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| 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> |



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| 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. |



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| 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.) |



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| 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> |



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| 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. |



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| 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. |



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| 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> |



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| 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 |



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| 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> |



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| 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). |