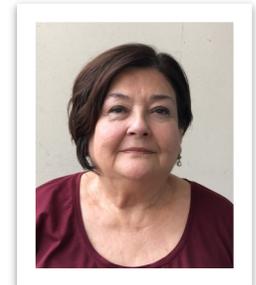


June 6, 2016
Volume 2, Issue 2

MEC HEADLINE NEWS



MEC President's Update...



Dear Fellow Hawaiian Flight Attendant:

Update on Flight Attendant Negotiations

On April 18th the Negotiating Committee (Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke) and the Master Executive Council (Sharon Soper, Scott Henton, Joni Kashiwai, Jaci-Ann Chung, Melissa Hooper) met in Washington, DC at AFA-CWA headquarters to attend a 2-day negotiations training session and meet with the AFA support staff. The week of June 13th the Negotiating Committee will meet with our AFA Staff Negotiator in Honolulu to work on a survey for the membership and a schedule for membership meetings.

A word about the negotiations process, it's more like a marathon than a sprint...that is to say it is not a short process. Why is this? Because we are governed by the Railway Labor Act and the purpose of the Act is to make sure transportation is not interrupted. If you are interested in more specifics of the Act we have posted it on our website: www.halafa.org.

A Word on Pilot Negotiations

We have received questions about whether or not the pilots will be going on strike. Of course no one knows the answer to that question at this point in time. The pilot negotiations are under the control of the National Mediation Board and their negotiations are ongoing. When and if the Mediation Board decides that the negotiations have gone as far as they can the Board will make a determination on the next step. We hope that the Air Line Pilots Association (ALPA) is able to negotiate a successful agreement. (See the Railway Labor Act on our website.)

We Need Your Email Address

Lastly, in order to send you the survey we will need to have your email address.

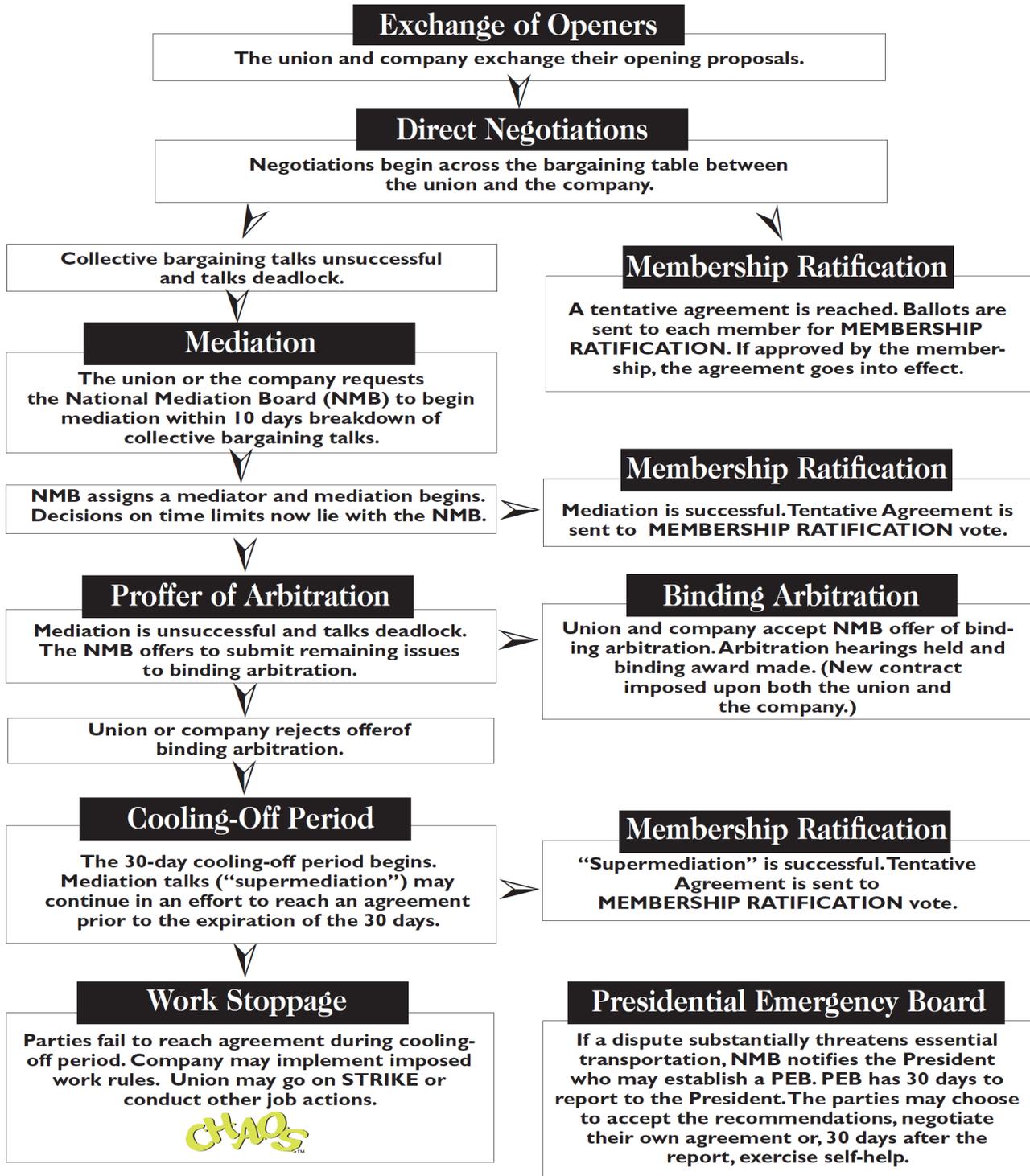
Mahalo to everyone for your participation and support as we begin the negotiations process!



Sharon Soper, Jaci-Ann Chung, Melissa Hooper, Scott Henton, Joni Kashiwai

Timeline of the Negotiations Process

Negotiations Procedures Under the Railway Labor Act



Meet Your AFA EAP Committee Members!

The Association of Flight Attendants Employee Assistance Program (EAP) is a confidential resource available to members, their families and their partners. The program is designed to assist with personal, as well as work-related concerns. AFA EAP provides three distinct but interrelated services:

1. Assessment, support and resource referral;
2. Advancement of professional standards through conflict resolution; and
3. Response to critical and traumatic incidents.

AFA's objective in providing these services is to enhance the health, safety and well-being of its union family with the highest quality of peer support available within the EAP industry.

The Flight Attendant Drug and Alcohol Program (FADAP) is also a part of the EAP and is a substance-abuse prevention program. This program was created and promoted for and by the Flight Attendant profession; it is funded by the FAA. FADAP's mission is to support a culture of safety which will be able to assist Flight Attendants in meeting their personal and professional goals through substance-abuse awareness, combined with self and peer referrals for assistance, and the implementation of a Flight-Attendant-specific recovery support system. Website: www.fadap.org

Please dial 844.4.HALAFSA, then the respective extensions.

****Not pictured: Kahea Ching, ext. 22, Tracy Thompson, 310-594-6058 & Kawehi Apo, 808-222-2462**



Zelda Alimoot ext. 517



Lane Fatutoa ext. 523



Brennan Fong ext. 524



Ka'ula Kamahele ext. 522



Malia Kerr ext. 520



Patrick Smith ext. 1011



Dennis Sullivan ext. 518



Chris Thompson ext. 517



Beryl Tyau ext. 521



Val Halili ext. 528



Craig Iwasaki ext. 526



Beverly Mendoza-Rezzara
ext. 527

MEC Grievance Update By Scott Henton, MEC Grievance Chairperson



MEC grievances are filed based on an alleged misinterpretation or misapplication of the terms of the Collective Bargaining Agreement (CBA). Once filed the grievance is heard by the VP of Inflight Services or designee and if that decision is unsatisfactory to the MEC, the issue can be appealed to the System Board of Adjustments for arbitration.

The grievance time lines are spelled out in the CBA but can be adjusted by mutual consent between the Company and AFA. Once the grievance is submitted to the System Board, the AFA and Company choose an arbitrator from an already established panel of seven (7) arbitrators.

From this point on we are at the mercy of time available to all three parties and all three schedules, which could require cases to be scheduled a year out from the date of submission to the SBA.

The MEC has filed four MEC contractual grievances so far this year, as follows:

1) **Processing trades during must go recurrent training month (Section 12).** The Company was not allowing pick up, drops or trades after your recurrent training date if in a must go month. **Status:** Company has awarded the grievance. Going forward all pick up, drops and trades will be

honored processed during your must go recurrent training month.

2) **Company imposed "black out period" (Section 7.X., Section 12).** The Company has imposed a "black out period" from the Preliminary Award date on the 17th, until the Final Award on the 20th. During this period FAs are not allowed to pick up, drop or trade trips that could impact their schedules for the next month. Though we have specific language that addresses month end cross over the company has denied the grievance.

Status: Currently at System Board.

3) **AFA PBS Committee denied administrative access to PBS system (Section 10.H.1 & 2).** The Company has denied access to the PBS Committee during the bidding process to assist FAs or assist in correcting potential errors in the PBS awards.

Status: Currently awaiting decision from Company.

4) **Arbitration decision #46-99-02-07-13.** AFA prevailed in this decision last year however the law allows for the Company to file a petition to vacate an arbitrator's decision, which means the Company disagrees with the Arbitrator's decision and wants said decision overturned. These cases

are heard in Federal Court, and handled by AFA staff attorneys. The CBA specifically states that Arbitration decisions are "final and binding" (Section 24.D.2). Because of this language we have filed an MEC grievance to withdraw the court filing. **Status:** This case is still pending final decision from the Company.

MEC Grievance Committee

- * Scott Henton, Chairperson

HNL LEC SCR & Grievance Team

- * Tracy Bean, Team Leader
- * Jeff Fuke, Team Leader
- * Helen Salvani, Team Member
- * Keakalina O'Brien, Team Member
- * Thomas Oakes, Team Member
- * Desiree Chun, Team Member

LAX LEC Grievance Committee

- * Melissa Hooper, Chairperson
- * Beth Hayes, Committee Member
- * Alvin Dajano, Committee Member
- * Joni Kashiwai, Committee Member