

Setting the Record Straight

AFA Sets the Record Straight

February 11, 2020

Dear Fellow Flight Attendant,

You recently received a letter from the company about the status of negotiations. Management claimed they “are willing to give you a pay raise,” but everyone knows *the devil is in the details and the fine print*. A good read of the letter clearly spells out *the many concessions management is demanding* in exchange for *raises in your pay rates* – raises that you have already worked long and hard for!

How is management demanding you pay for your raise?

- Take a body off the 787
- Take a body off the A330 (non-ER)
- Increase FA pay for Medical Insurance by almost 2 ½ times: from 6% to 14% of premiums
- Increase prescription drug cost
- Pay For Dental Insurance
- Eliminate AFA’s say in service onboard the aircraft
- Eliminate AFA’s ability to negotiate provisions for opening new domiciles
- Diurnal Turns (currently limited to PPG & PPT): scheduled to 14 hrs/ 16 hrs actual; augmented: scheduled to 16 hrs/ 18 hrs actual
- Eliminate LAS restriction for diurnal turns
- Annual 420 Credit Hour Threshold: NO Sick and Vacation accrual; NO medical insurance; NO Travel Benefits for the following year if FA doesn’t achieve 420 credit hours/year
- Bid Line Average: Forced increase in the number of credit hours in awarded FA bid lines
- Transformed our Retiree Medical proposal into a weak early out program and charged AFA for that in their costing. Early-out programs should be cost neutral.
- And other assorted concessions...

Management’s message: Sure you can have a raise, if you pay for it with Concessions!

Meanwhile...

- HA has had consistent profits and a solid financial path forward
- HA has spent over \$91 million on stock buy-backs and dividend pay-outs for shareholders last year alone. *That is more than they are willing to put into our deal over FIVE YEARS!*
- HA received huge corporate tax cuts – and gave nothing back to the employees, unlike other airlines
- HA has a sub-par profit sharing plan when compared to the rest of the industry
- HA is capitalizing on the Hawaiian culture that is in us for their advertising and on-board service
- HA management has been dragging out negotiations for over 3 years

AFA’s financial expert does not agree with management’s numbers.

*The company stated that they used the methodology of AFA’s analyst and it confirmed their position. **We disagree.** They have distorted our analysis and we will continue to push back against their numbers. Management claims that they cannot afford to put any more money into the deal because our costs are already too high. **Again, we disagree.** Our expert’s numbers – and common sense – support our position.*

Where do we go from here?

Management’s latest proposal was an insult to every one of us. Many view us as the face of Hawaiian Airlines because we have the most one-on-one contact with our passengers and we bring with us our island culture and hospitality. To suggest that we could only achieve routine wage increases by taking on significant work rule concessions is offensive, particularly in light of the fact that management “sells” what we do and has profited quite nicely from it over the years.

We need to keep up the fight! Although management hasn’t said anything publicly or directly about our informational pickets or solidarity actions, we know that they are having a growing impact. You never know what will finally push the company over the edge or break the camel’s back. Hawaiian Airlines is a company that markets itself as providing a warm, relaxing and calm travel experience. *Disruptions* like *chanting at informational pickets* do not fit into that marketing plan. **Yes** – they hate it when we picket and chant. **Yes** – they heard us at Koapaka when we picketed the Board of Directors Meeting. **And, yes – we’re going to keep on doing it because we know they hate it!** To borrow a slogan from the pilot’s negotiation – “If not now, when?” When will they be able to give us a contract we deserve if they can’t do it now?! **This is really a fight for our careers and futures!**

Mahalo for your support! 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

MARCH

SAVE THE DATES

MARCH 3rd

**CHAOS Committee
Informational Webinar**

MARCH 13th

**SPRING BREAK
HNL PICKET**

MARCH 28th

**System-Wide Leaflet
with launch of new
HND service**