

**Booklet #4.  
Telling You What You Want To Hear.**

**Union organizers know that it's a big decision to vote for a union so they tell you what you want to hear.**

**The question is, what would they be able to deliver once the election is over?**

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**Prepared for pilots who haven't yet put to the test all the things they've been told.**

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**From the Whole Gang at Federal Express.**

**We all know the difference between a promise and a guarantee. A promise is what the salesman says to get you to buy his car. The warranty is what his dealer will stand behind after you've bought it.**

**If you're considering "buying" a union, should you take what the "salesmen" say at face value, or should you question them carefully to see if they're able to back it up?**

**Telling you what they know you want to hear is one thing -- delivering on it may be something else entirely.**

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**So before you sign up for unionization, you need to make sure that the salesmen you are listening to can actually deliver the goods. After all, if they can't, would there be anything you could do about it?**

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**1. HAVE THEY TOLD YOU that you won't have to pay any special assessments if ALPA loses the *Pro Justicia* lawsuit?**

Did they give it to you in writing and if they have, is it legally binding on ALPA? Did they make a similar commitment on their fragmentation policy? If you question whether they will live up to their commitments and not change the rules, then why would you vote for ALPA? Do you think the ALPA members at other airlines would like the idea of you not paying your "fair share" of a *Pro Justicia* settlement?

(There are more than thirty reported cases during the last several years where ALPA has been sued by its own members or former members. Do you think that *Pro Justicia* is the last lawsuit that ALPA members will ever have to worry about?)

**2. HAVE THEY TOLD YOU they really wanted to debate Fred Smith and answer all your tough questions to make your decision in this election a lot easier, but their lawyers just wouldn't let them?**

Yea, right. Wouldn't it have been better if we could have gotten all the issues on the table, with time for rebuttals and counter-points so that you could have heard both sides of every argument? Wouldn't that have made your decision easier? Did Randy Babbitt and his entourage prefer to ride on a hotel shuttle bus in Memphis rather than debate? Did ALPA's organizing committee prefer to bring various ALPA MEC officials into the Memphis crew lounge rather than debate? Wouldn't it have been better to hold the issues up to the light of day? Only you can judge the motives but remember, Fred Smith suggested the debates and was willing to stand on the Company's record. He still is.

### **3. HAVE THEY TOLD YOU that a No Vote is a vote for ALPA?**

Isn't USPA asking you to take a lot on blind faith? On one hand, they make a big deal of refusing to tell you how many supporters they have while, on the other hand, they call themselves the "front runner?" Does it sound like somebody's running a bluff and **is that really fair to you?** What recourse would you have if you found out on January 14 that a vote you had been persuaded to cast simply to keep ALPA out of Federal Express, actually helped ALPA get elected?

(Unless you are comfortable with either ALPA or USPA, a vote for either union seems particularly risky.)

### **4. HAVE THEY TOLD YOU that only level-headed, mature individuals will run the union?**

Do you know the organizers personally? Take a few minutes and run down both lists. How level-headed are they as individuals or as a group? Do they have a high enough level of integrity to suit you? Have you seen them in operation in the crew lounges? Did they seem reasonable to you? Would you trust them with your wallet? Would you trust them with your career?

(Can you think of situations where not having level-headed people at the table actually hurt pilots that they were supposed to represent? Did level heads prevail at Tigers in 1986? At Eastern? At Continental?)

### **5. HAVE THEY TOLD YOU that, as a union member, your take home pay would decrease immediately?**

It's called dues. **And this is one thing you know they can deliver.**

**6. HAVE THEY TOLD YOU that the people who would run USPA know what they are doing when it comes to running a union?**

Do they know how much it costs to run a union? Can you afford it? How much would it cost to negotiate a contract? How much would it cost to provide legal defense to FedEx pilots in FAA certificate actions and other cases involving pilots' tickets? How much would it cost in flight pay loss to have all the meetings and seminars and retreats that usually "come with the territory?" Have they predicted their membership level of 2,500 accurately (considering we don't even have that many pilots on the property)? If that basic assumption is faulty, have they also accurately predicted how much you'll have to pay in dues or is there an even more significant mistake waiting to happen?

(Do you want these guys to get their education at your expense?)

**7. HAVE THEY TOLD YOU that ALPA really did protect those pilots at Eastern, PanAm Continental and Braniff?**

How many pilots were involved? How many are flying today? What happened to the rest of them? Has ALPA's answers to the questions about what happened at those airlines squared with the experiences of the pilots involved?

**8. HAVE THEY TOLD YOU that your career progression would be enhanced with a union?**

If they've told you they'll advance your career by negotiating caps on flying, ask yourself if you think they're saying the same thing to senior crewmembers.

## **9. HAVE THEY TOLD YOU that you're in a worse situation than the passenger guys?**

Maybe a close look at the airline industry is a better way for you to judge for yourself whether pilots under our P-S-P system have a brighter future . As Bob Crandall at American Airlines said on September 15, 1992 to the Airline Analyst Splinter Group in New York City:

**"It's no secret that airlines have lost more money in the past two and one half years than they have earned in all of the years since Kitty Hawk. And although we keep hoping for better days, there is precious little evidence of their proximity."**

(Cancelled aircraft orders. Furloughs. Wage concessions. How good does your future look compared to the other guys?)

## **10. HAVE THEY TOLD YOU about their low monthly dues?**

Check USPA's assumptions. They overestimated the number of pilots we have and assumed every pilot would pay dues or service charges to USPA. Why are they so sure they would be able to negotiate an agency shop provision? What would they be willing to give up to get it? Is it possible that some of their other assumptions are questionable as well?

(Are you satisfied with the way USPA's calculations worked out or did you think they were using new math? What assurances do you have that they know the real costs of running a union and how do you know that they wouldn't come back to you and ask for more money?)

**11. HAVE THEY TOLD YOU that they are  
Pro Federal Express?**

Do they act like it? Do their public comments build the Company up or tear it down? How often do they talk positively about the Company's affairs in the newspapers, in the crewlounges and in the cockpits? How often do they speak negatively? Judged purely on their actions and their words, do you think they are really "pro FedEx?"

**12. HAVE THEY TOLD YOU that they will  
have a good relationship with management?**

How do you interpret ALPA's written comment, "For instance, we do believe that problems must be confronted to be solved and that differences must be confronted to be resolved"? Does the word "confronted" come from the root word "confront" and how far away from "confrontational" do you think it is?

(In your experience, who normally gets blamed in collective bargaining for things pilots don't like? Does the union blame itself or does it usually point to management? Would that fuel confrontational relationships or not? Do you think the union would ultimately blame management for anything it was unable to deliver or anything you didn't like?)

**13. HAVE THEY TOLD YOU that a union  
would make our retirement funds more secure  
than they already are?**

The security of your retirement funds is determined by Federal law and the level of funding provided by Federal Express. How could you get any more security than our current overfunded plan?

**14. HAVE THEY TOLD YOU that you won't ever be faced with the potential for a strike?**

ALPA has said recently, "ALPA cannot force individual pilot groups to go on strike for any reason?" Only you can decide whether this squares with what some former Eastern pilots have said about ALPA's role at EAL? How reasonable do you think the people who would run your union would be? **What would you do if called to strike?** How likely is it that the entire crewforce would agree? How would that affect you, Federal Express and our customers?

(The fact remains that the entirely distasteful and customer dissatisfying subject of strikes has never been an issue at Federal Express in all of its twenty years.)

**15. HAVE THEY TOLD YOU once you get collective bargaining you're totally protected from any bad things that can happen to you?**

How realistic is this promise? Just look at all the airline pilots who are part of collective bargaining. Is it protecting them from wage concessions and a dimunition of benefits? Is it protecting them from poor economic conditions? Is it ensuring that their pension plans are funded properly? Has it protected them from strikes? Is it protecting them from furloughs? **If you doubt they can deliver, why would you vote for a union?**

(How good do you think collective bargaining is considering what happened at Tigers in 1986?)



**16. HAVE THEY TOLD YOU that a union will be more effective in dealing with management than the current system you have in place?**

Are they telling you now they would be pleased to get in with less than 50% +1 support? Randy Babbitt told the Commercial Appeal (April 15, 1991):

**"Having an election and having it won by 51 percent would be a defeat. It would be a horrible disservice to represent 51 percent. We want to see bigger numbers than that."**

(Since Mr. Babbitt said that 51% of the votes would be a defeat, what do you think he would call 25% +1?)

**17. HAVE THEY TOLD YOU that you would be happier if you had a union on the property?**

The older we get the more important quality of life becomes. Have you stopped to consider all the "extras" you've been able to get that were products of the P-S-P system? 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. Is a union going to be able to deal with the variable needs of a diverse crewforce any better than our current structure.

**18. HAVE THEY TOLD YOU that you wouldn't have to worry about furloughs and job security?**

Have they made job security-related promises without telling you that true long-term job security is only possible through a successful, growing Company? In that case, how good do you think any promise of future job security from union organizers is?

**19. HAVE THEY TOLD YOU that having a union on the property wouldn't affect Federal Express?**

How accurate do you think their crystal ball really is? Can the organizers predict the future and guarantee you that they won't allow you to lose the customer focus, teamwork and flexibility that got us here? Do you think the organizers have conveniently chosen to ignore the **UAW leafletting the Memphis Hub last week? Do you think the timing of this orchestrated leafletting happened by coincidence? Or do you think that the UAW sees an opportunity due to the situation with our pilots?** Is it likely that the other employee groups would just sit on the sidelines and applaud the pilots for pursuing a totally separate deal?

**20. HAVE THEY TOLD YOU that all management cares about is the bottom line and that the "bean counters" are in charge?**

Look at the FCH. Look at all the things we do for commuters. Look at the quality-of-life enhancements you've gotten completely outside the FCH. Look at the fact we haven't furloughed even when the Company was over manned. Look at the funding level of our pension plan. Look at the flexibility you enjoy in your work environment. Look at how we go the extra mile in training. Look at how you're treated with respect. Look how we're fighting for pension fairness. Look before you leap. And remember how much we appreciate the job you do every day.

**PLEASE VOTE NO. JUST DON'T VOTE.**

**Fly Safely.**

**PLEASE VOTE NO. JUST DON'T VOTE.**

All Best Wishes

for a

Safe, Happy Holiday Season