



# **AFA Contract 2017**

## **Boeing 787-9 Tentative Agreement Summary**

*Official Communication of the AFA Hawaiian Airlines Negotiating Committee*



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## Boeing 787-9 Tentative Agreement Summary

June 12, 2018

Dear Hawaiian Flight Attendants:

**Your Master Executive Council (MEC) and Negotiating Committee (NC) are pleased to provide you with this summary of the tentative agreement (TA) reached on the Boeing 787-9.** Please take the time to review the specifics of the New Equipment Letter of Agreement Regarding the 787-9 Aircraft so that you may cast an informed vote.

**These negotiations represented a struggle over staffing onboard the aircraft.** This was not an easy fight. Management wanted to staff the aircraft at a level that we felt was inadequate. We took into account the most appropriate markets for the 787-9 and focused our bargaining leverage there. This is a long-range, fuel efficient aircraft, capable of flying far beyond the range of our current A330-200s. The number of passenger seats on the aircraft has not yet been finalized, so we were determined to structure staffing provisions that are appropriate to the type of flying and level of service. The 787-9 will primarily be utilized on extended range flights.

**Because we were obligated to interrupt our contract negotiations in order to focus on the 787-9, we used the opportunity that this presented to incorporate immediate improvements that did not solely pertain to the new aircraft.** We successfully negotiated money up front in the form of a signing bonus. We crafted solutions to current issues surrounding rest onboard the aircraft, crew rest stations, the procedure for cockpit security, a process to improve crew meals, as well as staffing out of LAX. These provisions will all become effective immediately with a ratified agreement (see summary Section A. Provisions Effective on the Date of Ratification).

**Certain items will be effective with the delivery of the 787-9.**

Your Negotiating Committee worked hard to secure provisions which will ensure adequate staffing, appropriate workload, and quality rest onboard the aircraft. Premium position pay is increased (see summary Section B. Provisions Effective with the 787-9 Delivery).

**Your MEC and Negotiating Committee is confident that this tentative agreement is in the best interest of the Flight Attendant group and an important investment in our future.**

These provisions protect our workload onboard the aircraft and position us and the company for the future. Without reservation, the MEC leadership unanimously voted to put this tentative agreement out for ratification and your careful consideration. We look forward to seeing you at a roadshow and encourage you to vote “For” the agreement.

Mahalo!

**The Master Executive Council (MEC)**

Sharon Soper - President  
Scott Henton – Vice President  
Joni Kashiwai – Secretary/Treasurer  
Jaci-Ann Chung – HNL Local President  
Melissa Hooper – LAX Local President

**The Negotiating Committee**

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

**PLEASE SEE THE BACK COVER OF THIS BOOKLET FOR  
IMPORTANT VOTING AND ROADSHOW INFORMATION**



# Summary of the 787-9 New Equipment Letter of Agreement

The tentative agreement, if ratified, will establish the staffing, pay and working conditions on the 787-9, achieve immediate improvements for our Flight Attendant group, and allow the company to proceed with its purchase of the new aircraft, which is scheduled to be delivered to Hawaiian in mid-2021.

The Letter of Agreement (LOA) will become effective upon membership ratification. The full text of the tentative agreement has been posted on the negotiations page of [www.halafa.org](http://www.halafa.org).

## A. Provisions Effective on Date of Ratification

### 1. Signing Bonus (\$2.8M)

- The Negotiating Committee used the 787-9 negotiations as an opportunity to make up for the Balanced Scorecard compensation that was not paid to the Flight Attendants this year. We were successful in securing a payout that is significantly beyond what the 1.2% Scorecard payout was in 2017. The Balanced Scorecard compensation is not paid to any labor group in Section 6 negotiations.

A pool of approximately \$2.8 M (3% of the 2018 Flight Attendant payroll) has been set aside for distribution to the Flight Attendants. The bonus will be distributed to each Flight Attendant based upon their 2017 W2 earnings, with a minimum amount yet to be determined.

### 2. Crew Rest Onboard all Aircraft on Flights of 7 or more hours:

- Flights staffed with 10 or more FAs: Breaks may be scheduled such that there are 5 FAs in the cabin who are not on break. However, for a maximum of 90 minutes, the number of FAs in the cabin, not on break, may be reduced to 4.



- Flights staffed with 9 FAs: Breaks may be scheduled such that there are 5 FAs in the cabin who are not on break. However, for a maximum of 120 minutes, the number of FAs in the cabin, not on break, may be reduced to 4.

### **3. Flight Deck Entry/Exit Security Procedure:**

- Flight Attendants will have the option of using the two or three Flight Attendant procedure.

### **4. Crew Rest Station Onboard the A330:**

- In addition to the current Z-blocked row, the last row of passenger seats on the left side (AB) will be Z-blocked as a secondary rest station.

### **5. Crew Bunks on A330 Aircraft:**

- Bunks shall receive deep cleaning on same schedule as the aircraft cabin, a minimum of every 2 months. Regular cleanings shall occur on the same schedule as the cleaning of the aircraft cabin.

### **6. LAX domicile staffing relief:**

- A330 turns will be staffed with one (1) additional Flight Attendant (from 8 to 9) for groupings constructed for the bid months of February, March, April, September, October, and November.

### **7. Inflight Crew Meals:**

- AFA and management will meet monthly with catering to improve crew meals in content, variety, quality and ensure that they are appropriate for the time of day.
- It is understood that this will result in an increase in cost and the committee will have the latitude to make changes which cost up to an additional \$550,000 to the program annually.

## B. Provisions Effective With the 787-9 Delivery

### 1. 787-9 Premium Position Pay:

First Flight Attendant:	\$6.25
First Flight Attendant (ER/Extended Duty):	\$7.25
Galley Pay:	\$2.50
Coach Lead Flight Attendant:	\$2.50
Understaffing:	\$10.50

### 2. 787-9 Staffing:

#### STANDARD CREWS

Aircraft	Classes Of Service	Number of F/A	Scheduled, Rescheduled Or Reassigned	Maximum Actual On-Duty
787-9	1/2	10	14	16
787-9 ER Flight (315 seats or less)	1/2	10*	14	16
787-9 ER Flight (More than 315 seats)	1/2	11	14	16

\*Increased by one (1) when revenue passenger load factor on any ER segment in the grouping is 80%.

#### AUGMENTED CREW

Aircraft	Classes Of Service	Number of F/A	Scheduled, Rescheduled Or Reassigned	Maximum Actual On-Duty
787-9	1/2	11	16	18
787-9	1/2	12	17	19
787-9 ER Flight	1/2	12	16	18
787-9 ER Flight	1/2	13	17	19

Note: No crew-to-load staffing for augmented flights.

### 3. 787-9 North America One-Way Staffing Carve Out:

- The “North American 787-9 One-Way Staffing Carve Out” provisions shall apply to flights satisfying all of the below criteria:
  - Flights must be between Hawaii and North America destinations
  - Duty period shall only contain a single flight segment fewer than seven (7) hours
  - Shall not apply to augmented duty periods

For flights meeting the criteria above, the below staffing chart shall apply:

Aircraft	Classes Of Service	Number of F/A	Scheduled, Rescheduled Or Reassigned	Maximum Actual On-Duty
787-9 (320 seats or less)	1/2	9†	14	16
787-9 (more than 320 seats)	1/2	10	14	16

†Increased by one (1) for groupings constructed for the bid months of February, March, April, September, October, and November.

#### 4. Jumpseats:

- The 787-9 will be provisioned with a minimum of 12 cabin jumpseats. There shall be no weight and balance restriction for jumpseats on the 787-9 operating interisland.

#### 5. Lie-Flat Crew Bunks:

- The 787-9 shall be equipped with a 6-crew-bunk module for the exclusive use of Flight Attendants.
- Deadheading and Pass-Riding Flight Attendants may utilize crew bunks on the same basis as A330.
- Enhanced pre-packaged bedding packet shall be provided for each crewmember onboard the aircraft.
- Bunks will be cleaned on the same schedule as the cabin interior.
- In the event that the Flight Attendant crew bunk module is inoperative for a flight of 8 or more hours in duration, the last three rows of the aircraft shall be hard-blocked, with the last two rows curtained off. This is in addition to the two Z-Blocked seat rows.
- If the pilot crew-bunk module is inoperative on an augmented pilot crew flight, working pilot(s) may occupy 1 FA bunk (on a 3-pilot-crew flight) or 2 FA bunks (on a 4-pilot-crew flight). This provision is limited to one flight segment. However, if the malfunction is discovered within 90 minutes of departure, this provision may be extended to one additional flight segment.



# Important Voting & Roadshow Information

**Voting Begins: June 19, 2018, 0600 HST**

**Voting Ends: July 10, 2018, 0900 HST**

## *Steps to Vote by Telephone:*

1. Dial 1-888-488-7288.
2. Enter your Activation Code.
3. Write down your Username.
4. Create, confirm and write down your password, 4-number minimum.
5. Follow the prompts to cast your vote.
6. Write down your confirmation number.

## *Steps to Vote by Internet:*

1. Go to [halafa.org](http://halafa.org), click on "Boeing 787-9 Tentative Agreement Vote."
2. Enter your activation code.
3. Write down your Username.
4. Create, confirm and write down your password, 8-number minimum.
5. Follow the prompts to cast your vote.
6. Print your confirmation.

## **Important Voting Notes**

- **Remember, once your vote is cast, you cannot change it.** Get all of your questions answered before you cast your vote.
- If you need a new Activation Code or technical assistance call the Ballot Help Line at 800-424-2401, press 1 and then ext. 706.
- The Ballot Help Line is only open M-F, 0930 to 1700 ET.

## **Roadshow Meetings**

- Honolulu – June 21, 2018
  - Inter Island Terminal – 7th Floor Conference Center
  - 1000-1200 & 1300-1500
- Los Angeles – June 14, 2018
  - Location & Time TBA

**For more information, go to: [halafa.org](http://halafa.org)**