

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SEAN M. O'BRIEN

General President

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FRED E. ZUCKERMAN

General Secretary-Treasurer

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November 13, 2023

To: FedEx Mechanics and Related Employees

Re: FedEx Union Authorization Card Drive

I would like to personally thank everyone in the FedEx Mechanics and Related Employees Craft or Class who has filled out and sent in Teamsters Airline Division Authorization Cards. The response has been overwhelming. You are on track to becoming unionized soon. Your livelihood will no longer be subject to arbitrary and unfair "Management Discretion". Once you vote to become Teamsters, you will negotiate your own pay, benefits, and work rules. There is no "Third Party" in union-carrier relations. The Union is you.

FedEx profits at your expense. Management will say or do anything to prevent you from unionizing and appease their shareholders and executives. FedEx management is now engaged in an anti-union propaganda campaign that grossly misrepresents the facts of your unionization drive, the National Mediation Board (NMB) process, and disregards federal law in accordance with the Railway Labor Act (RLA).

Section 2, Fourth of the RLA mandates that "[n]o carrier, its officers, or agents shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees"

If FedEx engages in any questioning, interference, influence, and/or coercion involving your right to unionize under the RLA, it has violated federal law. You have a right to report these violations to the Teamsters Airline Division, the National Mediation Board, and/or the U.S. Department of Justice.

Despite FedEx's lies to the contrary, signing an Authorization Card does not obligate you to pay union dues. Rather, Union dues are paid by Union members once the Teamsters are certified as the representative of the craft or class.

Personal information on the Authorization Card is used to establish your identity and intent to be represented by the Teamsters Airline Division at the NMB following a representation vote. The information on Authorization Cards, including who has signed one, is confidential and will NEVER be disclosed to FedEx by the Teamsters or by the NMB. The Teamsters will not be

knocking on your door or spamming your phone or e-mail. Your unionization effort reflects the will and the work of employees, and it is clear the unionization effort has overwhelming support across work centers, across stations, and across the United States.

Please keep collecting as many authorization cards as possible from all FedEx employees falling within the Mechanics and Related Craft or Class. You are all doing an outstanding job with conducting a professional, respectful, and lawful Authorization Card drive and we expect to file a “Showing of Interest” with the NMB to request a representation election in the coming months.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joe Ferreira', with a long horizontal flourish extending to the right.

Joe Ferreira, Director
Teamsters Airline Division