

# FEDERAL EXPRESS



Frederick W. Smith  
Chairman and  
Chief Executive Officer

November 24, 1992

2005 Corporate Avenue  
Memphis, TN 38132  
901 395-3377  
U.S. Mail: Box 727  
Memphis, TN 38194-1841

Captain Randolph Babbitt  
President  
Air Line Pilots Association  
1625 Massachusetts Avenue, N.W.  
Washington, DC 20036

Dear Captain Babbitt:

Thank you for your letter.

When I extended an invitation for you and Second Officer Estabrook to join me to debate the systems that each of us represent, I had no desire to get into protracted correspondence with you. Unfortunately, your recent letter again requires a response.

While there are many issues for Federal Express pilots to consider, whether you accept it or not, leadership is clearly one of them. Contrary to your letter, it is obvious that you and I and Second Officer Estabrook are part of the choice they must make. That is one reason why debates would be in the best interests of Federal Express pilots.

If the ALPA is elected, its constitution and by-laws require you to approve every collective bargaining agreement for its members. Additionally, union dues that our pilots would pay would be sent to ALPA national. Those two facts alone entitle our pilots to hear from you in an open environment. It seems to me that the requirements of leadership dictate that you accept that responsibility yourself rather than delegate it to a member of your organizing committee --- particularly since that person may not even be involved in any potential negotiation process.

Federal Express pilots have a number of unanswered questions about collective bargaining in general, and the ALPA's record in particular. After seeing a videotape produced by your committee during the last election, I believe the vague generalities that you got by with in that forum would not stand up to the scrutiny of a debate format.

On another point, I find it patronizing, at best, that you offer to work together with Federal Express on legislative initiatives should you gain entry here. Knowing how hard your organization worked against our pilots on the pension bill I am simply amazed at your comment. As you know, we managed to get the bill to the President's desk twice this year despite your very best lobbying efforts against it. We shall most definitely continue the fight and we really don't expect to receive any support from you.

Your letter ended by suggesting that once on the premises here you look forward to the "spirit of cooperation" you enjoy at so many of the other carriers with which you are involved. All I will say about that is after observing your "spirit of cooperation" at Delta airlines --- Delta being only the latest in a long line --- I think our pilots will have to decide whether your offer of support would truly be beneficial to their company or not.

In closing, I'll just say that I sincerely hope that Federal Express pilots reject both political organizations resoundingly on January 14 so our new flight management team can get back to the really important issues facing our pilots.

Sincerely,



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cc: Federal Express Crewmembers