



AFA Contract 2017: Update

Monday, October 16, 2017

Dear Hawaiian Flight Attendants:

This past week of negotiations was intense and focused on scheduling issues. We reviewed the Company's Staffing model and spent many hours studying the logic behind management's assumptions. There are still many unanswered questions and we have asked for additional data to continue our own independent research. In November we will review the company's model for the past year and see how it compared to its actual performance and identify some of the reasons behind this year's staffing shortage.

We began our discussion with management on "unstacking" in PBS awards. Unstacking is a necessary part of creating schedules in the airline industry. What we are trying to do is lessen the effects of unstacking, give you better options with unstacking, and increase the company's tolerance for open time. This is an involved and complex issue and we are reaching out to our AFA counterparts at other union carriers with PBS to confer with them on how to best handle unstacking. More on this in the weeks to come.

The final language for changes in the Reserve Section has been signed off. There are several enhancements which will improve life on Reserve, as well as significant developments in transparency. The new procedures are clear and should be much easier for both the Flight Attendants and the Schedulers to follow.

Mobilization efforts kick off. Your MEC and HNL Local Officers held the first Negotiations Mobilization Meeting in HNL on Monday, October 16th. Mobilization is about creating a dynamic, engaged group of Flight Attendants that is prepared to take our negotiations to the next level of communication and participation. MEC and Local Committee representatives will partner with the Negotiating Committee on ways to improve communication with the membership. Your Negotiating Committee will be holding a similar meeting in Los Angeles in December as well as other meetings in the future.

Other Current Issues:

LDMCR Access: We were happy to be able to implement the negotiated benefit of LDMCR access for pass riding Flight Attendants. Under normal circumstances negotiated benefits do not go into effect until an agreement is ratified. V.P. Robin Sparling is working with the AFA to compile a FAQ list that is posted on the IFS web site.

Managing Director Positive Space Leisure Travel: Please be advised that the company has suspended the practice of providing Managing Directors and their travel dependents positive space travel for leisure. The practice was suspended because it conflicted with a provision of the pilots' ALPA agreement.

As a reminder, our email address is open and available for questions, comments, or suggestions. Our 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