

FEDERAL EXPRESS



Frederick W. Smith
Chairman and
Chief Executive Officer

DATE: November 9, 1992

TO: Federal Express Crewmembers

FROM: Frederick W. Smith

SUBJECT: Debates

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As you can see from the attached letter, I have invited Captain Babbitt, President of the Air Line Pilots Association and Second Officer Mark Estabrook, Interim Chairman of the USPA to a series of three debates with me. I have done this for two reasons:

First, I understand that there was great frustration during the last election campaign because so much written material was produced and thrust upon our crewmembers. The National Mediation Board cites this as an area of concern in their recent ruling.

Second, the election boils down, in the final analysis, to a choice between two very dissimilar systems -- collective bargaining as represented by both ALPA and USPA on the one hand and P-S-P on the other. I believe an open debate, with hard-hitting questions and honest answers, will provide each crewmember with better input for decision making.

You will notice from my suggested rules for the debates that I believe each party should agree not to use any discussion at the debates as fodder for filing of objections. In that way, each side would be perfectly unencumbered and can answer questions in a forthright manner.

I believe that you'll agree that the proposed rules are more than fair and that the format will be a good one from the standpoint of getting answers to pilots' questions.

I hope to hear from Captain Babbitt and Second Officer Estabrook soon and that their responses will be in the affirmative. I consider the decision facing you to be a critical one and hope that you'll have the benefit of the three debates I have proposed before you make your decision. I'll keep you posted once I hear from Captain Babbitt and Second Officer Estabrook.

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Attachment

P.S. It has come to my attention that certain crewmembers have stated a belief that the Company prefers USPA to ALPA. Nothing could be further from the truth. Should either group prevail, and it is my fervent hope that they won't, they would be treated equally at the bargaining table. While we would bargain with either side in good faith as required by law, the fact remains that every workrule and pay/benefit issue would be subject to quid pro quo negotiation.