



AFA Contract 2017: Extra

December Incentive Pay Guidelines

Tuesday, November 14, 2017

Dear Hawaiian Flight Attendants:

In an effort to simplify the “*Incentives for High Flyers*” memo that was posted on November 10th, we’ve put together an outline of the highlights of the program. The pay rate premiums outlined below shall apply to your hourly rate.

Bid Line Holders: How to get each pay rate premium:

	Pay Rate Premium	PBS action required (bid for and be awarded)	Minimum End of Month credit requirement
1.	50%	100-110 hours in PBS	at least 100 hours (credit)*
2.	40%	95-99:59 hours in PBS	at least 95 hours (credit)**
3.	25%	95-99:59 hours in PBS	no minimum requirement
4.	15%	Any full-time line below 95 hours	over 95 hours (credit)

The Fine Print:

1. Calling in sick for any trips that operate *on or after December 15th* will forfeit all incentive pay.
2. Incentive pay will not apply to any sick leave usage.
3. Vacation credit that is part of your PBS award will count toward this incentive pay.
4. Vacation credit taken after the PBS award (including pop-up trip bank) will not count toward this incentive pay.

****If you bid for and are awarded 100 hours or more (#1 above) but end the month with:***

- 95 to 100 hours, you will receive an incentive pay of 40% (#2 above).
- less than 95 hours , you will receive an incentive pay of 25% (#3 above).

*****If you bid for and are awarded 95-99:59 hours (#2 above) but end the month with:***

- less than 95 hours , you will receive an incentive pay of 25% (#3 above).

Reserve Line Holders: How to get each pay rate premium:

	Pay Rate Premium	Action required (pick up trips)
1.	50%	Pick up trips from open time on six (6) or more GDOs
2.	40%	Pick up trips from open time on five (5) GDOs
3.	30%	Pick up trips from open time on four (4) GDOs

The Fine Print:

1. Calling in sick for any trips that operate *on or after December 15th* will forfeit all incentive pay.
2. Incentive pay will not apply to any sick leave usage.
3. Reserves must maintain a minimum of six (6) days off.
4. Trips must be picked up from open time to receive the incentive pay.
5. Hours for voluntary recall will not receive the incentive pay.

Please refer to the “*Incentives for High Flyers*” memo that is posted on the IFS website for a complete breakdown of the program as well as specific examples.

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