



NC UPDATE

AFA Negotiating Committee - Hawaiian Airlines

Negotiating Committee Update
Monday, May 18, 2020

Implementation Update

Dear Fellow Flight Attendants,

The Negotiating Committee continues to meet daily in electronic Zoom meetings, coordinating across 6 hours of time difference. We also have had a number of meetings with management in this fashion. This method of meeting has its limitations. Ideally, we would be meeting in the same room marking up our individual documents while having a thoughtful discussion about the work in front of us while simultaneously discussing and exploring any issues that come up during our reviews. It's very hard to replicate that on Zoom. Even though social distancing has made the process more difficult, we continue to move forward at an acceptable pace.

Implementation Update

We began the implementation process with the focus of getting pay in place first.

- **Pay Rates** have been implemented
- **Longevity Pay** will start being paid in the June 7th check and is retroactive to April 1
- **Premium Pay** increases have been implemented
- **Ratification Bonus** – monthly payments have started, and the company will be posting a “bonus calculator” so individual Flight Attendants will be able to see for themselves how the basis for calculating the bonus was done.

Other non-compensation issues we are working on:

- **Retiree HRA** – we have scheduled a meeting to determine the framework and structure of the HRA.
- **Contract Changes** – many changes to the contract provisions (trading, scheduling, PBS, etc.) and how and when each provision will be implemented requires a significant amount of time to work through with management, crew schedulers and crew planners. Changes to insurance and retirement requires interfacing with Human Resources and the Legal Departments.
- **Reviewing Letters of Agreement** – we have completed a review of all the outstanding letters of agreement with management, including those not currently in the contract, and have decided which letters to keep as a Letter of Agreement, eliminate all together, or incorporate into the contract.
- **Reviewing Grievance Settlements** – we have also completed a review of grievance settlements that have been reached since our previous contract went into effect. Some of the settlements will be incorporated into the contract; however, there were a few issues that we could not resolve and which we may schedule for arbitration in the near future.

As we continue the implementation process, we will report out on provisions that have been put into place and keep you updated on our progress. At the moment, with the schedule so reduced, our focus is on implementing provisions that will impact Flight Attendants positively now and provide for a smooth transition for when flying returns. With that in mind we would like to thank Colin Beard and Robin Sparling for their decision not to implement the Average Line Value (ALV) for PBS bidding for the month of June. Implementing the ALV for June would have meant increasing the normal monthly maximum from 100 hours to 105 hours. The effect of the change during this period of limited flying would have meant fewer bid lines for those of you who want or need to fly to cover expenses.

We hope that you are all safe and well.

Mahalo!

The Negotiating Committee

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