



# AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

7950 Jones Branch Drive, Suite 400S | McLean, VA 22102 | 703-689-2270 | 888-FLY-ALPA

THE WORLD'S LARGEST PILOTS UNION | [WWW.ALPA.ORG](http://WWW.ALPA.ORG)

March 4, 2021

Mr. Frederick W. Smith  
Chairman and CEO  
FedEx Corp.  
942 South Shady Grove Road  
Memphis, TN 38120

Dear Mr. Smith,

For nearly 20 years, the Air Line Pilots Association, Int'l (ALPA) and FedEx Express have worked to build the company and meet its business objectives based on a shared commitment to safe and secure flight operations and the well-being of FedEx pilots.

During testimony this week before the U.S. House Aviation Subcommittee, I was asked about the conditions U.S. airline pilots are facing as they fly internationally during the pandemic. I highlighted ALPA's commitment to protect the health and safety of our members, particularly in the context of Hong Kong government mandates regarding COVID-19 testing and quarantine.

As you are aware, the Hong Kong government's mandates have had serious and harmful consequences for FedEx pilots in Hong Kong. The examples ALPA pilots report include:

- Flightcrew members who test positive for COVID-19 are mandated to government-selected hospitals. Currently, Hong Kong is placing asymptomatic pilots in the AsiaWorld-Expo center with hundreds of patients in cubicle-style rooms and communal bathrooms (see pictures).
- Those pilots who may have been exposed to COVID-19 have been required to remain in a government quarantine facility or camp for up to 14 days. Despite assurances in November that new procedures were in place to limit exposure of layover crews to these camps, a FedEx pilot recently spent at least six days in such a facility.
- Two pilots who ultimately were found to be negative for COVID-19 were hospitalized and required to submit to blood draws and chest x-rays.

ALPA continues to advocate that the Hong Kong government should adhere to the health protocol drafted by the U.S. government, and we encourage other countries to exempt flight crews from testing and quarantine procedures. Unfortunately, it is clear from these and other reports from FedEx pilots that the Hong Kong government has chosen not to follow this protocol.

Our union appreciates that FedEx Express management is engaged to support crewmembers and their families regarding new quarantine requirements for Hong Kong-based crews; however, these working

conditions are wholly unacceptable. As a result, immediate action must be taken to protect the health and safety of FedEx Express flight crews.

When Members of Congress echoed ALPA's concerns about the health and safety of U.S. pilots, I underscored our call for the airlines and the government to ensure that U.S. citizens can be safely evacuated from any location in the world, if necessary, and that we preserve the dignity of work by ensuring U.S. pilots are not subjected to unacceptable conditions related to the pandemic.

In July, the ALPA FedEx Master Executive Council (MEC) passed a resolution calling for a suspension of the company's operations in Hong Kong due to unacceptable conditions for ALPA members. For several months, layovers were discontinued. However, layovers were resumed in December, and we have again seen hospitalized and quarantined pilots. In January, the FedEx MEC passed another resolution calling for the cessation of layovers. Until these egregious layover conditions are resolved and a safe layover environment is restored, I respectfully reinforce the FedEx MEC's call for the suspension of pilot layovers in Hong Kong.

Since the onset of COVID-19, our members who fly for FedEx Express have persevered through extraordinary circumstances. ALPA pilots have contributed to the company's success during the pandemic and made certain that the global supply chain continues to move, including through flight operations into and out of Hong Kong.

For decades, FedEx Express and ALPA have worked jointly to enhance the safety and security of air transportation for flight crews and freight customers. One need only look for example to our joint participation in the first-ever National Transportation Safety Board Cargo Safety Forum and our collaboration to develop the first common strategy for all-cargo carriers.

It is my sincere belief that ALPA and FedEx Express management can work together now to protect the health of flightcrew members. I urge you to act quickly to suspend all layovers in Hong Kong and protect a proven pilot workforce that has helped make FedEx Express the success it is today and holds the key to building an even stronger company tomorrow.

Sincerely,



Captain Joseph G. DePete  
President

Cc: The Honorable Pete Buttigieg, U.S. Secretary of Transportation  
Sen. Maria Cantwell, Chair, U.S. Senate Committee on Commerce, Science, & Transportation  
Rep. Peter DeFazio, Chair, U.S. House of Representatives Transportation & Infrastructure Committee  
Mr. Donald F. Collieran, President and CEO, FedEx Express  
Mr. Scot Struminger, Executive Vice President and CEO, Aviation, FedEx Express  
Mr. John Maxwell, Vice President, Labor Relations, FedEx Express  
Capt. David Chase, Chairman, ALPA FedEx Express Master Executive Council