

Hawaiian Management Insults Flight Attendants with Latest Proposal

*With their latest proposal, management showed what they really think of Flight Attendants: **Thanks for being authentically Hawaiian, and if you want a raise and improvements, you can pay for it with concessions.***

Management has made it LOUD and CLEAR: Hawaiian Flight Attendants are already too costly and we can have a small raise, but if we want anything more, then WE MUST PAY FOR IT WITH CONCESSIONS.

We had been cautiously optimistic that progress was being made on the financial framework of the deal, but management went back to square one and gave us a proposal which we consider worse than their previous proposal. It is now very clear that this is a battle.

Their proposal did contain much higher pay rates; HOWEVER, management also demanded an entire list of concessions:

- Take a body off the 787
- Take a body off the A330 (non-ER)
- Eliminate AFA's say in service onboard the aircraft
- Eliminate AFA's ability to negotiate provisions for opening new domiciles.
- Diurnal Turns: scheduled to 14 hrs/ 16 hrs actual; augmented: scheduled to 16 hrs/ 18 hrs actual
- Eliminate LAS restriction for diurnal turns
- Benefit Threshold: FA must achieve 420 credit hours/year or NO Sick and Vacation accrual; NO medical insurance; NO Travel Benefits for the following year
- Bid Line Average: Forced increase in the number of credit hours in FA bid lines
- Pay For Dental Insurance
- Increase Medical Insurance to 14% of premiums
- Changed our Retiree Medical proposal into a sub-industry standard early out and charged AFA for that in their costing – it should be cost neutral

Management has shown more than a willingness to take care of themselves:

- New-hire Managing directors get first class positive space for themselves and their families
- Housing allowances (did you know housing is expensive in HI and CA?)
- Shareholder stock buy-back: \$91 million paid out in 2019 alone
- Huge corporate tax cuts – nothing back to the employees, unlike other airlines
- Profit Sharing program is substandard for the industry for front-line employees

It's time for Hawaiian to take care of its Flight Attendants!

Where do we go from here?

While we push forward in negotiations, we will be ramping up our activity to prepare for a possible CHAOS™ strike. We are not able to strike until impasse is declared by the National Mediation Board, but we have many ways to turn up the heat on the company. The Negotiating Committee is coordinating with the MEC and AFA International to continue formulating campaign actions. For right now – show up and help us all send a message: **A FAIR CONTRACT NOW!!!**

- Picket the Board of Directors meeting Tuesday, Feb 4th
- Leafleting at HNL, LAX, and all neighbor island airports served by Hawaiian, Feb 4th

We are not stopping here – we are going system-wide and to the community with our message and our actions!

**Let's make some noise!
See you at the Board of Director's Picket!**



B.O.D.
BOARD OF DIRECTORS
PICKET
FEBRUARY 4TH
10:30AM - 12:00PM
MEET AT HAWAIIAN
AIRLINES TERMINAL

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