



December 19, 2018

RE: **Negotiations under the Railway Labor Act**

Dear Hawaiian Flight Attendants:

Now that we are in Federal mediation and our push for a fair contract is heating up we want to make sure everyone understands the process under the Railway Labor Act (RLA). The RLA contains a detailed procedure for bargaining including rules on when a union can legally strike. Strikes, sickouts and other forms of economic pressure on the company are not permitted until the expiration of a thirty day cooling off period.

The process under the RLA provides for direct negotiations between the parties, followed by Federal mediation under the supervision of a mediator from the National Mediation Board (NMB). If the parties are unable to reach an agreement after going through mediation, either party can ask the NMB for a release into a thirty day cooling off period. The NMB is not obligated to grant a release and frequently orders the parties to continue bargaining. However, if a release is granted, at the end of the thirty day cooling off period, the union is able to strike or engage in other economic pressure.

What this means for us is that prior to the end of a thirty day cooling off period, Flight Attendants are not legally allowed to strike or take other actions such as sickouts, concerted refusals to pick up open time, etc. Doing so can subject participating individuals to potential discipline. The best way to pressure the company is to get involved in our contract campaign efforts and to stick together as a group.

AFA and the Company jointly filed for mediation in August 2018 and we held our first mediation session in November in Phoenix. Our next two mediation sessions are in January. We have made it clear to the Company that they need to quit stalling and give us the contract we deserve. As we enter the New Year, we are intensifying our push for a fair contract for Hawaiian Flight Attendants.

We encourage all Flight Attendants to get involved with the contract campaign, wear your Red AFA pin, and stay informed.

In Solidarity,

Joe Burns
AFA Director of Collective Bargaining