



# AFA Contract 2017: Update

Friday, December 8, 2017

**Dear Hawaiian Flight Attendants:**

**This past week your Negotiating Committee had the opportunity to meet personally with the Los Angeles and Honolulu Flight Attendants.** On Sunday we kicked off the LAX negotiations mobilization campaign. On Wednesday we attended a “talk story” session hosted by the local union leadership in HNL. We were pleased to be able to participate and answer questions in the meetings.

**One of the topics of concern was the December Incentives.** We were able to explain the origins of the program and how it was implemented. A more complete explanation of this discussion will be sent out as a separate Negotiating Committee communication.

**Flight Attendants brought up other issues such as vacation crediting, Inter-Island flying equity, retirement, etc.** This was not news to the committee as these items had already been expressed in the negotiations survey and were captured in our opening proposals to management. All of those issues are on our radar and are important, and although we may not address them in our communications they will be brought up at the bargaining table at the appropriate time.

**A frequently asked question was the average time frame for negotiations.** The airline industry average is 24 to 36 months, and in January 2018, we will have been in negotiations with the company for one year; however, both the AFA and management are determined to reach an agreement sooner rather than later. We realize that this will be the first negotiations for half our members and we are more than happy to answer any questions that you may have about the process. Mahalo to everyone who attended the meetings in Los Angeles and Honolulu!

**The Committee just wrapped up a constructive week of negotiations with management.** The entire session focused on the Flight Attendant staffing. Everyone is in agreement that the current situation with staffing is not working. Both parties are committed to finding a long-term workable solution. We are pleased to say that we had a breakthrough with the concepts surrounding adequate Flight Attendant staffing and we will be working on these issues between now and our next bargaining session in January. A more comprehensive understanding of staffing and utilization of the Flight Attendants has a direct correlation to improved PBS awards and satisfaction.

As a reminder, our email address is open and available for questions, comments, or suggestions. Our address is [AFAcontract2017@halafa.org](mailto:AFAcontract2017@halafa.org)

***Mele Kalikimaka a Hau'oli Makahiki Hou!***

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

