



AFA Contract 2017

Update #23: Current Topics Q & A

Friday, February 2, 2018

Dear Hawaiian Flight Attendants:

Our Negotiations Update that was sent at the end of our last bargaining on January 19, 2018, generated a lot of good questions. Here are a few of the important questions that were raised by your fellow Flight Attendants. Please note when we make references to 'the company believes...' that the views expressed are solely those of the company and do not necessarily imply AFA agreement with them unless specifically stated. We are answering the questions, which you have put forth.

Q: I've heard that the company's position regarding pay increases is that they are "looking for productivity in exchange for pay increases." What is the AFA's position on that issue?

A: The AFA hears "the company is looking for productivity in exchange for pay increases" at every bargaining table. Management always wants employees to be more productive and they use it as a bargaining chit in order for us to achieve pay raises. They even have airline associations where they compare the "productivity" of their employees. A look at contract negotiations at healthy carriers throughout the industry indicates that this certainly does not play out. It is their "bargaining position." The idea that flight attendants would have to "pay" for their own pay raises through productivity is absurd, especially in this era of prosperity and growth for Hawaiian Airlines. Certainly the pilots' negotiations did not have that outcome. Your negotiating committee thoroughly rejects that position. This will not be a "net neutral" agreement.

Q: I've noticed that some of our flights have been going out without the full compliment of interpreters. Is there a shortage of language qualified Flight Attendants?

A: The company feels that they are adequately staffed based on the ratio of block hours to language qualified (LQ) Flight Attendants. The problem isn't so much that there aren't enough LQ Flight Attendants; it's that most of them are on bid lines. The low number of LQ reserve Flight Attendants presents a problem when trying to fill a vacancy after the DFS has been printed. The current structure of the contract doesn't provide a way to assign a LQ Flight Attendant to a vacancy unless they are on reserve. The AFA Negotiating Committee will be continuing our investigation into just how the company manages LQ positions and assignments.

Q: What is the company proposing regarding the number of LQ Flight Attendants on International trips. What is the AFA's position on increasing or decreasing the number of LQ Flight Attendants on International trips?

A: When we began scheduled service to Asia in 2010 the company's position was to have all of the positions filled with language qualified Flight Attendants. The AFA agreed to staff the flights to Asia with three positions: one lead position in business class and two service positions in the main cabin (one in each aisle). This is the industry standard and we feel that the staffing is appropriate.

Q: Is the Union agreeing with the company to remove more line Flight Attendants from Japan routes?

A: The company has not requested to remove line Flight Attendants from the Japan routes and certainly the AFA would not agree to that position if the company did put it forward.

Q: What kind of processes will the company need to go through to create a Joint Venture with JAL?

A: On his webcast from Kauai, Mark Dunkerley indicated a Joint Venture requires a lot of government and agency vetting, but other Joint Ventures have been approved for every major airline in the US. Mark also stated the timeline can be lengthy and it may be until next year before it clears the regulatory hurdles necessary.

Joint Ventures between US and foreign carriers do not undergo the “anti-trust” scrutiny by the Department of Justice that agreements between US carriers must endure. However, there are specific regulatory, treaty and legislative hurdles that must be considered.

In the meantime a comprehensive codeshare is fairly quick to get going and the company hinted it would be coming “soon.”

Q: Many airlines are giving their employees bonuses after the tax law windfall for businesses. Will Hawaiian be giving their employees bonuses?

A: We reached out to the company and asked about any plans for the tax savings windfall. The company has indicated they will be using the money that it saves in taxes toward significant infrastructure improvements at the Honolulu Airport. The tax savings will offset some of the expense, but it will not cover the full cost of the improvements. The company feels this investment will have a positive impact on the company’s profits, which in turn are shared with the employees through the Profit Bonus Plan.

Our next bargaining session will be February 5-9, 2018. As always, our email address is open and available for your questions, comments, or suggestions. Our email address is AFAcontract2017@halafa.org.

Mahalo from the Negotiating Committee,

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