



MEC HEADLINE NEWS



Aloha Hawaiian Airlines Flight Attendants...Your Master Executive Council (MEC) will be publishing a newsletter focusing on issues we feel are a priority to all flight attendants regardless of seniority, age, gender or base. We will begin with how we compare to our counterparts in the industry, an update on the monitoring of sick leave, acknowledgment of the 05/01/15 HA24 crew and a feature on getting to know us. We hope you enjoy it!

In Solidarity Your MEC Leadership — President Sharon Soper, Vice President Scott Henton, Secretary-Treasurer Joni Kashiwai, HNL President Jaci-Ann Chung & LAX President Melissa Hooper

FLIGHT ATTENDANT CONTRACT COMPARISON

Have you ever wondered how we compare with our fellow flight attendants in the airline industry? Our membership has significantly grown over the last 5 years. Many of us weren't working for Hawaiian when we went through concessionary and bankruptcy negotiations. During those tough times we made sacrifices to help keep our Company in business. The Hawaiian Airlines of today is not the Hawaiian Airlines of yesterday and through negotiations we have been able to rebuild our work rules and quality of life. A few examples of how we have benefitted and how we compare to our counterparts in the airline industry are outlined below. We'd like to thank Negotiating Committee Member Ka'imi Lee for researching and compiling this comparative data for our membership.

| <u>PAY</u> | HAWAIIAN | ALASKA | UNITED | VIRGIN |
|-----------------------|----------------|--------|--------|--------|
| 2 nd Year | \$30.59 | 23.35 | 23.19 | 23.00 |
| 5 th Year | \$43.69 | 28.17 | 28.59 | 29.00 |
| 10 th Year | \$49.84 | 38.32 | 46.10 | 33.00 |
| 20 th Year | \$54.43 | 53.27 | 50.05 | 33.00 |

FLIGHT ATTENDANT CONTRACT COMPARISON (cont'd.)

| <u>PER DIEM</u> | HAWAIIAN | ALASKA | UNITED | VIRGIN |
|-----------------|------------------------------|--------|--------|--------|
| Inter Island | \$2.00 | 2.50 | 1.95 | 2.00 |
| North American | \$2.50 | | | |
| Foreign Int'l. | Ranges from \$2.89 to \$4.14 | 2.50 | 2.50 | 2.00 |

| <u>MAX TIME</u> | HAWAIIAN | ALASKA | UNITED | VIRGIN |
|-----------------|---|---------------------------------------|---|--|
| | 90 hour bidding cap with option to exceed | 102 hour cap with FA option to exceed | 95 hour cap with no FA option to exceed | 100 hour cap with FA option to 135 hours |

| <u>MIN GUARANTEE</u> | HAWAIIAN | ALASKA | UNITED | VIRGIN |
|----------------------|------------|------------|------------|------------|
| Bids | Line Value | Line Value | Line Value | Line Value |
| Reserves | 75 hours | 82 hours | 78 hours | 70 hours |

| <u>RESERVES</u> | HAWAIIAN | ALASKA | UNITED | VIRGIN |
|-------------------------------|--|---|---|--|
| Pickup Over Minimum Guarantee | Yes On GDOs | No | No | No |
| Days Off | 12 8 GDOs+4 ADOs | 12 | 12 All GDOs | 12 4 w/ "higher" request value |
| Ability to Request Trips | Yes AM/PM Standby release Interisland International airport reserve Pairing first out last out | Yes first out last out night fly long flights | Yes AM/PM Destination Pairing # of days (Ready reserves must be available for anything for 24 hours) | Yes first call last call am/pm (Reserves placed on last call once they hit 65 hours) |

Getting to Know Your MEC—President Sharon Soper

Did you know our MEC President Sharon Soper has been serving our membership for over 45 years? As MEC President, Sharon's role is "the official Union spokesperson" at Hawaiian Airlines. In addition she serves as a member of the AFA-CWA Executive Board and is a member of the Negotiating Committee. These duties are outlined in the AFA-CWA Constitution & Bylaws.

What has inspired you to keep doing union work through the years?

Being able to work with my friends, co-workers, and union partner Diana Huihui to support Flight Attendants and to transform the Flight Attendant job at Hawaiian into a career. When we all started the length of time we worked as a Flight Attendant was 18 months, because and I'm sure many people will find this hard to believe, the list of "could not" was very long. One "could not" be married, be pregnant, be over 32

years of age or be a man. We've come a long way.

Name one thing you'd like to say to our new membership.

You are fortunate to be working at Hawaiian at this point in it's history. The airline business has it's highs and lows and Hawaiian has had it's share of times when we were on the verge of going out of business. If it were not for the willingness of your fellow Flight Attendants and fellow employees to take pay cuts and make work rule concessions I don't think Hawaiian would be where it is today. I think we all owe a debt of gratitude to those people that were willing to make those sacrifices to keep this company alive.

What accomplishments are you proudest of?

Let me start by saying in a union one does not accomplish anything alone, it really does take a team of people working together. I am certainly proud of what I have accomplished with long time Negotiations Chair Diana Huihui and the many Flight Attendants who have volunteered their time and their commitment.

When Diana and I started out we wanted to give each Flight Attendant the opportunity to manage their schedule, make a living wage, get married, have children, buy a place to live, educate their children, save for retirement, and be repre-



sented fairly if there was a problem. Today, our International Office acknowledges that the Hawaiian Flight Attendants have an "industry leading contract".

What should be the main focus of our Flight Attendant membership as a group going forward?

We have so many new people joining our membership I think it's important to create a sense of community. It is all of our jobs to welcome the new people into the Flight Attendant 'ohana so we can all move forward together. Thank you to the new volunteers—Jaci-Ann Chung and Kahea Ching the leaders for HNL and Melissa Hooper, Craig Iwasaki and Maile Hernandez for LAX for working on this project. Thank you to all our Flight Attendants who make Hawaiian Airlines a successful airline every day.

Mahalo and With Aloha,
Sharon Soper
President
Hawaiian Airlines Master
Executive Council



MAHALO FOR A JOB WELL DONE!



The May 1, 2015 crew of HA24 OGG-OAK — Jesse Ohai, Kela Fisher, Kunane Gayagas, Kim Beck, Jarrett Day, Kalee Medeiros, Cameron Grimm and FFA Stephanie Lum

We would like to acknowledge and thank the flight attendant crew involved in the evacuation of HA24 OGG-OAK on May 1, 2015. Passengers commended them for their professionalism and for the excellent way they performed their duties to ensure their safety. "I knew they wanted us to get out quickly" a passenger was quoted as saying. This is exactly what we are trained for and this crew executed it perfectly. There were a few minor injuries but no one was seriously injured.

We'd also like to thank our AFA EAP and Air Safety, Health & Security representatives for their quick response and continued support of the crew.

DIANA HUIHUI HONORED WITH AFA'S HIGHEST AWARD

At the recent AFA-CWA Board of Director's Meeting in Las Vegas, NV Diana Huihui was presented with AFA's highest award — the Ada Brown Lifetime Achievement Award. Ada Brown was one of the original founders of the Association of Flight Attendants. The union acknowledged Diana's numerous contributions to the flight attendants at Hawaiian Airlines

that include today having one of the industry leading contracts after many years of hard times and concessionary negotiations.

Diana was honored alongside 3 other outstanding women who have all had long careers doing union work and have positively impacted the flight attendant profession/career.



Diana with AFA International Officers — President Sara Nelson, VP Deb Sutor & Secretary/Treasurer Kevin Creighan

SICK LEAVE MONITOR PROGRAM UPDATE

A short while ago Inflight informed us they would resume tracking sick leave usage following the guidelines of the Sick Leave Monitor Program (SLMP) outlined in the Collective Bargaining Agreement. The Company feels sick leave has escalated to an unacceptable level. We all agree that sick leave is a benefit to be used when you are sick however the Company feels there

is a percentage of FAs that may be abusing it. Some of the Company's concerns involve outside employment or FAs using sick leave to get off a trip when trading, dropping or flight release options fall through.

As the process of reviewing sick leave usage with Inflight continues please remember you have the right to take a union repre-

sentative or fellow employee with you into any meeting with a supervisor as your witness.

Also know the Company is acting within the guidelines of the SLMP in the Collective Bargaining Agreement. If you have any questions or need assistance with your individual situation please contact any of your local AFA representatives.

