



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 July 31, 2023. The Association and the Company shall work together to develop necessary provisions for transitioning from the current work rules to the basic Agreement. Items described in the attached Appendix A shall be implemented on the schedule set forth therein, unless otherwise agreed to by the parties.

This LOA is effective on July 31, 2023 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 Appendix and Timeline

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

The timeline is divided into four phases. Rows highlighted in grey have no underlying automation requirements. 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 the change.

DOS – Effective date of the Agreement, July 31, 2023.

Phase 2 –Implementation of these items will be effective the first day of the December 2023 bid period.

Phase 3 – Implementation of these items will be effective the first day of the August 2024 bid period.

Phase 4 – Implementation of these items will be effective the first day of the November 2024 bid period.

Implementation LOA & Appendix (2023)

	A	B	C	D	E
1					
2	Section	Reference	Summary	Phase	Notes
3	1	Definition	Scope Penalty Rate (SPR)	see note	Jan bid period following DOS
4	1	1.B.6.	Wet lease formula	see note	Jan bid period following DOS
5	1	1.B.9.	Scope meetings	DOS	
6	1	1.B.10.	Wet lease restriction during 4.A.2.c.	DOS	
7	1	1.B.11.	Wet lease penalty during furlough	DOS	
8					
9	2	new	Definition of BPO pilot in Section 7	DOS	
10	2	new	Definition of Flight Data in Section 26	DOS	
11	2	2.126	Definition of SAM in Section 4	DOS	
12	2	new	Definition of Scope Penalty Rate (SPR) in Section 1	n/a	
13	2	new	Definition of Sunrise Sort Duty Period in Section 25 Appendix A (also in Section 12 TA)	DOS	
14					
15	3	3.A.	New hire paid 2.25 CH per day	DOS	
16	3	3.C.	Increased Pay Rates	DOS	
17	3	3.C.	Longevity Year Group Changes	DOS	
18	3	3.C.7.	FDA 70% NBFO, Y2	DOS	
19	3	3.E.1.a.i.	new hire check	DOS	
20	3	3.E.1.b.	new hire check	DOS	
21					
22	4	Definition	System-wide Average Metric (SAM) changes	DOS	
23	4	4.I.4.a.i.	End delay in FDA phase-in pay deduction (FDA LOA S)	DOS	
24	4	4.I.6.c.	Formula for pay maintaining currency	DOS	Pay affected pilots 17-13 within 120 days of DOS
25	4	4.O.1.	Base standby pay: trip rig/R-day value	see note	current practice
26	4	4.O.4.	Overage based on trip from BHS	see note	current practice
27	4	4.Q.1.b.	Three tiers for AVA	4	
28	4	4.T.	PNP for bid period + 1	2	
29	4	4.W.	New Disruption Pay triggers	2	
30	4	4.W.1.	Add PRO	DOS	
31	4	4.W.1.a.	Landing disruption: each extra landing pays 1:30 CH	2	
32	4	4.W.1.c.	Layover disruption: 50% or more: 3 CH per trip	2	
33	4	4.W.1.c.	Layover disruption: 75% or more: 4 CH per trip	2	
34	4	4.W.1.g.	New Day to Critical disruption: 1:30 CH per trip	2	
35	4	4.W.3.	Include DH deleted at beginning of trip	2	
36	4	4.Y.2.	same as 4.W.3.	2	
37	4	4.GG.2.	Include GSO and LGG in exceptions	4	GSO current practice
38					
39	5	5.A.1	Increase domestic per diem to \$2.65; then \$2.85 June 2025	DOS	
40	5	5.A.2.	Increase int'l per diem to \$3.65; then \$3.85 June 2025	DOS	
41	5	5.A.7.	Expense report notification system	3	
42	5	5.B.1.h.	Include IND for Day period sleep room	3	
43	5	5.B.2.f.	private space for expressing	see note	In compliance for domestic ops
44	5	5.B.3.	Hotel Criteria, Selection, & Maintenance	3	
45	5	5.B.3.	create Joint Hotel Criteria List	3	
46	5	5.B.3.a.i.	implement new "safe" and "quiet" parameter	3	
47	5	5.B.3.a.v.	implement new "environmental controls" parameter	3	
48	5	5.B.3.b.	"Approved Hotel List" and hotel dispute resolution process	3	
49	5	5.B.3.d.ii.	Timeline for Company decision	3	
50	5	5.B.4.	no receipt or folio with expense report	2	
51	5	5.B.4.	Company provided method to pilot for folio/receipt directly	2	
52	5	5.B.5.	Company provided electronic availability of Approved Hotel List w/ hotel of concern designation	4	
53					
54	7	Definition	BPO Pilot	DOS	
55	7	7.G.1.	Ability to waive 24hr int'l duty buffer on frontend	2	
56	7	7.G.6.	Elimination of 40% limit	DOS	
57	7	7.I.2.a.	Vol. done in seniority order	see note	current practice
58	7	7.I.2.b.	24 CH formula for voluntary cancelations	DOS	
59	7	7.I.3.	required 2 vol. request prior to invol.	DOS	
60	7	7.I.3.a.	Invol. done in reverse seniority order	see note	current practice
61	7	7.I.3.b.	30 days notice from bid period	DOS	
62	7	7.I.3.c.	new 36 CH additional compensation	DOS	

Implementation LOA & Appendix (2023)

	A	B	C	D	E
63	7	7.I.4.	BPO Pilot: 7.I.2.b. only for vol.; 7.I.3.b-f. only for invol.	DOS	
64					
65	8	8.A.5.a.	Company must book economy class tickets with an opportunity for seat selection when its available on a commercial flight	see note	current practice
66	8	8.A.5.a.	Codification SW business select satisfies "when available"	see note	current practice
67	8	8.A.5.d.	Incorporation of 18-05 settlement	see note	current practice
68	8	8.C.2.a.ii.	Deviation bank 50% deduction starting on 4th bid period	see note	the 5th period beyond the bid period in which Travel MOU is terminated
69	8	8.C.3.a.iii.	Seat selection fees to \$100 and eliminate distinction flight/sequence	2	
70	8	8.C.3.b.ii.	Rental car (surface transportation) add to deviation expense	DOS	
71	8	8.C.3.d.iv.	Hotel room over SUB Window as allowable/reimbursable expense	DOS	
72	8	8.C.5.b	Receipt required limit increased to \$75	DOS	
73					
74	12	12.A.9.b.iii.	fatigue call: "well" only after 24 hours from removal	2	
75	12	12.B.1.a.	new access/notification to updated ETAs/ETDs and GT	4	
76	12	12.B.3.a.iii.	launched base airport standby subject to operational limits	3	
77	12	12.B.3.b.ix.	launched BHS limit 36/84 hours	3	
78	12	12.C.2.b.	8-in-24 (scheduled to exceed): Min rest of 9 hours to 9:30	3	
79	12	12.C.2.c.ii.(a)	Minimum of 8 hours increased to 9 if not receive rest b/c headwinds, ATC delays, etc	3	
80	12	12.C.2.d.i.(c); 12.C.6.b.ii.	Exception pairing: operational rest 12 to 11	3	
81	12	12.C.2.d.i.(c); 12.C.6.b.ii.	Exception Pairing: SIG may approve scheduled rest of at least 12	3	
82	12	12.C.2.d.iii	Exception pairings: designated in bid pack and VIPS	3	
83	12	12.C.3.a.	Layover min: 8 to 8:30 preceding DH	3	
84	12	12.C.3.d.	SIG approval exception for SDDH	3	
85	12	12.C.4.	New Definition and Hard Parameter	DOS	
86	12	12.C.6.a.	Domestic Rest scheduled: 9 increased to 9:30	3	
87	12	12.C.6.a.	Domestic Rest operational: 8 increased to 9	3	
88	12	12.C.6.a.	Domestic Rest scheduled (DH only): 8 increased to 8:30	3	
89	12	12.C.6.a.	Domestic Rest operational (DH only)	3	
90	12	12.C.6.b.i.	8-in-24: if exceed, operational rest not less than 11	3	
91	12	12.D.1.d.i.	no 24hr buffer for 12.D.1.c.i. trips	3	
92	12	12.D.1.f.	Crew augmentation 3 or 4	3	
93					
94	21	Mediation LOA		DOS	
95					
96	25	25.A.3.; 25.B.1.a.	Known BHS in bid pack	DOS	
97	25	25.A.9.	limit on construction of BHS	DOS	
98	25	25.B.3.	No printed bid packs at bases	DOS	
99	25	25.C.4.	New closing times/dates for monthly bid	4	
100	25	25.C.11.	New dates/times for published bid awards	4	
101	25	25.C.13.	Student Lines: designation and limits	4	
102	25	25.C.13.	Student Lines: FO opt out ability; awarded next line	4	
103	25	25.C.13.	Student Lines: drop during CPW; new SMU	4	
104	25	25.C.13.	Student Lines: pick up SMU in View/Add	4	
105	25	25.C.13.b.ii.(c)	SMU at 125% in View/Add and after	4	
106	25	25.C.13.b.ii.(d)	establish SMU bank for remaining CH after posting of View/Add Results	4	
107	25	25.E.1.a.	all-in-one for waiver of min days off for phase-in and recurrent	4	
108	25	25.E.2.	new time for beginning Conflict Input Window	4	
109	25	25.E.4.a.	add SMU bids in View/Add	4	
110	25	25.E.4.b.	add "build up" submission in View/Add; and "build up" awards; with no/insufficient submission	4	
111	25	25.E.6.	SWW 115hrs & begins at 1700 day following posting View/Add results	4	
112	25	25.F.6.a.	Phase-in conflict with R-day: block dropped made available in open time and View/Add	see note	current practice
113	25	25.G.3.b.iii.	Add SMU	4	
114	25	25.H.4.	hotel reimbursable/allowable expense during SUB window	DOS	
115	25	25.H.12.a.	SUB in SMU status: reject SUB-revert to SMU	4	
116	25	25.H.12.b.	SUB in SMU status: if forfeit trip guarantee-makeup as SMU original trip guarantee less SUB guarantee	4	

Implementation LOA & Appendix (2023)

	A	B	C	D	E
117	25	25.L.1.h.	No drop, trade, or proffer of trips assigned as PMU	4	
118	25	25.L.2.c.	Ability of the Company to add R-day blocks to address reserve staffing, not considered in Max Open formula or Reserve Forecast	4	
119	25	25.L.5.d.	dropped PNP reverts to general makeup	see note	current practice
120	25	25.L.6.b.vii.	Add SMU to processing order	4	
121	25	25.L.9.c.	Pilots ability to trade a block of R-Days with another pilot's trips	3	
122	25	25.L.16.	Open trip notification system	4	
123	25	25.M.	R-24 to R-16 and throughout CBA	4	
124	25	25.M.1.j.	R-16 assignment at least 16 hours notice for 1-in-7	4	
125	25	25.M.3.a.v.	R-16 notice changes	4	
126	25	25.M.3.a.vii.	only existing BHS for R-16 assignment	4	
127	25	25.M.3.c.i.(d)	R-16 notification window begins 16 prior to RP	4	
128	25	25.M.3.c.ii.(d)	R-16 notification window ends 16 prior to end of RP	4	
129	25	25.M.4.	First Fly: preference for a specific activity or a general submission regardless of current availability	4	
130	25	25.M.6.a.	Reserve assignment 60 TAFB or less: First Fly first	4	
131	25	25.M.6.b.	Reserve assignment more than 60 TAFB: First Fly considered first	see note	current practice
132	25	25.M.6.c.	Elimination of 75% limit on first fly	2	
133	25	25.N.4.c.	AVA: Restriction on obtaining AVA on a day(s) formerly covered by a trip removed via 25.L.3.a. and d., L.8.	4	
134	25	25.O.1.	DRF: receive text and/or crew notifications	4	parties will meet within 60 days of DOS to begin to discuss and agree to specifics regarding information given and pilot response methodology
135	25	25.O.2.	DRF: more 4hrs showtime; 15 min response; assigned by least DRF in prior 180 days	4	
136	25	25.O.3.	DRF: less 4hrs showtime; process in order received	4	
137	25	25.S.2.	add PRO to disruption eligible	see note	current practice
138	25	25.S.2.b.	DP Disruption: New trigger for a deadhead deleted at the beginning of the trip	2	
139	25	25.S.2.c.	Layover Disruption: "50% or more"	2	
140	25	25.S.2.c.	Layover Disruption: "75% or more"	2	
141	25	25.S.2.d.	Crew Designation Disruption	N/A	WC will discuss inc. settlement in published CBA
142	25	25.S.2.g.	New Day to Critical Disruption	2	
143	25	25.V.	Extra DP: add PRO to eligibility	see note	current practice
144	25	25.V.3.	Hotel standby that exists b/w legal rest periods counts	see note	current practice
145	25	25.Y.1.	Jury Duty: Provide Company notice of jury duty no later than 3 business days pilot acquires knowledge	4	
146	25	25.Y.3.	call-in converted to in-person, pilot shall promptly notify the PAC	4	
147	25	25.Y.4.	If released, pilot shall notify PAC within next business day	4	
148	25	25.Y.5.	December Jury Duty: the pilot may be required to make a good faith attempt to defer or establish an alternate date(s)	4	
149	25	25 Appendix A	New Sunrise Sort Duty Period definition and Hard Parameter	DOS	
150					
151	26	Definition	Definition of Flight Data	DOS	
152	26	26.A.1.	Flight Data protections	DOS	
153	26	26.A.2.	Flight Data in Training protections	DOS	
154	26	26.A.3.	Third Party Release and protections	DOS	
155	26	26.A.4.	No video recordings in flight deck	DOS	
156	26	26.A.5.	New program/device protections/procedures	DOS	
157	26	26.D.	Electronic bulletin board	4	
158	26	26.M.1.	Company notification 210 days for passport to pilots	3	
159	26	26.M.2.	Pilot validate within 180 days from passport expiration	3	
160	26	26.Q.3.	Pilot must elect printed CBA within 120 FCIF notice; electronic only for pilots hired after EDA	n/a	
161					
162	28		FAE Cap Increase	DOS	
163	28		MBCBP	DOS	see LOA
164	28	28.B.8.	Increase from 90 days to 180 days	DOS	
165	28	28.D.2.a.	ALPA agreement required to change investment with more than 2% of PRSP assets	DOS	A timeline for implementing the PRSP changes will be determined at next PIC meeting
166	28	28.D.2.b.	ALPA agreement for white label funds provision	DOS	

Implementation LOA & Appendix (2023)

	A	B	C	D	E
167	28	28.D.2.c.	Consult with ALPA before changes to PRSP investment options with less than 2% of plan assets	DOS	
168	28	28.D.4.	Change language to reflect 2016 Agreement	DOS	
169	28	28.D.11.	Update language to replace Vanguard with Fidelity	DOS	
170	28	28.D.17.	Limit brokerage assets to 98% of total assets	4	
171	28	28.D.19.	Allow pilot selection of source for distribution	2	
172	28	28.F.9.	Bonus provided to pilot who has a valid notice but dies before receiving bonus	DOS	
173	28	28.F.5	Change month to date and add language from side letter	DOS	
174	28	28.M	Replace with language requiring ALPA participation in future RFPs	DOS	
175	28	28.L	Clarify pilots pay fees for in-service distributions but not fees for hardship distributions	DOS	
176	28	28.D.21.	Offer QLAC if available to other employees	n/a	
177	Plan Doc		Require Company consultation prior to purchase of annuities for retiree participants	DOS	
178	14	14.E.	Section 14.E. Replace Profit Sharing with Pilot Retirement Savings Plan	DOS	WC will accomplish for published CBA
179					
180	31	31.A.1.	update list of agreements	DOS	
181	31	31.C.	effective date and opener language	DOS	
182					
183	Amendable Recovery Payments LOA			see note	See LOA
184					
185	FDA		delete Para S: "Deleted per CBA effective ____."	see note	WC will accomplish for published CBA
186					
187	MBCBP Implementation LOA			see note	see LOA