



AFA Hawaiian Airlines

Mediation Update

April 19, 2019

Dear Fellow Flight Attendants:

We just completed our 6th mediation session with the company. We met in Honolulu for six days away from company headquarters. Joe Burns, AFA Director of Collective Bargaining, assisted us in place of Paula Mastrangelo who is on vacation.

What We Worked On:

This week we worked on the following five sections:

- Section 7 – Hours of Service (*how we're scheduled*)
- Section 10 – Preferential Bidding (*how our PBS schedules are built*)
- Section 17 – Leaves of Absence (*how and when we can take a leave of absence*)
- Section 19 – Sick Leave (*rules about how we earn and use sick leave*)
- Section 22 – Association Provisions (*general rules about Union activities*)

We were able to reach a tentative agreement on Section 17, Leave of Absence. One of the important issues in Section 17 is “fitness for duty” examinations during a medical leave of absence.

Why is this important?

To protect Flight Attendants dealing with healthcare issues. We were concerned that the company would send a Flight Attendant to a “fitness for duty” examination while they were on medical leave of absence. We reached an understanding with the company that a Flight Attendant on a medical leave of absence would not be required to submit to such an examination until they were ready to return to work. This is extremely important to those of us who have to deal with long-term illnesses.

Our Message to the Company: 2 YEARS, 2 LONG.

We told the company again that we need to move these negotiations to conclusion. We are over two years past the amendable date and Flight Attendants need wage increases and negotiated improvements. One obstacle to reaching an agreement is the company has proposed to take away hard won contractual provisions in a number of sections. The company indicated that they wanted to move the negotiations to conclusion as well.

We are at a critical time in these negotiations. We are getting down to the key outstanding issues and will be getting into economic discussions in the near future. Getting a fair contract will require the support and effort of all Hawaiian Airlines Flight Attendants. We have set up a mobilization team to support our efforts at the bargaining table.

We've enjoyed meeting you in the lounge and we look forward to seeing you again in May. If you don't see us during one of our visits be sure to check us online with one of the links below. As always you can reach us at afacontract2017@halafa.org.

In Solidarity,

The Negotiating Committee,

***Sharon Soper, Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke,
and Joe Burns – AFA Director of Collective Bargaining***

facebook: [HAL AFA \(the M.O.B.\)](#)

AFA MEC Web Site: www.halafa.org

Hawaiian Negotiations Web Site: www.afacontract2017.org

Questions? Email Us: afacontract2017@halafa.org