

2020 HAWAIIAN FLIGHT ATTENDANTS TENTATIVE AGREEMENT SUMMARY

ASSOCIATION OF FLIGHT ATTENDANTS-CWA



MARCH 2020

SECTION 1: SCOPE

What?

- This Section states only HA Flight Attendants can staff HA flights.

Changes.

- Amendments to this section were made to allow the company to enter into Codeshare agreements with other airlines without AFA's permission first. Protections were built in to ensure our flying and our jobs are protected. This aligns our contractual language with the pilots.
- Joint Venture LOA (Letter of Agreement) allows the company to enter in a JV with Japan Airlines. Joint ventures allow for two airlines to form a marketing plan to specific markets and share the revenues produced. Protections again are built in to protect the HA flight attendants and aligns us with the pilots.

SECTION 2: DEFINITIONS

What?

- This section defines terms used in the Contract.

Changes.

- The word "pairings" same as "groupings" (This change was made to clarify provisions in the Contract that use the two terms separately.)

SECTION 3: COMPENSATION

What?

- Show me the money.

Changes.

- New Pay Chart
- 50¢ Longevity Increase at 25 years of service
- Reasons code for each salary adjustment
- LQ Lead Business Class increased from \$3 to \$4
- LQ Lead Main Cabin increased to from \$2 to \$3
- LQ Service increased to from \$1 to \$2 during transition and \$1 after complete transition
- 'Olelo Hawai'i speakers will get Lead LQ pay \$4 FCL / \$3 YCL
- Samoan and French increased to \$3 (from \$2)
- Average Minimum Day Guarantee of 4:10 (same as pilots)
- 50¢ Increase for each Interisland duty hour
- Interisland First Flight Attendant pay increased from \$2 to \$2.50 an hour

DOS = Date of Signing (of the new Contract)

Years of Service	Current Pay Rates	New DOS Pay Rates	DOS +1 year 2% increase	DOS +2 years 2% increase	DOS +3 years 2% increase	DOS +4 years 2% increase
1 st 6 months	\$24.50	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32
2 nd 6 months	\$26.68	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05
2	\$31.20	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13
3	\$34.79	\$36.18	\$36.90	\$37.64	\$37.64	\$37.64
4	\$37.02	\$38.87	\$39.65	\$40.44	\$41.25	\$41.25
5	\$44.56	\$46.79	\$47.73	\$48.68	\$49.65	\$50.64
6	\$45.73	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98
7	\$46.92	\$49.74	\$50.73	\$51.74	\$52.77	\$53.83
8	\$48.26	\$51.64	\$52.67	\$53.72	\$54.79	\$55.89
9	\$49.68	\$54.15	\$55.23	\$56.33	\$57.46	\$58.61
10	\$50.84	\$55.92	\$57.04	\$58.18	\$59.34	\$60.53
11	\$52.04	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95
12	\$52.55	\$58.86	\$60.04	\$61.24	\$62.46	63.71
13	\$53.05	\$60.48	\$61.69	\$62.92	\$64.18	\$65.46
14	\$53.59	\$62.16	\$63.40	\$64.67	\$65.96	\$67.28
15	\$54.17	\$63.38	\$64.65	\$65.94	\$67.26	\$68.61
16	\$54.17	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19
17	\$54.17	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78
18	\$54.85	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25
19	\$54.85	\$66.37	\$67.70	\$69.05	\$70.43	\$71.84
20*	\$55.52	\$68.00	\$69.37	\$70.75	\$72.17	\$73.61

SECTION 4: EXPENSES

What?

- This section contains Per Diem, Transport, Parking, Meals, Water.

Changes.

- All provisions remain in place from current Contract.
- Interisland FAs will receive water bottle same as Worldwide FAs.

SECTION 5: MOVING

What?

- This section sets the parameters for the HA flight attendants to be covered when moving expenses are incurred.

Changes.

- Actual moving cost is still fully covered
- 1 paid move in an 18-month period (unless involuntarily displaced)
- Flat rate in lieu of actual moving cost coverage:
 - Honolulu to West Coast increased from \$2500 to \$3500
 - West Coast to East Coast increased from \$2500 to \$3500
 - Honolulu to East Coast increased from \$5000 to \$7000

SECTION 6: UNIFORMS

What?

- This section is all about the HA flight attendant uniforms

Changes.

- Uniform points increase from 500 to 650 per year

SECTION 7: HOURS OF SERVICE

What?

- This important section deals with how flight attendants are scheduled

Changes.

- Recall offered at least 3 hours prior to trip's departure
- Involuntary recall begins no sooner than 3 hours prior to trip's departure
- Interisland minimum turn time established to determine exceeding duty period (over 12 hours on-duty)
- New Staffing Charts for A321neo
 - Standard staffing for the A321neo will be 4 FAs. *This is in line with every airline flying narrowbody aircraft to Hawai'i.*
 - **Other airlines have no staffing formula in their contracts.** Flights generally are staffed with FAR minimums of 4 FAs.
 - Staffing will not be reduced until January 1, 2021.
 - Duty days over 14 hours must be staffed with 5 FAs. (FAR)
 - Service will be pared down in conjunction with the reduction in staffing.
 - **FCL SERVICE MODIFICATIONS**
 - FA 1/2 will do FCL predeparture.
 - FA 2 will do FCL beverage service.
 - FCL cart with prebuilt TSUs will take its place.
 - FCL main course will be pre-plated in a casserole dish and go directly from the oven onto the TSU. No plating of meals will occur.
 - FA 2 drops TSU with both appetizer and main course then goes to YCL.
 - FA 1 picks up cabin and does dessert/coffee service.
 - **YCL SERVICE MODIFICATIONS**
 - FA 3 Pau Hana cart
 - FA 2/3/4 meal service with coffee/tea
 - No separate coffee/tea/water service after meal
 - Water walk-throughs for remainder of flight
 - No second beverage service

- New Staffing Charts for B787-9
 - Standard staffing for the B787-9 will be 9 FAs.
 - **Other airlines have no staffing formula in their contracts.** Flights generally are staffed with FAR minimums of 7 FAs but can be changed by management to accommodate what they think are their service needs.
 - One-way North America pairings w/flights of seven hours or less and with only one duty period are staffed with 8 FAs. *United and American have flown this aircraft domestically with 7 FAs.*
 - Pairings w/ a duty period over 14 hours are staffed with 9 FAs.
 - ER flights w/ a duty period up to 14 hours are staffed with 9 FAs. Crew-to-Load would increase this to 10 FAs.
 - ER flights w/ a duty period over 14 hours and up to 16 hours are staffed with 11 FAs.
 - ER flights w/ a duty period over 14 hours and up to 17 hours are staffed with 12 FAs.
 - 6 FA dedicated crew bunks will be upstairs.

SECTION 8: RESERVE

What?

- This section outlines the work rules for HA Reserve flight attendants

Changes.

- Establishment of Reserve Self-Assignment Bidding
 - *Please visit <https://www.afacontract2017.org/> for more information.*
- Reserve not required to accept 2 duty periods in the same calendar day
- Reserve released from duty after 0030 in domicile will not be required to accept another duty period in the same calendar day
- ADOs can only be cancelled if assigned a trip

SECTION 9: SENIORITY

What?

- This section covers probation and seniority issues

Changes.

- No changes

SECTION 10: PREPARATION, BIDDING AND AWARDING OF FLIGHT SCHEDULES UNDER PBS

What?

- This section defines the PBS parameters and how trips are assigned

Changes.

- Bid packets emailed
- Hub Turns will contractually be posted in bid packet
- Trip Search Database included in PBS
- Day stacking programming to solve some unstacking issues
- FA who becomes LQ prior to their 7th year is subject to the 2-year LQ bidding requirement
- LQ FAs hired after Date of Ratification for 2020 Contract may be reassigned to an LQ pairing beyond the current 7th year restriction
- Absence Table corrected
- Union Leave proration/rest in PBS
- Average Bid Line Guarantee – productivity protection for the company to ensure the flights can be covered in PBS

SECTION 11: SCHEDULING POLICY

What?

- This section outlines the rules, practices and procedures for scheduling HA flight attendants

Changes.

- AFA and company will jointly develop a scheduling policy that will provide transparency to both the HA flights attendants and schedulers. 50% of the Flight Pay Loss for the AFA representative will be paid by the company. *Currently no joint policy in place.*

SECTION 12: PICK-UPS, DROPS, TRADES AND EXCHANGES

What?

- This section outlines pick-ups, drops and trades

Changes.

- Trades permitted 4 hours prior to departure for foreign destinations and 2 hours prior for all other trips
- Interisland trade buffer decreased from 12:45 to 12 hours when FA is in rest
- Restriction for using vacation for dropping trips acquired through segment trades

SECTION 13: LOW TIME AND REDUCED TIME OPTIONS

What?

- This section provides for reduced flying

Changes.

- Bidding for low time options closes on the 10th instead of 19th
- Vacated annual low time option will be offered for the balance of the term in seniority order for those on the waitlist
- Vacated quarterly low time options will be offered on a monthly basis in seniority order for those on the waitlist

SECTION 14: FILLING OF VACANCIES

What?

- This section procedures for staffing domiciles and transfers between them

Changes.

- No change

SECTION 15: TEMPORARY DUTY ASSIGNMENTS

What?

- This section handles temporary domiciles

Changes.

- No change

SECTION 16: REDUCTION IN FORCE

What?

- This section sets out how furloughs are handled

Changes.

- No change

SECTION 17: LEAVE OF ABSENCE

What?

- This section outlines the various Leave Programs negotiated for HA flight attendants

Changes.

- No "Fitness to Fly" test while on 5-year Medical Leave
- Granted in order of seniority

SECTION 18: VACATION

What?

- This section provides the relief we earn with vacation days

Changes.

- Automated system to track accrual and usage
- Pop-up slots to be a minimum of 2 at bases with 130+ FAs
- Vacation cash-out by noon Local Domicile Time on the 16th of the month prior (was the 5th)

SECTION 19: SICK LEAVE

What?

- This section defines the sick leave entitlements

Changes.

- Increased accrual cap from 1080 to 1200 hours in bank
- 100/110 monthly cap lifted
- Doctor's note now required 3 days prior and 3 days after Christmas Day

SECTION 20: PHYSICAL EXAMINATION

What?

- This section concerns health issues, drug and alcohol testing, counselling and rehabilitation

Changes.

- "Fitness to Fly" exam will not be required when FA is on any type of medical leave

SECTION 21: ORDERS IN WRITING

What?

- This one paragraph section states flight attendants must be notified in writing of any change in their status (furloughs, vacations, leaves, etc.)

Changes.

- An electronic copy to be sent to the AFA MEC President

SECTION 22: ASSOCIATION PROVISIONS

What?

- This section provides AFA the right to have bulletin boards, Union offices, flight pay loss, speak to trainees, and have a joint hotel committee

Changes.

- Flight Pay Loss for AFA paid for by the company is increased from 600 hours/month to 900 hours

SECTION 23: GRIEVANCE PROCEDURE

What?

- This section outlines the procedures used to handle disputes that become grievances (disciplinary, contractual, discharge)

Changes.

- Simplified the notification process
- Defined timeline for the various steps

SECTION 24: SYSTEM BOARD OF ADJUSTMENT

What?

- This section deals with grievances that cannot be settled satisfactorily for either side and establishes an independent Panel of Arbitrators from which a mutually agreeable arbitrator is selected to render a final decision

Changes.

- New list of arbitrators from which AFA and HA may select

SECTION 25: ASSOCIATION MEMBERSHIP & DUES CHECK-OFF

What?

- This section establishes AFA union membership for HA flight attendants

Changes.

- Method to allow an FA behind in dues to have the amount paid through payroll deduction
- Amend some Contract language to reflect changes to the AFA Constitution & Bylaws

SECTION 26: TRAINING

What?

- This section contains the provisions for trainings

Changes.

- New Aircraft Training paid at hourly rate with no credit or paid and credit for 5 hours (no language before specifically for new aircraft training)
- Computer Based Training (other than Recurrent or Requalification) paid at FA's hourly rate of 1 hour for every 3. CBT cannot exceed 3 hours.
- Recurrent Home Study to be paid at FA's hourly rate of for 1 hour and cannot exceed 3 hours.

SECTION 27: GENERAL

What?

- This section is a catch-all for items not addressed in other parts of the Contract. These include: Providing Copies of the Contract, Company Acquiring Aircraft, Domiciles, FA Lounges, Right to Inspect Files, Crew Complement, Lost items, Pay Discrepancies, Jury Duty, Death, Missing in Action, Privacy, Checked Crew Baggage, Replacement of Items, Inflight Evaluations, AFA FlightPAC, Etc.

Changes.

- Added the title "Job-Related Items" to the paragraph on company paid replacement items. (27.I)

SECTION 28: SAFETY

What?

- This section outlines how AFA and the company can work together to provide for a safe and healthy environment.

Changes.

- Release after serious safety incidents
- Transportation assistance after incidents
- Notification and participation of AFA in safety related issues

SECTION 29: CABIN SERVICE

What?

- This section outlines services onboard and provides protections to FA for loss of company materials put onboard, the lifting of bags, having to clean, etc.

Changes.

- No change

SECTION 30: BENEFITS

What?

- This section ensures FA rights to passes, jump seat authority, overseas health coverage, employer provided credit card, etc

Changes.

- No change

SECTION 31: DEADHEADING

What?

- This section provides for deadhead pay, and travel.

Changes.

- Not allowed to drink while deadheading if passing through Customs in uniform

SECTION 32: INSURANCE AND BENEFITS

What?

- This section establishes for the FAs: Group Life Insurance, Long Term Disability, Medical and Dental Coverage, etc.

Changes.

- New calculation for medical premiums beginning January 2021.
- **YOS = Years of Service**

New Plan Formula Medical Insurance Beginning in 2021	EE Only EE + Spouse EE + Children	EE Only EE + Spouse EE + Children	EE + Family
Years of Service	YOS 1-7	YOS 8-20+	All YOS
Plan Year 2021	6%	10%	6%
Plan Year 2022	8%	11%	8%
Plan Year 2023	10%	12%	12%
Plan Year 2024	12%	12%	12%

***United, American, Delta, Alaska pay 20% of their premiums**

These are the current full medical premiums for 2021 assuming 6% increase over ALPA/IAM's 2020 ACA compliant plan premiums:

2021 Full Monthly Premiums	HMSA PPP	KAISER TRADITIONAL
EE (Employee Only)	\$643*	\$764*
EE + 1	\$1,366*	\$1,529*
EE + Children (new)	\$1,126*	\$1,437*
EE + Family	\$1,993*	\$2,293*

*** These monthly amounts are the FULL Premiums, meaning the *combined* payment of both the company and the flight attendant shares together. For example, in 2021 if you are a 6th year FA and want HMSA EE only coverage, your monthly premium would be \$38.58 which is 6% of the FULL \$643 premium. See other examples in the charts on pp. 15-16.**

Comparative Examples of the current medical premium calculation vs the new 2021 formula

- There is no change in medical premiums for the rest of 2020.
- ***The current plan formula is based on % of compensation.*** Those FAs who worked more hours today pay more for their plan than those who worked less for the same plan since it's currently based on what you earn each month.
- ***The new plan formula is based on % of medical premiums.*** Everyone pays the same for the same coverage. *The new formula is currently used by all other HA employees and is the standard in the airline industry.*
- The new plan will include Preventive Care Coverage and will be compliant with the more generous provisions of the ACA (Affordable Care Act). The following will now include 100% preventive care:
 - Mammograms
 - Colonoscopy
 - Immunizations
 - HMSA online care will now be free
 - Well-child care will go up to age 21. It currently stops at age 6.
- The new plan will no longer have a lifetime cap on insurance payouts.
- The new plan adds a lower cost medical plan for FAs who have children but no spouse.
- The new plan will make no change to our current Drug Plan.
- The new plan will make no change to our current Dental Plan.
- The chart below shows the difference between the current formula based on compensation and the new formula based on assumed premiums for 2021.
- The new plan will not begin until January 1, 2021 thereby capturing all pay raises before it gets implemented.
- The new 2021 premiums will be in effect from January 2021 through December 2021.

Pay Rates Used in the Comparison Charts Below

- 3rd year (\$36.90) at 85 hours = \$3,136.50
- 6th year ((\$48.98) at 85 hours = \$4,163.30
- 20th+ year (\$69.36) at 85 hours = \$5,895.60

HMSA PPP

2021 Premiums	\$643 EE	\$643 EE	\$1366 EE + 1	\$1366 EE + 1
Monthly Compensation	Current Formula HMSA EE Only	New Formula HMSA EE Only	Current Formula HMSA EE + 1	New Formula HMSA EE + 1
\$3,136.50	\$47.05	\$38.58	\$62.73	\$81.96

\$4,163.30	\$60.00	\$38.58	\$83.27	\$81.96
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\$5,895.60	\$60.00	\$64.30	\$117.92	\$136.60
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2021 Premiums	\$1126 EE + Children
Monthly Compensation	New Medical Category HMSA EE + children
\$3,136.50	\$67.56

\$4,163.30	\$67.56
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\$5,895.60	\$112.60
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\$1993 EE + Family	\$1993 EE + Family
Current Formula HMSA EE + family	New Formula HMSA EE + family
\$62.73	\$101.40

\$83.27	\$101.40
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\$117.92	\$101.40
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KAISER TRADITIONAL

2021 Premiums	\$764 EE	\$764 EE	\$1529 EE + 1	\$1529 EE + 1
Monthly Compensation	Current Formula KAISER EE Only	New Formula KAISER EE Only	Current Formula KAISER EE + 1	New Formula KAISER EE + 1
\$3,136.50	\$47.05	\$45.84	\$62.73	\$91.74

\$4,163.30	\$60.00	\$45.84	\$83.27	\$91.74
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\$5,895.60	\$60.00	\$76.40	\$117.92	\$152.90
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2021 Premiums	\$1437 EE + Children
Monthly Compensation	New Medical Plan KAISER EE + children
\$3,136.50	\$86.22

\$4,163.30	\$86.22
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\$5,895.60	\$143.70
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\$2293 EE + Family	\$2293 EE + Family
Current Formula KAISER EE + family	New Formula KAISER EE + family
\$62.73	\$137.58

\$83.27	\$137.58
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\$117.92	\$137.58
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SECTION 33: RETIREMENT

What?

- This section defines the Retirement Board, 401K Plan, Retiree benefits, etc.

Changes.

- Establishment of a Health Retirement Account into which the company will place a dollar amount based on years of service at Hawaiian. **FAs who retired since January 1, 2017 will also get this.**
- Monies in this account may be used to pay for Medicare Supplemental Insurance upon retirement. *Current Medicare Supplemental Insurance Plans run about \$250/month.*

30 to 35 Years of Service	\$10,000
35+ to 40 Years of Service	\$20,000
40+ Years of Service	\$30,000

SECTION 34: LETTERS OF AGREEMENT (LOAs)

What?

- This section contains agreed upon items that were not placed directly into the main body of the Contract

Changes.

- New Ratification Bonus LOA
 - Retro Pay using same formula as pilots.
 - Paid out over 12 months (24 pay periods)
 - Will be taxed as part of regular income and not the higher bonus tax
 - Will be paid to FAs on Leaves, Voluntary Furloughs, etc.
- New A321 Service LOA – Modified service
- New OAK Domicile LOA with SFO as alternate check-in
- New Commuter Policy LOA will be developed
- Modification of LAX LOA – Rest seats for over 14 duty-day/Over 16 pay
- Removed Bonus Compensation LOA that states won't pay out while in negotiations

SECTION 35: DURATION

What?

- This section establishes the effective dates of the Contract and its provisions

Changes.

- New effective dates April 2020 through April 2025