

## MEDIATION UPDATE

Sunday, December 22, 2019



**Dear Fellow Flight Attendants:**

**This was our first mediation session following our historic 99.9% Strike Vote authorization.** We feel progress was made during this past week of mediation. We may be closer to finding a path that will allow us to reach an agreement with the company.

### **COSTING**

**Over the past few months a great deal of time and effort has been put into "costing."** Costing is just what it sounds like: finding out how much things related to our careers and our proposals cost – things like wages, benefits, work rules, and retirement. These items are costed for two reasons: First, we need to make sure that there is enough money for the Flight Attendants. Second, management needs to be comfortable that Hawaiian will be able to operate profitably against its competitors.

**Last month we secured the services of Dan Akins, a highly regarded airline industry economist, to evaluate our costs relative to our competitors and to assess the company's costing model.** This week Dan, along with the committee, met with Hawaiian's senior management, including Jon Snook, Executive Vice President & Chief Operating Officer, about costing. A lot of work remains to be done, but by the end of this week's meeting a basic framework for costing and analysis was laid out that may allow AFA and management to get closer to a deal.

### **COMPREHENSIVE ECONOMIC PROPOSAL (CEP)**

**While the framework for costing was being worked out, we simultaneously worked on and presented a comprehensive economic proposal (CEP) to management.** Our CEP covered all outstanding economic and non-economic issues. Our goal was to give the company a serious proposal which focused the discussion on the issues most important to all Flight Attendants.

### **NEXT MEDIATION SESSION**

**Our next session will be in two weeks, and is scheduled for the week of January 6th in Honolulu, Hawai'i.** Between now and then management will be re-working their costing model and it will be the company's turn to put together a response to our CEP. Management has indicated that they are interested in moving this process along and reaching a deal.

### **INFORMATIONAL PICKETING**

**We have received comments from members that last week's informational picketing differed from what was publicized in advance.** We take all membership concerns seriously and value the input of all Flight Attendants. While a different strategy this time, please do not mistake our kindness for weakness. We remain strong and unified and that was proven with our record breaking 99.9% Strike Vote. Every single one of you have been vital in the progress of these negotiations. Your voices have resonated within the walls of Koapaka (K-Corp) and we will continue to fight for what we deserve. Moving forward, we are committed to making sure we give everyone a clear idea of the actions during your valuable time.

**Thank you for your continued engagement, energy, strength and support, and have a safe and happy Holiday Season!**

**In Solidarity,  
The Negotiating Committee**

Sharon Soper, Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke, Paula Mastrangelo, AFA Senior Staff Negotiator, and Joe Burns, AFA Director of Collective Bargaining

