



FDX MEC 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.