



NC UPDATE

AFA Negotiating Committee - Hawaiian Airlines

Sunday, September 20, 2020

Negotiating Committee Update

Dear Fellow Flight Attendants:

The Negotiating Committee (NC) would like to update you on what we have been working on these last couple of months. Everyone's focus has been on keeping our company alive.

To address flexibility for Flight attendants and reduce headcount, we negotiated the COVID-19 Letter of Agreement, and subsequent amendments. Then the VEOP was finalized, giving those near retirement recognition for their service to Hawaiian Airlines and others an avenue to consider separating from the company.

All the work to address the COVID emergencies have taken attention away from finalizing the Contract. Every single word in the Contract must be reviewed and approved by both the Negotiating Committee and management's team. With everything going on, these review sessions are difficult to schedule at the moment. Despite the distractions, the NC has made progress toward getting the Final Contract Language ready to print.

Most of the changes of the 2020 Contract, including minimum daily guarantee, have been implemented. The below provisions will be implemented in the future and we will update you as the timeline becomes known:

1. **Reserve Self Assignment** – waiting on software reprogramming
2. **Language Qualified** – transition from Service to all Lead – delayed significantly due to involuntary furloughs and decline of Japan flying due to COVID pandemic
3. **Miscellaneous scheduling provisions** – waiting on software programming
4. **Retiree HRA** – Effective October 1st

We have been able to finalize 20 of the 35 Sections and the remaining 15 Sections will require minimal discussion in order to finalize.

We look forward to communicating again soon and will keep you informed on our progress as we move forward. Please know that you can [click this link](#) to view the compilation document of the full Tentative Agreement which has not been fully formatted or proofed.

Please continue to stay safe and take care of yourself, your loved-ones and flying partners.

In Solidarity,

The Negotiating Committee,

Joni Kashiwai, Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke, Paula Mastrangelo – AFA Senior Staff Negotiator, and Sharon Soper – Continuing Committee Advisor