

AFA Hawaiian Airlines Mediation Update

January 23, 2019



Dear Fellow Flight Attendants:

Last week, we completed our second round of mediation with the company in Phoenix, Arizona. The week began with the formal introduction of Aparna Joshi, who has replaced Karen Berry on the company's negotiating team. The session initially focused on housekeeping items: confirming, and tentatively agreeing on entire completed sections of our contract. We then moved onto "negotiations" with both sides discussing "open" sections – sections in which either side is making demands that are open to negotiation.

We have not yet talked about money or retirement – except to state clearly that Hawaiian Flight Attendants expect and deserve significant pay increases and improvements in retirement benefits. In negotiations, money - and items which cost a lot of money – are the last items discussed.

What did we work on this session?

We worked on Sick Leave, Vacation, and Leave of Absence. We proposed improving Sick Leave provisions including increasing our monthly accrual and eliminating the monthly caps of 100/110 on sick leave payout. We also proposed eliminating the cap on sick leave accrual. In Vacation we proposed increasing the daily vacation credit – an issue that many of you had raised as a concern for these negotiations. We are also looking at creating options for those Flight Attendants who want to fly more in vacation months by allowing them to fly more or to "sell back" their vacation days to the company. In Leaves of Absence, we are committed to guaranteeing the rights of Flight Attendants on medical leaves.

While some of these proposals may not seem significant at first glance, they are important in that they are intended to improve the important rights and protections that safeguard our careers and make our job one which can last our working lifetime.

Assessing the Situation

The next few weeks will be busy ones as we will be in mediation with the company for two of the next three weeks. We will be meeting in Phoenix during the week of January 28th and again during the week of February 11th. In addition mediation dates have already been set for March and April.

Looking back at the early rounds of negotiations (prior to mediation), although we were able to have some success with the company's team, there was a limit to the amount of progress that could be made without a change in dynamics. Because of that, we decided to file for mediation. Now that we've completed a full week of mediation, we are currently assessing if we will be able to bring these negotiations to a successful conclusion in a reasonable amount of time. That is yet to be determined, and we will keep you informed of that ongoing assessment. Our primary objective is to bring these negotiations to a conclusion in as short a time as possible, provided we are able to capture the gains and improvements that we feel we all deserve.

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
