

MEC HEADLINE NEWS



Aloha Hawaiian Airlines Flight Attendants...

All the best for a Happy Holiday season to you and yours from your AFA Leadership! Thank you all for your support and participation this year and for the outstanding work you do on the aircraft to make Hawaiian Airlines the success it is today. Your kindness to our passengers makes all the difference.

Information for the Coming Year:

~Negotiations Update~ Our AFA Contract will be open for negotiations on December 31, 2016, and the MEC will be reviewing resumes and interviewing interested individuals for the Negotiating Committee on January 14, 2016. The Negotiating Committee is comprised of three (3) members selected by the Master Executive Council (MEC). Any one interested in applying should go to the AFA website at www.halafa.org for more information on requirements and when and how to submit a resume and schedule an interview.

Once the Negotiating Committee is selected there will be meetings for everyone so that the committee can gather your ideas and hear your concerns. From the information that is gathered a survey will be crafted and distributed to everyone for their input.

~Maui Domicile Proposal~ The Company has asked the AFA to meet to discuss the possibility of opening a Maui domicile for Flight Attendants. The Company says no decision has been made but they want to explore their options to see if it would be cost effective. We will have our first meeting the week of December 7th and we do not expect any decisions to be made at that time. We will keep you posted.

~New Uniform Coming~ The Company informed us that they are beginning the process of developing a new uniform. This process can take anywhere from 18 months to 2 years. The Company's first step will be to select a vendor.

~2016 Profit Sharing and Bonus Compensation~ As part of our Collective Bargaining Agreement (our contract) we participate in a profit sharing plan and the bonus compensation plan. The formula for both plans was agreed to in negotiations and once the Company has filed the appropriate statements with the SEC for 2015 they will be able to distribute profit sharing and bonus checks to the employees. All the union groups (pilots, agents, dispatchers, Flight Attendants) participate in the profit sharing pool, the AFA share of pool for 2015 will depend on the length of time the IAM and ALPA have been in Section 6 negotiations. Once a union group's contract is open (amendable) for negotiations they either are not eligible to participate or they can only participate on a reduced basis. Look for more specific information in February 2016.

During these times of turmoil please be safe and look after each other on the plane and on your layovers!

Mele Kalikimaka e Hau'oli Makahiki Hou from Your AFA Leadership!

Sharon Soper, Hawaiian MEC President, Association of Flight Attendants-CWA

AFA ACKNOWLEDGES CEO MARK DUNKERLEY

On Wednesday, November 11, 2016, the AFA Leadership took the opportunity on Hawaiian's 86th birthday to acknowledge CEO Mark Dunkerley



Maile Hernandez, LAX LEC Secretary; Craig Iwasaki, LAX LEC VP; Melissa Hooper, LAX LEC President; Joni Kashiwai, MEC Secretary/Treasurer; Scott Henton, MEC VP; Mark Dunkerley; Sharon Soper, MEC President; FA John Aiwohi; Jaci-Ann Chung, HNL LEC President; Kahea Ching, HNL LEC VP

for the contribution he has made to the success of Hawaiian Airlines.

The ceremony opened with a moving Oli or chant by Kumu Hula and Flight Attendant John Aiwohi. Oli honors ancestors, elders and those who do good deeds with no expectations of receiving anything in return. John's chanting was very moving and definitely a "chicken skin" moment.

Words of acknowledgment and appreciation were expressed by MEC President Sharon Soper, HNL President Jaci-Ann

Chung and LAX President Melissa Hooper. Then MEC Vice President Scott Henton presented a beautiful koa steersman's paddle to Mark on behalf of the union and the Hawaiian Flight Attendants. The significance of a steersman's paddle — a good steersman is able to maintain the attitude of the canoe throughout a race and also keeps the boat and crew safe in rough conditions.

Mark closed the presentation by sharing how much he appreciated the Hawaiian Flight Attendants and all the Hawaiian employees and said Hawaiian's success was due in large part to the hard work and commitment of all of Hawaiian's employees.

AFA NEGOTIATIONS: The Rules of Engagement

By Ka'imi Lee, Negotiating Committee Member

Our current AFA Contract runs through December 31, 2016. As the Master Executive Council (MEC) begins preparations for new a contract, now would be a good time to understand some of the underpinnings that provide the framework for the upcoming talks.

Negotiations between airline Companies and their Unions are governed by Section 6 of the Railway Labor Act.. The Railway Labor Act is a United States Federal Law that governs labor relations in the railroad and airline industries. The law provides a means for both the company and the

union to seek changes to any existing contracts. The Act passed in 1926, and amended in 1934 and 1936, seeks to substitute bargaining, arbitration and mediation for strikes as a means of resolving labor disputes.

A unique aspect of this law is that Contracts as a whole negotiated under its rules do not ever expire but only become amendable.

What this means for us at Hawaiian is that all the work rules and pay provisions remain in force beyond December 31, 2016 until a new Con-

tract is negotiated. As flight attendants we are protected from a Contract which might otherwise drop dead.



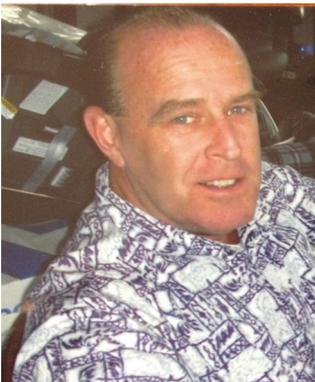
Getting to Know Your MEC—Vice President Scott Henton

MEC Vice President Scott Henton has lived in many places around the world — Brazil, Denmark, Belgium & Japan — but 40 years ago he found Hawaii as his place to call home.

Why did you choose Hawaii as home?

I've lived in Hawaii since 1975— graduated from Kaiser High School in 1978 and attended Chaminade University. I moved to Kauai in late 1979 where I did odd jobs before landing a management position with Liberty House. In 1982 I met my wife, Deb, of 33 years, have two children and now two grandchildren.

When I first moved to Kauai, it was a typical plantation community, one traffic light and far fewer tourists. Plantation stores were still in most towns, and everything was closed on Sundays. Today the plantations are closed and big box retailers have forced the closure of most "mom and pop" stores. All said, it is still a great place to live and raise a family.



What brought you to do union work?

In June of 1987 I was hired as a Flight Attendant. I flew Inter Island for the first 2 years until I received a notice I would be furloughed. In 1989 I applied to be an Inflight Supervisor and held that position for 2 years, working both Inter Island and World Wide operations.

After leaving management in 1992, I was approached to help with the local grievance committee and have been doing grievance work ever since.

I have held several elected positions including LEC Vice President for several terms, MEC Grievance Chair for about 20 years and MEC Vice President for the past 10 years.

What do you like about doing union work?

Doing union work for the last 20 plus years, I have seen a lot of changes in our union and our contract. The one thing that has always been consistent is how all elected officers and union volunteers have strived to represent our Flight Attendants with, for the most part, a positive outcome.

Through bankruptcy or normal Section 6 negotiations we have walked away with a better and stronger contract that has created a better quality of life for all Flight Attendants.



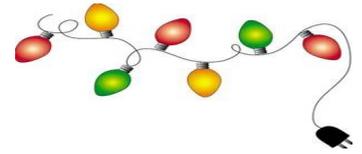
Is our contract perfect? No...but we have the best work rules, the best compensation package, and best quality of life available. It is a work in progress and will change, but rest assured, this and all past leaderships have and will work to better our contract and your lives.

With union work's ups and downs what continues to inspire you?

What has inspired me most in union work, has been the work of our predecessors and what they have done for our careers. Most of them are women, who were trail blazers from the 1960's and 1970's who created better working conditions that still are in effect today, across the industry. Things like maternity leave, working as a single parent, duty hours and most importantly pay. These are things many of us take for granted, but in fact were hard won victories for all of us, women and men.

Aloha...Scott





New LEC EAP committee members went through a 2-day Basic EAP Training along with representatives from Spirit and United Airlines, ALPA, Hawaiian Airlines Human Resources Department and members of Council 43 leadership.



EAP Basic Training, December 8-9 in Honolulu, HI. Heather Healy, AFA-CWA International EAP; Kawehi Apo, MEC EAP Co-Chair; Linda Foster, AFA-CWA International EAP; Tracy Thompson, MEC EAP Co-Chair; Kahea Ching, HNL LEC EAP Chair

De-Stress the Holidays

The holidays can be fun, but they also can be a source of great stress. Below are some common stressors and suggestions for managing them. Have a joyous holiday season and thank you for everything you do!

How Can You Deal With Difficult Family Interactions During the Holidays?

Being realistic is the first step. Family dynamics typically revert to historic patterns when families come back together. You don't have to pretend that all is well, but, you can sidestep difficulties by anticipating them and planning on ways to temporarily separate and defuse.

Do Financial Pressures Stress You Out to the Point of Ruining the Holiday Spirit?

Knowing your spending limit is also a way to relieve holiday stress. People believe that they have to go out and buy gifts because it's the holidays, even if they can't afford to do so. Not only is it stressful to feel that you have to buy everyone a gift, but you'll be stressed for the rest of the year trying to pay off your bills. Per-

haps this is the year to make a pact not to exchange gifts but to share time together. This could also help someone who isn't in a financial position to exchange gifts with you.

How Do Time Pressures Affect You Around the Holidays?

Putting routines on pause or totally rearranging schedules because of the holidays are the ingredients for exhaustion and chaos. Prioritize activities that are important and can fit around important replenishing activities like sleep, proper meals and exercise.

How Do You Deal With the Holidays When You Have Just Experienced A Recent Tragedy, Death or Break-up?

If you're feeling really out of sorts because of a loss or stressor, try to tell those around you what you really need, since they may not know how to help you. Ask for their understanding if you decline an activity or can't summon up the holiday spirit. Give yourself permission to grieve just as you would any other time of the year.

How Do You Cope With Kids Who Want Everything for the Holidays?

Parents need to tell their children to be realistic. It is OK to say to your child that a certain toy is too expensive. Even Santa Claus has limited funds and has to choose what most to give because he has a very long list. You can also tell your children that Mom and Dad and Santa Claus will try to choose the suitable present for the child. Children have to learn that their wish is not someone's command and to curb their desires for instant gratification.

How Do You Manage the Holidays If They Start Feeling Painful?

If you are unable to shake what you think are "holiday blues" your feelings may not be just about the holidays, but about other things in your life. If you need help in sorting out or dealing with painful thoughts or feelings, call your AFA EAP for confidential assistance. Call the National Hotline at 1-800-424-2406.

Adapted in part from the American Psychological Association at www.apacenter.org

