



AFA Contract 2017: Update

Friday, February 24, 2017

Highlights of AFA's Opening Proposals

We exchanged opening proposals with management on Tuesday, February 21, 2017. As the pilots' negotiations are in the ratification phase and drawing to a close, we anticipate moving forward without distractions. We plan to meet each month; our next session is the week of March 13th. The company will be providing information on financials, sick leave usage, 401(k) participation and various scheduling and utilization reports, which will aid in supporting our positions at the bargaining table. Below are the highlights of our proposals to management.

Pay

- Increase total FA compensation for interisland and int'l: pay rates, rigs, premium/penalty pays, etc.
- Improve per diem
- Increase vacation credit
- Eliminate sick leave cap
- Increase commission for onboard sales
- Secure signing bonus and retroactive pay

Work Rules

- Improve onboard rest provisions
- Provide lower crew bunks access for non-rev HA FAs
- Improve scheduling procedures for interisland and international (transparency)
- Enhance trading flexibility, efficiency and transparency
- Address PBS unstacking issues
- Improve Reserve work rules and scheduling procedures
- Address LAX Side Letter issues

Insurance and Retirement

- Provide retirement incentives
- Update provisions for long term disability and life insurance
- Provide supplemental insurance to Medicare
- Offer sick leave cash-out upon retirement
- Seek 401(k) improvements

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

Mahalo from the Negotiating Committee,

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