

LETTER OF AGREEMENT  
Between  
FEDERAL EXPRESS CORPORATION  
and  
THE AIR LINE PILOTS  
in the service of  
FEDERAL EXPRESS CORPORATION  
as represented by  
THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

**Implementation and Transition**

This Letter of Agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between FEDERAL EXPRESS CORPORATION (hereinafter referred to as the “Company”) and the pilots in the service of FEDERAL EXPRESS CORPORATION, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the “Association”).

WHEREAS, the Company and the Association wish to provide for orderly implementation of the basic Agreement.

NOW, THEREFORE, the Company and the Association agree as follows:

The basic Agreement shall have a general effective date of June 29, 2026. The Association and the Company shall work together to develop provisions for transitioning from the current provisions to the basic Agreement.

Items described in the attached Appendix A shall be implemented and automated on the schedule set forth therein, unless otherwise agreed to by the parties.

This LOA is effective on June 29, 2026, and shall remain in full force and effect concurrent with the basic Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Implementation and Transition Letter of Agreement.

## **Appendix A Implementation/Automation Appendix**

This Appendix sets out the timeline upon which each of the identified changes in the Tentative Agreement will be implemented and automated following ratification.

The timeline is divided into four phases. The parties have attempted to list all the required changes, recognizing that the Agreement itself is the “full and complete agreement between the parties.” The date listed for each phase is a date beyond which the Company would be in violation of the Agreement if it has not implemented and automated the change.

**Yellow highlighted items** will be implemented at DOS (Phase 1) but applied manually until automation is complete. The applicable date in the “Phase column” will be the implementation date of the automation.

Phase 1-DOS – Effective date of the Agreement, June 29, 2026.

Phase 2 –Implementation of these items will be effective the first day of the December 2026 bid period.

Phase 3 – Implementation of these items will be effective the first day of the August 2027 bid period.

Phase 4 – Implementation of these items will be effective the first day of the October 2027 bid period.

