

Mr. David J. Bronczek  
**COO FedEx Corporation**  
TNT Euro Hub Liège  
Rue de l'aéroport, 90  
4460 Grâce-Hollogne

Brussels, 20 April 2017

**OBJECT: Open letter to Mr. David J. Bronczek, COO FedEx Corporation**

Dear Mr. Bronczek,

**The Belgian Cockpit Association (BeCA) is the only recognised professional association representing airline pilots in Belgium. BeCA works in close cooperation with national unions. BeCA also represents its members at the European and international levels, through its active involvement in the European Cockpit Association (ECA) and the International Federation of Air Line Pilot Associations (IFALPA).**

First of all, we would like to welcome you in Liège. FedEx's commitment to keep and further develop Liège hub is very good news. You will appreciate making business in Belgium. We are proud of the expertise and the dedication of the pilots working in Belgium.

We take the opportunity of your visit to Liège to raise some concerns regarding the future of ASL Airlines Belgium (ASLB). To some extent, it is unfortunate that your press conference was not organised three months ago. We would have been proud to show to the media not just one B777 in FedEx color, but the three ASLB B777s recently incorporated in the FedEx fleet and now flown by FedEx pilots.

The combination of the unilateral takeover by FedEx of these 3 aircraft and the associated historical long haul business was a huge blow for ASLB pilots. Luckily, the ASLB management has not had, so far, to lay off pilots. Most of them were regraded on the European network.

We were therefore extremely disappointed when FedEx recently announced plans to take 3 of the European routes, and to operate them with US pilots. According to the Open Skies agreements<sup>1</sup>, US cargo operators are not allowed to organise an all-cargo service in Europe not linked to the USA. Obviously, most of the cargo carried between LGG and these destinations is intra-European cargo and not linked to the USA. As such, we consider illegal the routes operated by FedEx aircraft between LGG, STN and BSL. We will raise this issue

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<sup>1</sup> EU-US Air Transport Agreement 2007/339/EC - Annex 1 Section 3

with our European umbrella association (ECA), and intend to challenge the EU-US Joint Committee on Open Skies about this serious violation.

We would also like to understand the reasons that restrict the type of aircraft ASLB is allowed to use on its historical European Network (maximum the size of a B737-800). On some destinations with bigger amounts of cargo, the use of bigger aircraft is obviously required. From our understanding, this limitation has been imposed to FedEx management by their pilots. We cannot accept that a social agreement between US workers and their management has such negative impact in Europe.

We were also surprised to learn that FedEx bases almost 100 pilots in Europe using an old bilateral agreement between Germany and the USA allowing them to stay covered by the US social security system during their assignment, to be exempt from participating in the German social security system. These pilots work mostly from Paris, but claim to be based in Cologne, where only less than 1/10 of FedEx operations in Europe is done. According to EU regulation, they should be subjected to the French social security system.

Despite this grumbling, we are convinced that a fruitful cooperation is in the best interest of FedEx and of the European workers. FedEx management as well as their pilots need to understand that we cannot simply accept decisions that are detrimental to European pilot jobs. A conflict between European pilots and FedEx pilots could easily hurt FedEx's good reputation in Europe. However, we will do whatever is required to defend our jobs and our business, if needed.

We look forward to receiving your response.

In good cooperation,

Didier Moraine  
ECA Director



Alain Vanalderweireldt  
President

