



## GET THE FACTS

**Knowledge is power. Have questions? Get Answers.**

***Question: Does taking a strike vote mean we are going to strike now or ever?***

**Answer:** No. In fact, it is our sincere desire to reach an agreement with the company that will ratify. A strong FOR strike vote will send a message to management that you are solidly behind the Negotiating Committee.

At this time, we cannot legally strike. Prior to a strike, the National Mediation Board (NMB) must take several steps. You will remember this from ALPA negotiations.

First, the NMB must decide an impasse exists. This has not happened yet. If the NMB determines that further negotiations would be fruitless, they have the power to declare an impasse.

Second, the next step in the process is the NMB's proffer of arbitration. In this type of arbitration all the remaining open items are submitted to a neutral party for final and binding resolution. Neither the company nor the membership has the ability to agree to or ratify the arbitration decision.

Since arbitration is binding, both parties must accept the proffer for the arbitration to proceed. AFA has never accepted a proffer of arbitration.

Third, once arbitration is rejected, a 30-day cooling off period begins if either (or both) party rejects the proffer of arbitration. The union and management are free to engage in self-help at the end of the cooling off period if no agreement has been reached.

***Question: How important is voting “FOR” a strike?***

**Answer:** Over the last few months your MEC and the MOB have asked you to do several things to show your support for negotiations. You have been asked to read the updates, attend meetings, picket, use the red pens, bagtags, and wear your red AFA pin. *Voting “FOR” a strike is more important than all of those.*

Voting “FOR” a strike is the best way to ensure there will not be a strike. A strong strike vote will show management that we mean business. They need to understand the only alternative to giving us the contract that we deserve is to deal with a flight attendant strike.

A low or failed strike vote does just the opposite. If less than an overwhelming percentage vote “FOR” a strike, management knows the alternative to giving us the contract we deserve is giving us the contract that management has planned for us. A bad strike vote is good news for management.

*A low or failed strike vote tells management that we are willing to accept concessions in 401(k) and medical insurance that negate any increase in pay, and give up hard won contract provisions.*

**Question:** *Who decides if we go on strike or not?*

**Answer:** Only the AFA members at Hawaiian Airlines may authorize a strike at Hawaiian Airlines.

See the AFA Constitution and Bylaws: [Bylaws](#)

**Question:** *I am worried about going on strike and giving up pay or losing my job.*

**Answer:** AFA does striking smart. Obviously, everyone going out strike all at once is not the best option for our group. That is why AFA developed CHAOS™ striking.

Our brand of striking delivers maximum impact with the minimum exposure to the individual Flight Attendant.

CHAOS™ stands for “Creating Havoc Around Our System”. Our strategy involves the element of surprise. We reserve the option to strike a specific flight, at a certain city, or a specific aircraft type. Without any advance warning, both the company and the public are caught unawares. Click the following link to see a video that explains more about CHAOS™ striking: Watch the [CHAOS VIDEO](#)

**Question:** *Why take a strike vote if the Federal Government may not allow us to strike?*

**Answer:** Even without actually striking, a strong strike vote sends a powerful message to management that the members are solidly supporting the Negotiating Committee and are demanding a contract. A strike vote is far and away the most effective way to increase our leverage at the bargaining table.

*Question: I have some questions. Who can I talk to about the strike ballots, the mediation process, CHAOS™, etc?*

**Answer:**

- The Negotiating Committee will be conducting crew room sits during the September 16<sup>th</sup> to answer your questions.
- Information will be emailed to Flight Attendants, just like our Negotiations Updates

More information and videos about **CHAOS™**

- can be found on the negotiations website, [www.afacontract2017@halafa.org](http://www.afacontract2017@halafa.org)
- Email the Negotiating Committee with your question at [afacontract2017@halafa.org](mailto:afacontract2017@halafa.org)

*Question: What if I don't want to strike?*

**Answer:** No one wants to strike. We are trying to create leverage to get a new agreement that ensures we keep the career we have today and improve our standard of living. Everyone will benefit from this effort, so everyone should

participate. In fact, the more people who say they don't want to strike, the more likely it becomes that management will prevail in attaining the concessions they seek in these negotiations.

*Question: What should we say to passengers who have questions about CHAOS™?*

**Answer:** When you are working, don't discuss CHAOS™ with anyone onboard the aircraft, including passengers. If anyone asks you about any news articles they may have read politely tell them that you are unable to discuss that with them.