



Theodore L. Weise
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Air Operations Division

DATE: January 15, 1993 TO: All Crewmembers
FROM: Ted Weise
SUBJ: BUSINESS AS USUAL

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By now you probably know that the vote count in Washington yesterday yielded these results in the pilot representation election:

ALPA	-	<u>44.5%</u>
USPA	-	<u>11.9%</u>
Non-union	-	<u>43.6%</u>

It is important for you to realize that the NMB has not certified ALPA as the collective bargaining representative for Federal Express pilots because the election results are being contested. For you, that means business as usual in every regard.

As is our right under NMB rules, the company has filed formal objections to the election results. These objections are attached for your information. To support these objections, we will be providing compelling evidence of union election interference to the NMB in the next few weeks.

The NMB is tasked by the Railway Labor Act with impartially overseeing the representation election process, and has acknowledged in past rulings that laboratory conditions can be tainted by a union's actions. Given that, we have every right to expect the NMB to give our objections the same weight and consideration it gave ALPA's objections following our victory in the last election.

The NMB will determine the timetable for reviewing and investigating the objections that have been filed. We'll keep you informed as developments occur. In the meantime, I want to reiterate the important fact that nothing has changed with regard to our flight operations.

Please continue to fly safely.