

**A Union
could be more than you
bargained for...**

**.... when you consider
the potential hidden costs
that the organizers never mention.**

**Prepared for any pilot seriously considering voting for
representation.**

Unions come with their own set of potential hidden "costs" that could up the price considerably....

Union advocates say that you need a union contract. They tell you you're not safe without one. They "what-if" you to death with all kinds of fear-inducing scenarios to convince you that a union would be worth the price you would have to pay for it.

What they probably haven't told you is that there are just as many -- perhaps even more -- possible scenarios where a union and its contract may not help you or could even be a negative.

Only you can decide if, in the final analysis, union representation would really be worth it.

1. IS IT WORTH IT if the union and the company were released from mediation and the company unilaterally imposed pay, benefit or workrule changes on the pilots after a cooling-off period?

If you can envision a scenario where that could happen, then it stands to reason you're taking a risk by voting for union representation.

(Did the union organizers even tell you that companies have done this?)

Worth it: Yes No

2. IS IT WORTH IT if the unionization of FedEx pilots spurs organizing attempts in other work groups?

It's no secret that other employee groups are watching the pilot election closely. If you can envision a scenario where having the IAM, the UAW or the Teamsters on the property would be a negative for you as a pilot, then it stands to reason **you're taking a risk** by voting for unionization.

(Remember how the downfall of Eastern started? Ask the former Flying Tiger pilots how much it cost them to honor the IAM's picket lines in the late '70's.)

Worth it: Yes No

3. IS IT WORTH IT if, in this period of concessionary contracts throughout the airline industry, the union was unable to negotiate pay raises that even matched the amount you would pay in dues?

If you can envision a scenario like that, then it stands to reason **you're taking a risk** by voting for unionization.

Worth it: Yes No

4. IS IT WORTH IT if union negotiators negotiate for caps on flying?

If you are within ten years of retirement, or just enjoy the opportunity to earn some extra bucks at 150% from time to time, can you envision a scenario where caps would not be in your best interests? If you can, **you're taking a risk** by replacing the FCH with *quid pro quo* negotiation.

(Caps at major ALPA carriers run 75-85 credit hours per month.)

Worth it: Yes No

5. IS IT WORTH IT if the union and the company were released from mediation and the company was subjected to a "slow down" or a strike?

If you can envision a scenario where this would hurt Federal Express, its customers, its other employees and its pilots, then it stands to reason **you're taking a risk** by voting for unionization.

(Remember the volume we got from the UPS strike threat? How could anything that reduced a company's potential revenue be good for pilots in the long run?)

Worth it: Yes No

6. IS IT WORTH IT if an independent union was elected with 25% + 1 of the crewforce's votes?

If you can envision a scenario where the rest of the crewforce would refuse to join, then it stands to reason that **you're taking the risk** of paying some hefty dues to support the USPA's negotiating and other expenses.

(The USPA's dues projections were based, by their own admission, on the assumption that 2,500 pilots would pay dues. The fact that the Company doesn't yet have 2,500 pilots aside, if a much smaller portion of the crewforce chose to join USPA and the Company did not agree to an agency shop provision, USPA would still have the legal obligation to represent the entire crewforce. As a result, USPA certainly wouldn't have the money it has told you it needs to cover its operating costs. How likely is it that many crewmembers would elect not to join? What if no agreement could be reached on an agency shop provision? If you believe it is likely, then USPA would have to get the money somewhere else. Since its only source of income would be union dues, what would that mean to you?)

Worth it: Yes No

7. IS IT WORTH IT if MPDP-A doesn't make the cut in *quid pro quo* negotiation?

If you can envision a scenario like that, then it stands to reason **you're taking a risk** by voting for either union.

(How many other airlines have an MPDP-A-type provision?)

Worth it: Yes No

8. IS IT WORTH IT if the pilots who controlled the union didn't think much of your point-of-view, the airline you came from or what you had to say about any union-related issue?

If you can envision a scenario where they could sanction or fine you or take some other action against you then it stands to reason **you're taking a risk** by giving them that power.

(Do you think you would be allowed to openly criticize ALPA or the USPA the way you can openly criticize management, crew resource planning, crew scheduling or the FAB?)

Worth it: Yes No

9. IS IT WORTH IT if it's not just coincidence that FedEx is doing better than the unionized passenger carriers (a lot of them aren't around any more)?

If it's not just a coincidence that being non-union has had something to do with our hiring while others are laying off, our fleet growing while others are shrinking, and our wages holding the line while others are taking pay cuts, then it stands to reason **you're taking a risk** by voting for a union

(USAir's taken pay cuts, Northwest's taken pay cuts, Delta's reduced caps and American is still deciding. Just coincidence?)

Worth it: Yes No

10. IS IT WORTH IT if the pilots who sat across the bargaining table from company negotiators didn't share your particular priorities?

If you can envision a scenario where those pilots (whoever they would be) would forego something you've gotten used to for something you don't care about, then it stands to reason **you're taking a risk** by giving them that opportunity.

(Carryover, Vacation, MPDP, Trip Rig, Substitution Parameters, No Training Freezes, Deadhead Deviation, Trip Trades, VTO Requests, liberal International Override, Volunteer, Draft and no probationary period. You name it, they'll decide whether to negotiate for it or not.)

Worth it: Yes No

11. IS IT WORTH IT if the first contract negotiations with the company took years as some contract negotiations have?

If you can envision a scenario where you would pay union dues for years without anything to show for it (with the chance of not getting what you wanted in the contract anyway), then it stands to reason **you're taking a risk** by voting for unionization.

Worth it: Yes No

12. IS IT WORTH IT if you ended up with a System Board of Adjustment process which has, as its final appeal step, an arbitrator such as George Nicolau ?

If you can envision a scenario like that, then it stands to reason **you're taking a risk** by voting for unionization.

Worth it: Yes No

13. IS IT WORTH IT if the union leadership decided that it didn't want you to ratify the contract it negotiated?

If you can envision a scenario like that, it stands to reason you're **taking a risk** by voting for either union.

(The ALPA Constitution and By-Laws leaves membership ratification up to the MEC. Rank and file Flying Tiger pilots didn't get to ratify their ALPA contracts. Who knows what the USPA's Constitution and By-Laws would say?)

Worth it: Yes No

14. IS IT WORTH IT if an independent union was elected and assumed the legal and financial obligation of providing legal defense for all two thousand plus Federal Express pilots in FAA certificate actions and the like that the Company provides free of charge today?

If you can envision a scenario where those financial obligations, which are now paid by the company, could get very expensive and necessitate special assessments or dues increases, then it stands to reason you're **taking a financial risk** by voting for USPA.

(How many cases do you think the Company handles for our pilots free of charge each year? How much do you think those same cases would cost USPA at the hourly rates of Seham, Klein and Zelman? After all they may be working gratis for now, but it would soon come time to pay the piper. Remember, good lawyers aren't cheap. Would you tolerate a cheap one if it came to **your** certificate?)

Worth it: Yes No

15. IS IT WORTH IT if you don't want the members of either union organizing committee representing you?

If you can envision a scenario where some or all of these same individuals would continue to occupy leadership positions and exert power over your life should their union get elected, then it stands to reason **you're taking a risk** by voting for either union.

(How well do you really know these people? How much experience do they have? Are they level-headed or confrontational by nature? What are their priorities? What do they stand for? How ethical are they? How do they feel about your needs?)

Worth it: Yes No

16. IS IT WORTH IT if the union negotiators felt the need to have dues check off and agency shop provisions in your contract "just to make sure everybody paid his/her fair share?"

If you can envision a scenario where they'd be willing to forego pay, workrules or benefits that you have become accustomed to for those provisions, then it stands to reason **you're taking a risk** by voting for unionization.

(If a union gets elected with only 25% + 1 of the pilots supporting it, aren't they likely to need all the pilots paying dues or service fees to make it worth their while?)

Worth it: Yes No

17. IS IT WORTH IT if those pilots who did union work were taken off trips, exempted from flying, etc., and the union paid for "flight pay loss" out of your union dues?

If you can envision a scenario where the union would be spending your hard-earned money paying "flight pay loss," to its select group of pilots while you're flying their trips at night, then it stands to reason **you're taking a risk** by giving them that power.

Worth it: Yes No

18. IS IT WORTH IT if you joined ALPA, and one of the other ALPA carriers went on strike over issues you personally didn't care about?

If you can envision a scenario where that could happen, then it stands to reason **you're taking a risk** of paying special assessments by voting for ALPA.

(Eastern and Continental cost some ALPA pilots thousands and thousands of dollars.)

Worth it: Yes No

19. IS IT WORTH IT if the basic factors which the Company must consider don't change just because a union shows up on the premises?

If that makes sense to you, it stands to reason **you're taking a risk** by voting for either union.

(The economy, our competition around the world, the needs of our other employee groups, our shareholders and, most importantly, our customers will always be strong considerations with or without a union.)

Worth it: Yes No

20. IS IT WORTH IT if ALPA's membership declined as a result of more airline failures and/or ousters?

If you can envision a scenario where reduced ALPA membership would mean increased dues for you to cover ALPA's overhead, then it stands to reason **you're taking a risk** by voting for ALPA.

(Are there any movements underway to oust ALPA right now? Any ALPA carriers on the endangered species list?)

Worth it: Yes No

21. IS IT WORTH IT if *Quid Pro Quo* negotiation meant that you gave something for something —especially if what you had to give up is something you really value and have received as a matter of course under a P-S-P system?

If you can envision a scenario like that, then it stands to reason **you're taking a risk** by switching to the collective bargaining system.

Worth it: Yes No

22. IS IT WORTH IT if bringing a union on the property changed the work environment at Federal Express in ways you didn't like?

If you can envision that happening, then it stands to reason **you're taking a risk** by voting for a union.

(When you get down to it, it's the little things that make a working environment pleasant. Would bringing a union on the property affect those things?)

Worth it: Yes No

23. IS IT WORTH IT if a union was elected with only 25% + 1 of the crewforce's votes?

If you can envision a scenario where the union wouldn't have much bargaining clout, then it stands to reason you're taking a risk by voting for either union in this election.

(Would that minority agree with you about what's important in a contract?)

Worth it: Yes No

24. IS IT WORTH IT when you stop to consider all the things you've been able to get over the years that have never been in the FCH but were products of the P-S-P system?

If you can envision a list of things including uniform allowances, hotels for reserves, staging jumpseats, interline agreements, catering plus per diem, high quality hotels and transportation, training to proficiency, VIPS, percentage standing bid system, 800#, home mailings for bid packs and pay checks, etc., etc., then it stands to reason you've benefited from a P-S-P system.

Worth it: Yes No

25. IS IT WORTH IT if you later change your mind about wanting a union, or about which union you want?

It takes 50% + 1 cards signed as a showing of interest in another union to call for an election, and that's only possible after an elected union has been on the property for at least two years. It stands to reason that you could have any union you elect now for a long time.

Worth it: Yes No

26. IS IT WORTH IT if negotiations began with a blank sheet of paper?

If you can envision a scenario where the contract the union would negotiate wouldn't look anything like the current FCH, then it stands to reason **you're taking a risk by** voting for unionization.

Worth it: Yes No

27. IS IT WORTH IT considering that a collective bargaining system just doesn't mix with our P-S-P system?

If you believe the P-S-P system, with its strong balance between employees, customers and shareholders combined with an outstanding customer orientation, has played an important role in the company's success up to now, then it stands to reason **you're taking a risk by** rejecting it and replacing it with a totally different system.

Worth it: Yes No

28. IS IT WORTH IT if you voted for a union to get the legal right to a separate retirement plan but negotiations took years longer than it would take Federal Express to get legislative relief on 410B?

If you can envision a scenario where the company's legislative efforts would succeed next year, possibly even before contract negotiations could begin, then it stands to reason **you're taking a risk by** voting for unionization.

Worth it: Yes No

29. IS IT WORTH IT if commuter benefits weren't priorities for the pilots negotiating on your behalf?

If you can envision a scenario like that, then it stands to reason **you're taking a risk** by voting for either union.

(How many airlines have deadhead deviation, 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 to make life easier for commuters?)

Worth it: Yes No

30. IS IT WORTH IT if you got a union grievance process where some grievances take years to be resolved?

If you can envision a scenario where that could happen, then it stands to reason **you're taking a risk** by voting for either union.

(Check out the case histories of grievances under Flying Tiger ALPA where terminated pilots spent years out of work awaiting resolution of their grievance.)

Worth it: Yes No

After considering all these questions, if you don't like the idea that Union representation could be way more than you bargained for.....

(over)

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