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Volume 2, Issue 1

MEC HEADLINE NEWS



Message From the MEC President...

Dear Fellow Hawaiian Flight Attendant:

As we prepare for Flight Attendant negotiations we are looking for the best ways to communicate with everyone and we will be experimenting with various ideas in the months to come. We have started by combining the newsletters from the 2 Local Councils (HNL and LAX) and the Master Executive Council as we work our way to an electronic newsletter. We always welcome your thoughts and suggestions – drop us a note or let us know if you see us in the lounge or on a flight.



UPDATE ON MAUI BASE DISCUSSIONS

We announced in the December 2015 MEC newsletter that management informed us that they were looking at creating a Flight Attendant base in Maui and wanted to sit down and talk about it. On February 2nd we met with Inflight VP Robin Sparling, Inflight Managing Director Pauline Cauley and Crew Planning Managing Director Steven Simmons to hear their ideas for a base in Maui. A special Negotiating Committee had been appointed by the MEC to deal with this subject and it is comprised of Diana Huihui, Ka'imi Lee, International Staff Negotiator from Washington, DC Mark Littleton and ex-officio member MEC President Sharon Soper. We would like to give you a quick Q&A.

1. **Why is the Union negotiating with management?** Our contract (Section 27.D. Domiciles) requires management to sit down and negotiate the opening of new domiciles/bases with the Union. (Note: In most Flight Attendant contracts management is not required to talk to the union about opening a new domicile.)

2. **Why does management want to open a Maui base?** Management believes that a Maui base will cut the expense of having to deadhead Flight Attendants back and forth to Maui.

3. **Has management made a decision about opening the Maui base?** No decision has been made. Management is still looking at the cost savings versus the cost of opening and maintaining a new base.

Our next meeting is scheduled for the week of March 28th in Honolulu. We will post an update on our website hala-fa.org on Monday, April 4th.

WHAT HAPPENS ON MONDAY, MARCH 7th?

\$\$\$\$ Monday, March 7th is the last Pay Raise covered by the current contract and the day our 10th year Flight Attendant breaks into the fifty dollar an hour bracket at \$50.84!

\$\$\$\$ The Profit Sharing and Profit Bonus distribution will also be on the March 7th Pay Check.

Mahalo to All,

Sharon Soper from the MEC



New AFA Negotiating Committee Elected!

The contract will be open for negotiations on December 31, 2016 however your leadership is hoping to sit down with management for discussions beginning in September. With that in mind I am happy to announce that the MEC (the Master Executive Council is comprised of Local President in Honolulu Jaci-Ann Chung, Local President in Los Angeles Melissa Hooper and MEC officers Sharon Soper, President, Scott Henton Vice and Joni Kashiwai Sec/Treasurer) has elected the Hawaiian AFA-CWA Negotiating Committee. Congratulations and thank you for stepping up!



Name, years of service, where you're from: Diana Huihui, 51 years, Kailua, HI

What you like about the flight attendant job: As a flight attendant I relish the flexibility of my work schedule. I enjoy flying and working with colleagues who have become my friends and having the opportunity to explore and experience worldwide destinations with them.

Why you applied for the Negotiating Committee: I believe I will be able to make a contribution to the committee given my years of experience. I truly care about our membership and want them to have the best opportunities.

What you enjoy doing in your free time: When I am not working, I enjoy spending time with my family, going on vacations, cooking, and fishing.



Name, years of service, where you're from: Ka'imi Lee, 31+ years (June, 1984), Honolulu, HI

What you like about the flight attendant job: I love the flexibility of schedule the most. Believe it or not, I actually DO love people and love to travel, go figure.

Why you applied for the Negotiating Committee: I applied because I thought I had some skills and insight from past negotiations that could benefit our work group. The AFA has given me the ability to make a career out of this job. By establishing work rules, benefits and decent pay, the Union has given me a profession from which I can build my life. This is my small opportunity to give back and to help others.

What you enjoy doing in your free time: I enjoy traveling the world and experiencing different cultures. Even though I've been based at LAX for the past 20 years, I still treat this city like a tourist destination, exploring her museums, music and art scenes, and of course the fabulous foodie spots. Life's been good to me.



Name, years of service, where you're from: Jeff Fuke, 8 years, Hilo, HI

What you like about the flight attendant job: Flight Attendants can enjoy a great quality of life. I like coming to work and talking story with passengers and coworkers. The schedule flexibility is unbeatable. And the travel benefit is great, especially living on an island.

Why you applied for the Negotiating Committee: I want to learn about the negotiations process: how it works, why our contract reads the way it does, what we can do as a group to continue enjoying its incredible protections. Hopefully, my life and work experiences will contribute to the process in a productive way.

What you enjoy doing in your free time: Family and friends get most of my free time. The rest of it is chores and errands. I suppose I enjoy it all.

New AFA Negotiating Committee Elected! (cont'd. from page 2)



Name, years of service, where you're from: Martin Gusman, 29 years, Aiea, HI

What you like about the flight attendant job: Being perfectly candid, the things I like most about being a flight attendant are (in no particular order) schedule flexibility, compensation, and the people I work with. I'm thankful for a great deal more about being a flight attendant at Hawaiian Airlines, but those are the three that immediately jump out for me. The first two are items that have been negotiated by the AFA. I can't begin to say how important those things are because they give me so much flexibility with my life. The third item, the people I work with, is truly a gift or a blessing.

Why you applied for the Negotiating Committee: I applied because I would like to make a meaningful contribution to our flight attendant group. For me, personally, it's important that I make an effort to give back to our group because it has given so much to me. I understand that being on the Negotiating Committee requires a lot of work and that it carries with it additional responsibilities, but I have always embraced those kinds of challenges. Being on the Negotiating Committee will also give me the opportunity to work with and learn from a team of flight attendants dedicated to advancing our group and our profession.

What you enjoy doing in your free time: I enjoy walking (lots of walking) and learning new things. I find just about everything - or a particular aspect of anything - interesting. I follow U.S. national politics year 'round (not just during election cycles).

Crewmember Self Defense Training in Honolulu

Dear Fellow Flight Attendants:

After months of working with the TSA, we have finally secured dates for a special Crewmember Self-Defense Training opportunity here in Honolulu.

"The Self-Defense Training Program provides four-hours of training to prepare active crew members of all domestic scheduled carriers for potential physical altercations both on and off the aircraft." [description from the TSA website]

Please know that space is limited and your attendance is "at will" so there is no pay/compensation included. Session registration will be handled through our Council; please go to

the MEC website (halafa.org) for the registration link.

We have also invited Flight Attendants from United's HNL and Guam base as well as our HA Pilots.

Training Sessions:

- A. Tuesday, March 22: 800 am - 1200 pm
- B. Tuesday, March 22: 1230 - 430 pm
- C. Wednesday, March 23: 800 am - 1200 pm
- D. Wednesday, March 23: 1230 - 430 pm
- E. Thursday, March 24: 800 am - 1200 pm
- F. Thursday, March 24: 1230 - 430 pm



Once you complete the form, we will confirm the date and session based on availability. This is a special opportunity to attend the self-defense program whereas the sessions are usually available only at the TSA field offices on the continental U.S. For more information, please look at the FAQs on the halafa.org website or feel free to e-mail us:

hnlcrewmembertraining@gmail.com

In Solidarity,
Jaci-Ann and Kahea

Hotel & Transportation Committee Update By Matt Mitchell, Committee Chairperson

Hi Gang and Happy New Year! Here is an update for everyone regarding our crew hotels and transportation:

I am not expecting any major changes to any of our current lodging facilities as all of our current hotels are under contract for a few more years with the exception of 3 properties with contracts expiring in December. Those 3 hotels are the Hilton Oakland Airport, the SFO Courtyard at Oyster Point, and the Courtyard SEA South Center.

Later in the year, we will conduct a review regarding the suitability of those properties to see if they continue to meet our operational needs and continue to meet our standards for safety, security, comfort and cleanliness and either renew contracts with the hotels or perhaps look elsewhere based on our findings.

The search has begun for a crew hotel in Narita, Japan. A full sourcing of the region is now in progress and we expect to travel to Narita for hotel inspections in late March or early April. We will not be using the Shin Yokohama Prince Hotel for Narita layovers. A decision will be made regarding which hotel will be chosen for NRT sometime in late Spring.

As our ranks have grown tremendously over the past few years, there are still many of you that are not familiar with a great resource that we all have at our disposal to write up any and all hotel and transportation issues that you are experiencing. Please use the **API Crew Care** link that is found on the home page of our inflight website along the left column. Once logged in, you can create a user account using your own username and password. After

signing in, you are sent to the user dashboard. Click on "feedback" and find the appropriate hotel from the drop down menu and submit your report. This is the best way to submit feedback regarding any hotel experience, both positive and negative.

Once submitted, a report is generated and sent to both HA and hotel management and resolutions are usually quick and effective. You can also submit any transportation issues you have using this same portal. Please note that transportation companies are not listed on the drop down menu so you will need to find hotel and city from the menu and then submit transportation concerns in the "comments" section.

As always, contact me with any hotel issues and concerns at: matt.mitchell@hawaiianmec.org
Aloha and Safe Flying!

LEC 47 LAX Shares of Meeting With Fellow Union Leaders

Melissa Hooper, LAX Local Executive Council (LEC) President writes, our MEC (Master Executive Council) recently attended the Annual Leadership Conference of CWA (Communication Workers of America) District 9 (Unions within California, Hawaii, Nevada, Japan, Guam and Hong Kong). There we met leaders from all backgrounds and experiences, and although where we came from varies, there is one theme we all stood for: Unity and Solidarity, working together, building a stronger representation for our members.

Since AFA merged with CWA, who represents 700,000 workers in private and public sector employment in the United States, it has given me much appreciation for what we have and what we can stand to lose. But to know that we are able to depend on the support and strength from our hard working Union brothers and sisters all over this nation, it not only provides me with confidence and reassurance, it fills me with such pride to be apart of something great-

er than our own Local union.

Craig Iwasaki, LAX LEC VP shares, when asked to attend the CWA District 9 Conference this past January, to be honest I wasn't jumping for joy. It would mean time away from home and loved ones, but when I signed up for this position I knew it was part of the commitment. It's not about myself, but about our members.

The conference gave me an opportunity to see how far we have come and how much more we still need to achieve. Hearing how other companies are dealing with union and non-union employees gave me a new appreciation for the cooperation we have with our Company. Some of the topics were Equality in the workplace, Media in the work environment and Sick Leave.

The biggest lesson I learned from this experience is asking the right questions in a workshop, which made all the difference. A speaker can give a speech or presentation, but asking the right questions made the topic



relevant and interesting.

According to LAX LEC Secretary-Treasurer Maile Hernandez, she writes, what I found most interesting was seeing first hand the reason for joining with the Communication Workers of America. We are workers united together to protect our jobs, pay and benefits.

This is an age of corporate greed where it is common place for corporations to increase our productivity, but hang onto the majority of profits for themselves versus reinvesting in the company and sharing downline with the employees. We are stronger together, better together.