



AFA Hawaiian Airlines

Mediation Update

March 26, 2019

Dear Fellow Hawaiian Flight Attendants,

We just wrapped up our fifth federally mediated session this past week in Portland. A tentative agreement was reached on Section 12. As a reminder, “tentative agreement” means that these provisions only go into effect if we, the Hawaiian Flight Attendants, vote to ratify (approve) the entire new agreement.

Section 12 deals with Pick-Ups, Drops, Trades and Exchanges. We made some improvements with the trades, but spent the majority of our effort on protecting the great flexibility we have in this Section.

Improved:

- Interisland Trades: Reduced 12:45 rest requirement to 12:00 for trades made day of and day prior
- Bid FA Trades: We will be able to trade up to 2 hours (down from 4) before departure time. Foreign trips require 4 hours (down from 6) prior.
- Reserve Trades: Now will be able to trade up to 4 hours (down from 6) before departure.
- Reserve Trades: Fewer restrictions on getting Reserve-to-Reserve trades approved.



Why did we do this? We are hopeful that this will bring more stability to the life of all Flight Attendants and allow you to have more control over your schedule. Transparency is the hallmark of this new system.

- *Preserving Seniority:* Trips in the ETCH folder will be locked at 1800 until all drops are processed.
- *Preserving Seniority:* ER and foreign trips may not be split into segments and dropped to the same FA.



Why did we do this? To close loopholes. Seniority is the foundation of our career, it is all our responsibility to protect and respect these rights.

Defended Trip Request (general request):

- Under our Contract, reserve coverage is not a reason for denial for Trip Request (general request) trades – not to be confused with Open Time Trades.
- The company wanted Trip Request approval for trades to be based on reserve coverage for *every day* of the trip
- Same day departure is the only requirement for these trades

continued

Going Forward: Section 19: Sick Leave

The company gave us the changes they want in Sick Leave. They told us they are looking for more accountability in sick leave usage and to address “abusers.” Our concern is that management’s approach casts too wide a net and punishes those of us who really need to use sick leave. This is an on-going discussion and we are mindful of the complications of aging and how that impacts sick leave usage.



What are our priorities? Based on your survey responses and questions/comments to the Committee, this is what you told us:

- Eliminate the 100/110 cap on sick leave
- Increase sick leave accrual
- Increase the sick leave bank cap
- Protecting those of us considering retirement
- Protecting those with a chronic illness

Things will be heating up in mediation as we continue talks on Section 19: Sick Leave, and Section 7: Hours of Service at our next session in HNL - April 11-17. Joe Burns, AFA Director of Collective Bargaining, will fill in for Paula Mastrangelo, our assigned staff negotiator. We anticipate getting into economics soon: Pay, Benefits, and Retirement. Thus far, we have not talked \$\$\$. Normally, items like pay rates, retirement and medical insurance are discussed near the end of the process.

Stay informed – avoid rumors and gossip. If you don’t hear it from the Negotiating Committee, be skeptical. We will be in the lounge in the coming weeks and hosting membership meetings on May 9th and 10th in Honolulu. We are still scheduling a meeting date for Los Angeles.

We are excited about working with the Mobilizer Outreach Board (M.O.B.) and Chairpersons Kawehi Apo and Josh Aoki! [Check out their introduction and call out for volunteers!](#)

Mahalo to all of you wearing your red pins! We will report out after our next session in April.

***In Solidarity,
The Negotiating Committee,***

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

AFA MEC Web Site: www.halafa.org

Hawaiian Negotiations Web Site: www.afacontract2017.org

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