



AFA Contract 2017

Mediation Update 1

Thursday, November 15, 2018

Dear Hawaiian Flight Attendants:

It is with heavy hearts that we are writing this communication after the sudden and unexpected passing of our dear friend and colleague, Palepa Tauiliili Gardner. We will always remember her beautiful smile, and her sense of warmth and grace. She will be missed.

We've just concluded our first week of mediation with the company in Phoenix. Our principal mediator, Pat Simms, has been promoted to the position of Director of Mediation at the National Mediation Board. Pat was able to attend this week's session and introduced the parties to our new principal mediator, Cathy McCann. They are both skilled professional facilitators whose job it is to have the AFA and the company reach an agreement.

The mediation process has proven to be a helpful step in the right direction. This week we were able to sign off on three items that had been held up for at least the previous three sessions. The mediator quickly assessed the situation and made suggestions to improve the process. She worked with each group individually, then brought us together to facilitate potential solutions. This kept both parties focused and on track. We worked on and agreed on a formula to protect the Interisland maximum duty day. We also worked on improving vacation pop-up accessibility. An agreement was reached on creating pay codes to provide clarity for all "salary adjustments" (grievance settlements, pay discrepancies, back-pay, pay corrections, etc.) in our paychecks.

Next Mediation Session: There will not be a mediation session in December. However, in January two weeks of mediation have been scheduled for Phoenix, Arizona, as directed by the National Mediation Board.

As we enter mediation, the Negotiating Committee is looking to increase pressure on management for our new Contract. We will be increasing our communications with you about activities you can join to support your Negotiating Committee.

As a reminder, our email address is open and available for questions, comments, or suggestions. Our address is AFAcontract2017@halafa.org

Happy Thanksgiving from the Negotiating Committee!

Sharon Soper, Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke and Paula Mastrangelo, AFA Senior Staff Negotiator

