

From: [Jeffery Robertson](#)
To: [Fedex-Negotiation](#)
Cc: [Jack Stephan](#)
Subject: Section 12.D.1.f.
Date: Monday, April 6, 2026 3:52:23 PM
Attachments: [ERA SRA 12D1fii augment safety process.docx](#)

Alan,

Per our recent discussions, attached is an internal flight operations document detailing the process and considerations involved before potentially invoking Section 12.D.f.ii. Please let us know if you have any questions.

Best regards,

Jeff

Jeffery E. Robertson
Vice President, Labor Relations & Benefits Law
Federal Express Corporation

PROCESS FOR SAFETY-BASED CREW AUGMENTATION

Section 12.D.1.f.ii:

f. Crew augmentation (3-pilot or 4-pilot) may be scheduled only when the duty period requires such crew, except in the following circumstances:

- i. when the Company reasonably anticipates that such crew may be required due to extended block hours or duty time;*
 - ii. **as directed by the VP, Flight Operations, or the Director of Operations for the sole purpose of safety; or***
 - iii. on an individual trip or pairing when approved by the SIG.*
-

As we review the Tentative Agreement, I want to provide clarity regarding Section 12.D.1.f.ii. This provision identifies the authority of the Vice President of Flight Operations/Director of Operations (FAA 119 DO) to augment crews beyond standard requirements for the “sole purpose of safety.”

I want to be transparent about the formal process and the data-driven requirements that must be met before this language is implemented.

For several years, we have utilized a Safety Risk Assessment (SRA) process to address Elevated Risk Airports (ERA). This involves a comprehensive gap analysis of our operations, evaluating key safety indicators such as high-altitude environments, CFIT risks, and Flight Path Management (FPM) trends, as well as other emerging operational hazards.

The ERA Group meets quarterly (or as required) to assess a wide array of inputs, including:

- Data Streams: FOQA data, ASAP reports, and Insite tickets;
- Stakeholder Input: Information from Fleet Teams, Safety, Security, Operational Risk Review (ORR), and ALPA Committee Chairs.

The ERA Group is responsible for determining if current operational controls and standard procedures are sufficient for a specific risk profile. If the group’s hazard analysis suggests that additional mitigations are necessary, they may recommend various actions, such as:

- Route checks or airport familiarization rides;
- Flights conducted with a Line Check Airman;
- SIBA Crews;
- Additional crew augmentation (as now provided for in Section 12.D.1.f.ii).

If the ERA Group identifies a safety requirement that necessitates additional augmentation, that recommendation is referred to me for final approval.

By tying the use of Section 12.D.1.f.ii to the established ERA/SRA process, we ensure that any deviation from standard scheduling is based on objective safety data and the thorough analysis of our subject matter experts.