



NC UPDATE

AFA Negotiating Committee - Hawaiian Airlines

Sunday, December 13, 2020

Dear Fellow Flight Attendants:

As the year draws to a close, we are pleased to say that we are very close to finalizing and distributing the new contract. The work that remains is tying up the loose ends that were created by the many changes made to the agreement during negotiations. In addition, throughout the process of finalizing the contract, language was changed to make it clearer for everyone, and to better reflect both current practices and future intentions. Although all of the sections have been finalized, with the exception of a few Letters of Agreement, both the Negotiating Committee and management will need to go through the agreement again to make sure all of those changes are in place before the final document is released. We hope to have this done within the next few weeks.

The biggest challenge in getting to this point, has of course been the pandemic. Many times, it made it very difficult to schedule meetings with management to work on the contract. Management was understandably consumed with the task of trying to save the company and at the same time create a new business plan for Hawaiian, which was headed into an uncertain future. All of this in a downsized and socially distanced workplace, while continuing to operate the airline in an ever-changing environment. Of course, meeting time was made available for work on the most pressing issues, such as the Covid-19 Temporary Contract Modifications LOA, the Health Reimbursement Arrangement (HRA) LOA, and the Voluntary Early Out Program (VEOP) LOA. But those meetings also took time away from finalizing the contract.

Regarding the implementation of the contract, most of the items that could be implemented have been implemented. The biggest remaining item to be implemented is Reserve self-assignment, and the hold-up has been programming. On Monday we were informed that the company expects to have the programming in place to begin self-assignment in July of 2021. Currently, the company plans on implementing the remaining components of self-assignment in the following order:

- **January 2021**
 - The company will begin to publish Reserve Availability Periods (RAPs) in the bid packet.
- **May-June 2021**
 - The company will begin educating Reserves about the upcoming changes to reserve system.
 - The reserve “buckets” will be implemented. The three buckets will group Flight Attendants by days of availability (1-day, 2-3 days, and 4 or more days) within the RAPs.
- **July 2021**
 - Reserve Self-Assignment scheduled to begin.

We look forward to communicating again soon to keep you informed on our progress as this process draws to a close. 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.

In closing we'd like to wish you and your loved ones a safe and happy Holiday Season! Mele Kalikimaka a me Hau'oli Makahiki Hou!

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