

**Booklet # 2**  
**A Trip Down Memory Lane**  
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**If you have forgotten what it was  
like to work for a unionized airline**

**... isn't it worth taking a trip down  
memory lane before you decide  
whether to vote?**

**Prepared for pilots who have flown for unionized carriers who  
may be considering returning to collective bargaining—and for  
others who may benefit from this walk down memory lane.**

**Unions come with their own set of potential issues that you may have forgotten.**

**You** know how it is. Time passes. As you move on with your life it's easy to forget how things used to be.

**The** union organizers spend a great deal of time telling you about all the nice things that will happen if you'll just vote for their union. But, as a former pilot in a unionized environment, you know more than anybody--certainly more than any of the inexperienced organizers--about what a union environment can really be like.

**The** purpose of this booklet is to revisit some of the experiences that you may have had but have forgotten. You might want to reflect upon the whole situation before you decide whether you really want to return your ballot.

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**1. DO YOU REMEMBER having your life, health and/or property (or even family members) threatened for refusal to honor another carrier's employees picket lines - even another union's?**

**If you have ever been faced with that situation, aren't you better off under our current system?**

Remember?

[ ] Yes

[ ] No

**2. DO YOU REMEMBER having the union ask you to "take a stand" on something that blew up in your face?**

If you flew for Continental or Eastern you certainly know what we're talking about. Did the union hold up its end of the bargain in your opinion? If you don't believe it did, **aren't you better off under our current system?**

Remember?                     Yes     No

**3. DO YOU REMEMBER pilots being ostracized by their peers for not wanting to join a union?**

Remember the looks? Remember thinking that paying the service charge every month wasn't enough -- that they wanted your soul, as well? **Aren't you better off under our current system?**

Remember?                     Yes     No

**4. DO YOU REMEMBER, as a former union member, having a contract provision that threatened you with termination if you didn't agree to pay thousands of dollars in assessments for other airline employees?**

Former Flying Tiger pilots may recall the days when the CAL pilots were walking the line and ALPA wanted (and got) a provision in the contract that called for their termination if they refused to pay FTL MEC approved assessments. If you remember this, **aren't you better off under our current system?**

Remember?                     Yes     No

**5. DO YOU REMEMBER worrying about the possibility you would be called to strike about something that wasn't even important to you or your airline?**

If you can remember what that was like, or if you have seen others placed in that position, **aren't you better off under our current system** where that has simply never happened?

(The possibility of strikes has just never been an issue in the entire history of Federal Express. Would all that change if you elected ALPA or USPA and the mechanics, hub employees or couriers followed suit? For those of you who think that can't happen, have you heard about the UAW reps leafletting the Memphis Hub two nights last week?)

Remember?     Yes     No

**6. DO YOU REMEMBER the in-fighting, finger-pointing and back-biting that may have been connected with your prior union experience?**

If you can remember being frustrated with all the politics, **aren't you better off under our current system?**

(Think back. Can you remember a time when you were sick and tired of the whole experience? Aren't you tired of union rhetoric already at FedEx? Wouldn't you rather get back to what it used to be like when you could go to the crew lounge and not be faced with all the posturing, and the high-pressure arm twisting and organizers with the tools of their trade trying to take up all the workspace you would like to work on?)

Remember?     Yes     No

**7. DO YOU REMEMBER, as a union member, worrying about the possibility that you would get fined, sanctioned or blacklisted for saying something that your union didn't like?**

If you can remember what it was like when you had to worry about b-- s-- like that, aren't you better off under our current system?

(Be sure to read the pertinent sections of ALPA's Constitution and By-Laws regarding fines and other sanctions. The USPA Constitution and By-Laws seems simple now but they will always have the right to change them. And remember, regardless of how ornery or cantankerous you are, at Federal Express that's not used against you.)

Remember?                     Yes     No

**8. DO YOU REMEMBER when caps on flying restricted your scheduling flexibility and the amount of money you could earn any time you wanted?**

If you can remember what it was like having caps that didn't provide the opportunity to adjust your schedule to suit your individual life-style or for you to earn extra money whenever you wanted to, aren't you better off under our current system?

(Think about the airline you came from. Did you have the type of flexibility there that you enjoy here? Did your ability to drop and make-up trips and swap with open time help you schedule your time this year? You may not like the idea of too much volunteer and draft, but did it add to your discretionary income this year?)

Remember?                     Yes     No

**9. DO YOU REMEMBER sweating out years of contract negotiations?**

If you can remember what that was like--wondering what the negotiators were doing that would affect your career, worrying about whether you would have a chance for input (or knowing full well you wouldn't) and worrying about whether the guys who represented you shared your priorities, **aren't you better off under our current system?**

Remember?             Yes     No

**10. DO YOU REMEMBER that your former company didn't work very hard to avoid furloughing pilots when times got tough (and that your captains, who probably controlled the union, didn't work very hard at it either)?**

If you can remember getting the impression that your old company actually planned and manned for furloughs to handle fluctuations in business, **aren't you better off under our current system?** At Federal Express, management does everything within its power, as part of the philosophy governing our P-S-P system (even in down cycles), to avoid furloughing pilots.

(Can you think of times when Federal Express was over-manned? Why didn't management take the "normal" way out to simply reduce unnecessary expense? Was that a demonstration of a philosophical difference between an approach to contract workers versus employees working under our P-S-P system?)

Remember?             Yes     No

**11. DO YOU REMEMBER your old workrules, your old W-2s, concessionary bargaining and underfunded pension plans?**

If you still have your old contract, take it out of the closet and compare it with the contract you have today. If you have a better total deal today, **aren't you better off under our current system?**

(Think about the Silver Book and pension underfunding at Tigers. Think about concessionary bargaining at Delta, Northwest, USAir, etc. Are things really so bad here that you would vote to divorce yourself from the P-S-P system and marry up again with the collective bargaining system?)

Remember?             Yes     No

**12. DO YOU REMEMBER when commuting was considered your personal problem and not the company's nor your union's?**

As a commuter you have special needs. If your past union contracts didn't address them as well as they have been addressed at Federal Express, **aren't you better off under our current system?**

(Deadhead deviation, deviation bank, staging jumpseats, broad interline agreements, liberal trip trades, commuter-favorable line construction, PDO bumping, UATP cards, company-paid day rooms, R-1 Hotels and numerous reciprocal jumpseat agreements. All these make life easier for commuters. How many were in your last union contract? And how many do you think would make it to a new one?)

Remember?             Yes     No

**13. DO YOU REMEMBER seeing your dues money go to ALPA national for overhead each month?**

If it bothered you to see money being spent on condos and that property in Coral Gables that you never personally got a chance to use, **aren't you better off under our current system?**

(If you have never read a union's LM-2 Report you should consider getting a copy of ALPA's. It will be quite educational for you to see what your union dues would be used for. Of course, if you're considering USPA, who knows what you'll end up paying for -- or how much?)

Remember?             Yes     No

**14. DO YOU REMEMBER reading a new contract for the very first time after the MEC had already ratified it?**

If you can recall how that felt and you weren't pleased with what the MEC decided for you, **aren't you better off under our current system?**

(Rank and file Flying Tiger pilots didn't get to ratify their ALPA contracts.)

Remember?             Yes     No

**15. DO YOU REMEMBER seeing all the union guys get "flight pay loss" paid out of your dues for "meetings" and "research" while you flew their trips?**

If seeing all those "sea gulls" bothered you then, and you can envision that occurring again--after all union business is union business--**aren't you better off under our current system?**

(Note: What's a sea gull? A bird than only flies when you throw something at it.)

Remember?             Yes     No



**16. DO YOU REMEMBER lower-quality catering, transportation and lower-class hotels?**

Remember what those days were like -- days before you got catering and per diem and before you had much control over your hotels? Remember when your former company's whole approach was to get by with spending the least amount possible, rather than making life as easy for you as the company could afford? If you can, **aren't you better off under our current system?**

Remember?                     Yes     No

**17. DO YOU REMEMBER when your future was in the hands of people who may not have been as level-headed as you thought they should have been in dealing with management?**

If you can remember a situation like that, and you didn't like it then, you probably wouldn't like it if it happened again. After all, if you've seen one union, haven't you seen them all? **Aren't you better off under our current system?**

(Remember Thanksgiving Day at Flying Tigers in 1986? How reasonable were the negotiators who dealt with Stephen Wolf? Did they help you or hurt you with their attitudes toward the mission at hand?)

Remember?                     Yes     No

**18. DO YOU REMEMBER having to go through union bureaucracy just to get to the company bureaucracy just to get a simple problem solved?**

If you can remember what that was like and think our system, even though it's not perfect, is better than all that additional bureaucracy, **aren't you better off under our current system?**

(Wouldn't it be better to just continue what you do now by calling your flight manager or your chief pilot when you have an issue?)

Remember?                     Yes     No

**19. DO YOU REMEMBER what it was like to file a grievance under your union's procedures, knowing it was possible you might have to wait years for a final answer?**

Did you know anyone who was terminated and spent years without pay waiting for his/her grievance to be resolved? If you did, **aren't you better off under our current system?**

Remember?             Yes     No

**20. DO YOU REMEMBER witnessing fellow pilots being charged with conduct which was "not in the best interests of ALPA," simply for exercising their constitutional right of free speech?**

If you were around Tigers in the fall of '86, then you can remember the abuse directed at some of your fellow pilots just for speaking their minds. If you can remember a similar experience, **aren't you better off under our current system?**

Remember?             Yes     No

**21. DO YOU REMEMBER paying union dues every month and living with the chance of paying special assessments?**

If you can remember what it was like having a monthly payroll deduction or writing a personal check to the union, and wondering what you really got for it, **aren't you better off under our current system?**

Remember?             Yes     No

**22. DO YOU REMEMBER wondering why ALPA's board of directors was spending your dues dollars at their bi-annual meetings in Florida?**

Remember wondering, "what do those guys do down there and why don't I ever see any benefit from it?" If you remember that, **aren't you better off under our current system?**

Remember?                     Yes     No

**23. DO YOU REMEMBER wanting to settle a disciplinary problem with your former company but the union wouldn't let you because of the precedent it would set?**

Remember that terribly embarrassing time? You wanted to get it behind you but your reps told you that the "greater good" was at stake? Do you remember how that felt? If you do, then **aren't you better off under our current system?**

Remember?                     Yes     No

**24. DO YOU REMEMBER knowing there was a good deal on the table but the union wouldn't agree to it because it would hinder their "deal" with another airline?**

Remember the times you thought something sounded pretty good and was just right for your airline but then you were told it couldn't be agreed to because it wasn't in the best interests of ALPA? If you can envision a scenario like that happening here, **aren't you better off under our current system?**

Remember?                     Yes     No

**25. DO YOU REMEMBER knowing there was nothing you could do about a problem as long as it was being handled "by the book"?**

If you can remember bringing those type problems to your union rep, and having him make a note of it to be "discussed" at contract negotiations in a year -- or two -- or three, **aren't you better off under our current system?**

(When you have a problem like that today, you go to your flight manager or the FAB. You don't always get the answer you want but your problem is recognized and worked on -- and it doesn't take years.)

Remember?

[ ] Yes

[ ] No

**If this walk down memory lane has reminded you of things you would prefer not opening the door to again ...**

**Then it stands to reason that you don't want a union at Federal Express.**