

AFA Hawaiian Airlines Mediation Update

February 7, 2019



Dear Fellow Flight Attendants:

Last week we completed our second week of mediation in January and will be back at the bargaining table with management next week in Portland, Oregon. Although some progress was made in last week's session, the meetings weren't quite as productive as the first January session. Part of that lies in the fact we were only able to reach tentative agreements on two of eight sections that are being negotiated at this time. When we return to the table next week, we will resume working on those open sections as well as introduce other sections for bargaining.

Recap of the January 29-31 Session:

The sections discussed were Vacation, Orders in Writing, Moving, Scheduling Policy, Training, Reserve, Leaves of Absence, and Association Provisions. We were able to reach tentative agreements on Vacation and Orders in Writing.

The bright spot of the week was we reached a tentative agreement for Vacation on all provisions except for pay. We were able to achieve improved rules for vacation utilization, but set aside the issue of vacation pay for the economic discussion which will happen toward the end of negotiations. We, as Hawaiian Flight Attendants, have the most vacation days (per year) in the industry. Our flexibility – carry-over to the next year, unlimited pop-ups, cash-outs, and the flexibility to reschedule vacation – is also the most generous in the industry. Our challenge on increasing the vacation credit is that we have the best vacation program in the industry, but one of the lowest vacation credit pay. We are working to raise it.

The other sections (Moving, Scheduling Policy, Training, Reserve, Leaves of Absence, and Association Provisions) remain open and will be addressed when we resume mediation. We had sought improvements in each of these sections, though it was the company that sought "improvements" in Training. The company would like to do more training, which we may not object to, provided we are fairly compensated.

Profit Sharing? Yes!

Many of you have been asking if we will be getting a profit sharing distribution for 2018. The answer is "yes!" You will see your profit sharing earnings on your March 7th paychecks. We all contribute to Hawaiian's success so it's great to be able to share in Hawaiian's profitability along with our fellow employees. Although the company is not technically obligated to distribute our profit sharing at this time, we are glad that the company is doing the right thing. Profit Sharing is a provision that was first negotiated by the AFA.

Remembering Emile

We were all saddened by the sudden and unexpected passing of our friend and colleague, Emile Griffith. We would like to acknowledge the Flight Attendants on his crew who performed caringly and professionally under the most difficult of circumstances. Aloha, Emile.

Our Next Session:

Our next mediation session will be in Portland, Oregon, from February 12-14. The venue was changed from Phoenix to Portland because room rates in Phoenix are very expensive in February.

Mahalo,

The Negotiating Committee

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

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