



NC UPDATE

AFA Negotiating Committee - Hawaiian Airlines

Sunday, June 14, 2020

Dear Fellow Flight Attendants:

We are pleased to report that we continue to make progress on implementation of the negotiated changes to our Contract. All pay provisions have been implemented and “retro” on those items has been paid. Items that require programming (e.g. reserve self-assignment, some trading provisions, average minimum daily guarantee) will take months to get programmed and tested prior to implementation.

Retiree HRA (medical spending account) – AFA’s benefits attorney has been working with the company’s HR and legal departments to finalize language on the Summary Plan Description, which is the legal document that spells out the details of the plan. At the same time, the NC has been working on a letter of agreement which cements the plan provisions and ensures that they cannot be changed, unless negotiated. Once the plan is in place, any Flight Attendant who has left the company since January 1, 2017 with the qualifying years of service will receive this benefit.

Calling-in-Well at 1000 local domicile time – Effective July 1, the current call-in-well cut-off of time of 0900 will be moved to 1000 local domicile time.

Final Language Review – Both sides have been working hard to push through implementation items and make sure procedures are being changed and updated to account for them. Below is a list of all Sections of our Contract where the new language has been finalized and implementation of each item has either happened, or a process and timeframe have been agreed upon for every change in that Section. The following Sections have been sent for a final language review with members of the AFA and Hawaiian Negotiating Committees:

Section	Section
1. Recognition, Scope and Job Security	17. Leave of Absence
3. Compensation	18. Vacations
4. Expenses	19. Sick Leave
5. Moving	20. Physical Examinations
6. Uniforms	21. Orders in Writing
9. Seniority*	22. Association Provisions
11. Scheduling Policy	24. System Board of Adjustment
12. Pick-Ups, Drops, Trades and Exchanges	25. Association Membership and Dues Check-Off
13. Low Time and Reduced Time Options	26. Training
14. Filling of Vacancies*	28. Safety
15. Temporary Duty Assignments*	30. Benefits*
16. Reduction in Force*	31 Deadheading

*Section not changed during negotiations.

After all the Contract Sections have been reviewed, the Contract will be distributed to every Flight Attendant digitally and you may also request a paper/booklet format.

Ratification Bonus and Longevity Pay – early this week the company posted a document on the IFS website (on the left side of the main page) labeled [Ratification Payment Info](#). The document provides information about the Ratification Bonus Calculation, the earnings that are eligible for the Ratification Bonus, and the implementation status of compensation provisions. As we noted earlier all pay provisions have been implemented and the retroactive parts of the pay provisions have been paid.

We will continue to update you through this process and look forward to the day we can tell you it’s done.

Mahalo,

The Negotiating Committee

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