



AFA Contract 2017: Update

Friday, November 17, 2017

Dear Hawaiian Flight Attendants:

This week in negotiations we continued our focused discussion on scheduling issues. The two main areas of discussion centered on Preferential Bidding (PBS) and Staffing. The company is concerned about its ability to maintain an adequate number of reserves to cover the operation. In recent months the company has offered record amounts of recall, borrowed one of the six (6) increased flying months from 2018, offered an incentive for Flight Attendants to cash out vacation in October, and offered a pay incentive for high flyers in the month of December. This is not a sustainable business model for any airline.

Bidding Trend

The company showed us that bidding behavior has changed over the past year, with Flight Attendants building bid lines with credit values declining since January, resulting in fewer and fewer reserves each month. We asked the company to back up their assertions with hard data, which they were able to do by way of the statistics that are generated with each month's PBS awards. Despite sick leave usage returning to normal levels, adequate reserve coverage continues to be an issue.

Staffing

Our concern was whether or not the company had adequate staffing to cover the operation on a monthly basis. Over the past two sessions we spent a lot of time reviewing and evaluating the company's staffing model. For the most part it appears to be sound, although there are a few areas of concern that we will need to discuss further. The company has been receptive to our suggestions for changes to their model.

Overall the talks were productive and we feel that we may be able to find a solution that addresses the problem of adequate reserve coverage, while at the same time incorporating improvements in and around line building and addressing Flight Attendant concerns about unstacking. Dan Herring, Managing Director of Crew Planning & Scheduling has expressed a commitment to working collaboratively with the AFA Leadership and the PBS Committee.

A Hui Hou

As everyone knows Mark Dunkerley has announced his retirement effective March 1, 2018. We would like to acknowledge his stewardship, guiding Hawaiian through bankruptcy to profitability, and creating the opportunity for Hawaiian's continued success. Mahalo and Aloha, Mark!

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