary items from TA not already adopted in December 2025 LOA



- Effective date June 29, 2026
- Duration: 4.5 years (amendable date: last day of December 2030 bid period)
- Opening window: up to 180 days prior to the amendable date

- Updated list of MOUs and OIMs
- Company may open early if becomes subject to 117, with corresponding ALPA opportunity
- Opportunity to extend duration with 3.5% pay rate increase; either party may opt out



FDXMEC TA 2026 Summary: Mediation LOA

Paragraph	2015 CBA	2026 TA
LOA	N/A	Negotiated a new Letter of Agreement creating mediation process provisions which include the selection of neutral mediators and designating up to 12 mediation cases a year



FDXMEC TA 2026 **Summary: Implementation LOA**

- Updated language
- General effective date of June 29, 2026
- Provides for implementation phases and automation requirements