

fedex freight employee handbook

FedEx Freight Employee Handbook serves as a comprehensive guide for employees, outlining the company's values, policies, procedures, and expectations. This handbook is not only a crucial resource for understanding the operational framework of FedEx Freight but also plays a vital role in fostering a positive work environment. By providing clear guidelines, the handbook ensures that employees are informed, empowered, and aligned with the company's mission to deliver excellence in freight services.

Overview of FedEx Freight

FedEx Freight is a subsidiary of FedEx Corporation specializing in less-than-truckload (LTL) shipping services. With a commitment to reliability, efficiency, and customer satisfaction, FedEx Freight operates a network that spans across North America and beyond. Understanding the company's goals and operations is essential for employees to contribute effectively.

Mission and Values

The mission of FedEx Freight is to provide industry-leading transportation and logistics services while maintaining high standards of safety, quality, and customer service. The core values include:

- People: Valuing employees as the company's most important asset.
- Service: Commitment to serving customers with excellence.
- Integrity: Conducting business with honesty and transparency.
- Innovation: Encouraging creativity and continuous improvement.

Employment Policies

The FedEx Freight Employee Handbook outlines several key employment policies, ensuring a fair and respectful workplace. Understanding these policies is crucial for fostering a productive work environment.

Equal Employment Opportunity (EEO)

FedEx Freight is committed to providing equal employment opportunities to all employees and applicants. The company prohibits discrimination based on:

1. Race

2. Color
3. Gender
4. National origin
5. Age
6. Disability
7. Sexual orientation
8. Religion

This commitment extends to all aspects of employment, including hiring, promotions, training, and termination.

Code of Conduct

The Code of Conduct establishes the standards of behavior expected from employees. Key principles include:

- Professionalism: Employees are expected to conduct themselves in a professional manner.
- Respect: Treating colleagues, customers, and stakeholders with respect and dignity.
- Ethical Behavior: Adhering to ethical standards in all business dealings.

Failure to comply with the Code of Conduct may result in disciplinary actions, including termination.

Workplace Safety

Safety is a top priority for FedEx Freight. The employee handbook details policies and procedures to ensure a safe working environment.

Health and Safety Guidelines

Employees must adhere to health and safety guidelines, which include:

- Reporting Unsafe Conditions: Employees are encouraged to report any unsafe conditions or practices.
- Personal Protective Equipment (PPE): Appropriate PPE must be worn when required.
- Training: Participation in safety training sessions is mandatory.

Accident Reporting

In the event of an accident or injury, employees must follow these steps:

1. Seek immediate medical attention if needed.
2. Report the incident to a supervisor as soon as possible.
3. Complete an accident report form.

Timely reporting helps ensure that appropriate measures are taken to prevent future incidents.

Employee Benefits

The FedEx Freight Employee Handbook provides detailed information on the array of benefits available to employees, which contribute to their overall well-being.

Health Insurance

FedEx Freight offers comprehensive health insurance plans, including medical, dental, and vision coverage. Employees may choose from various plans that best suit their needs.

Retirement Plans

FedEx Freight provides retirement savings options, including a 401(k) plan with company matching contributions. Employees are encouraged to participate in these plans to secure their financial future.

Paid Time Off (PTO)

Employees are entitled to paid time off for vacation, personal days, and holidays. The specific allocation of PTO depends on the employee's length of service and position within the company.

Performance Management

Performance management is a crucial aspect of employee development at FedEx Freight. The handbook outlines the processes in place to ensure employees receive regular feedback.

Performance Reviews

Employees undergo annual performance reviews that assess their job performance against established goals. Key components of the performance review process include:

- Goal Setting: Establishing clear, measurable objectives at the beginning of the review period.
- Feedback Sessions: Regular check-ins to discuss progress and areas for improvement.
- Performance Ratings: Employees receive ratings that impact promotions, raises, and bonuses.

Professional Development

FedEx Freight encourages continuous learning and professional development. Employees are provided with opportunities for training and advancement, including:

- On-the-Job Training: Practical training to enhance skills.
- Workshops and Seminars: Access to various professional development workshops.
- Tuition Reimbursement: Financial assistance for employees pursuing further education.

Grievance Procedures

The FedEx Freight Employee Handbook outlines the procedures employees should follow to address grievances or workplace issues.

Steps to File a Grievance

1. Discuss with Supervisor: Employees should first discuss the issue with their immediate supervisor.
2. Formal Written Complaint: If unresolved, employees may submit a formal written complaint to Human Resources.
3. Investigation: The HR department will investigate the grievance and take appropriate action.

Non-Retaliation Policy

FedEx Freight maintains a non-retaliation policy to protect employees who report grievances or participate in investigations. Employees can feel safe voicing their concerns without fear of retaliation.

Conclusion

The FedEx Freight Employee Handbook is a vital resource for employees, outlining essential policies, procedures, and benefits that contribute to a positive work environment. By understanding and adhering to the guidelines set forth in the handbook, employees can navigate their roles effectively and contribute to the company's mission of delivering exceptional freight services. As FedEx Freight continues to grow and evolve, the employee handbook remains a cornerstone of its commitment to employee welfare, safety, and professional development.

Frequently Asked Questions

What are the key policies outlined in the FedEx Freight employee handbook?

The FedEx Freight employee handbook outlines key policies including attendance, safety procedures, code of conduct, and benefits eligibility.

How can employees access the FedEx Freight employee handbook?

Employees can access the FedEx Freight employee handbook through the company intranet or by requesting a physical copy from their supervisor.

What should an employee do if they have questions about the handbook?

If an employee has questions about the handbook, they should reach out to their HR representative or supervisor for clarification.

Are there any updates to the FedEx Freight employee handbook that employees should be aware of?

Yes, the FedEx Freight employee handbook is reviewed annually, and employees are notified of any significant updates or changes.

What is the procedure for reporting violations of the employee handbook?

Employees should report violations of the employee handbook to their supervisor or use the anonymous reporting hotline provided by FedEx.

Does the FedEx Freight employee handbook include information on employee benefits?

Yes, the FedEx Freight employee handbook includes detailed information on employee benefits such as health insurance, retirement plans, and paid time off.

What are the disciplinary actions outlined in the FedEx Freight employee handbook?

The handbook outlines disciplinary actions ranging from verbal warnings to termination, depending on the severity of the violation.

Is employee training covered in the FedEx Freight employee handbook?

Yes, the employee handbook includes sections on required training programs and ongoing professional development opportunities for employees.

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fedex freight employee handbook: Fedex Freight Eric P. Martin, 2015-09-01 Here is a quick recap of the last year as a FedEx Freight employee, to which I will go into greater detail later in my book with facts, as well as some of the legalities to which employees have to deal with and the dead ends of dealing with the all mighty corporate America. Here goes... a quick summary of the last year with FedEx freight from the last year. On Sept. 29, 2013 I was still trying to recover from an on the job injury from April 2012. Why was I not healed? Because FedEx freight is self-insured and they would rather pay huge money to prove you fine, instead of having you fixed. I was forced to go in for 3 independent medical exams. These exams cost between \$800.00 and \$1000.00 per visit and they try to prove you are fine to return to your regular work. February of 2014, FedEx Freight shut off my partial time loss and congratulations! You're fine; you need to go back to work. Well, I really never was fine. I basically had a really crappy lawyer that does not litigate workers comp claims. So guess what? You go back to work. So, March 2014, I go back to regular duty with a permanent condition that is disabling at times and causes me problems with normal functions of life. So in March, I sit down with the regional HR adviser and she sits down with me to start down the path of no positive

results. This would be the reasonable accommodation process, as she called it, and she knows who I'm talking about. Well then, moving right along, I requested reasonable accommodation, not once boys and girls, but somewhere around 5 times in about every way I could ask. Guess how many times it was denied... go ahead guess. That's right, every time, because apparently in corporate America they have a bunch of spineless corporate executives, and don't forget the spineless corporate lawyers. And these are the decision makers in the reasonable accommodation review committee. At some point in time, they sit down and write down all of the company policies, and then, this is where it gets good. All of these company policies are so extensive, they have to post them on the company intranet. I still remember the old fashion days, they would just hand you a company hand book. Apparently FedEx Freight states that they reasonably accommodate persons with disabilities, and they DO NOT discriminate, AND they have the policies to prove it. Well apparently FedEx freight does both to employees, and the minute you question their actions, that's it, you're marked for termination at the first opportunity they have and you're walked off the property. The really sad part about the last year working for the most admired company to work for, (I just thought I'd throw that in because that was part of the ongoing corporate propaganda campaign.) The worst part of my last year working for FedEx freight wasn't the fact that I was thrown away like an old shoe, nor because of the fact that I might never be able to work again, because of my FedEx related physical disabilities. Nope, the worst thing about my last year with FedEx freight happened in my personal life. I had to have my beloved 3 year old cat put down, and I loved my cat more than life itself. A poignant real life David & Goliath story, that goes beyond the surface to show how Corporate America treats it's workforce like a disposable commodity. A must read book for workers employed in the Transportation Industry, Businesses with commodities to ship & potential investors. A bad manager can take a good staff and destroy it, causing the best employees to fall and the remainder to lose all motivation.

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