

Rumor Control

AFA - Hawaiian Airlines



Howzit!

WE ALL NEED TO REALIZE
EXACTLY WHAT WE'RE VOTING
FOR AND ALL THE DETAILS...

NO RETRO PAY!!!

Just a small bonus EQUALLY shared
by all fa's.
Union was asked numerous times
about formula for disbursement but
still has NOT disclosed yet...

Example that's been circulating:

Tiers:

1 year fa's get xxxx

2 year fa's get xxxx

3 year fa's and up get xxxx

(Bonus to be paid monthly over a 1
year period. Pilots received FULL
payment in one check)

HIGHER MEDICAL PREMIUMS (6% -
12%)

PLUS more out of pocket costs for
MEDICATIONS and SERVICES!

and SERVICES!

A FROM 321 AC

A FROM 787 AC

OAK BASE!!!

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ALL Direct HNL and
flights to OAK, SFO,

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akland

TO TAKE OUR
ROUTES FROM US
NY'S DISCRETION...

allow JAL to take our
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by taking away flights
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Example: HA 821 HND - NRT

REDUCE our PAY and take off more
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GIVE UP ALL OF THESE
CONCESSIONS TO GET A SMALL
RAISE???

*IF the Economic effect of the
Coronavirus becomes worse case
scenario like some of you FEAR, and
the company files Bankruptcy, we
will be FORCED TO RESTRUCTURE
our new contract anyway and
REDUCE our PAY and take off more
FA'S

HOWEVER, WE WILL NEVER GET
BACK ALL OF THE OTHER
CONCESSIONS WE JUST GAVE UP

NO ONE KNOWS the after effects of
the Coronavirus SO YOU SHOULD
NOT VOTE BASED OFF FEAR AND
WHAT IF'S

In my opinion, this 5 year contract
TA is a PAY CUT... This TA may
benefit a small portion of the group
but I feel it does NOT benefit the
majority of us.

WANTED TO QUALIFY FOR THE
FEDERAL BAILOUT MONEY and is
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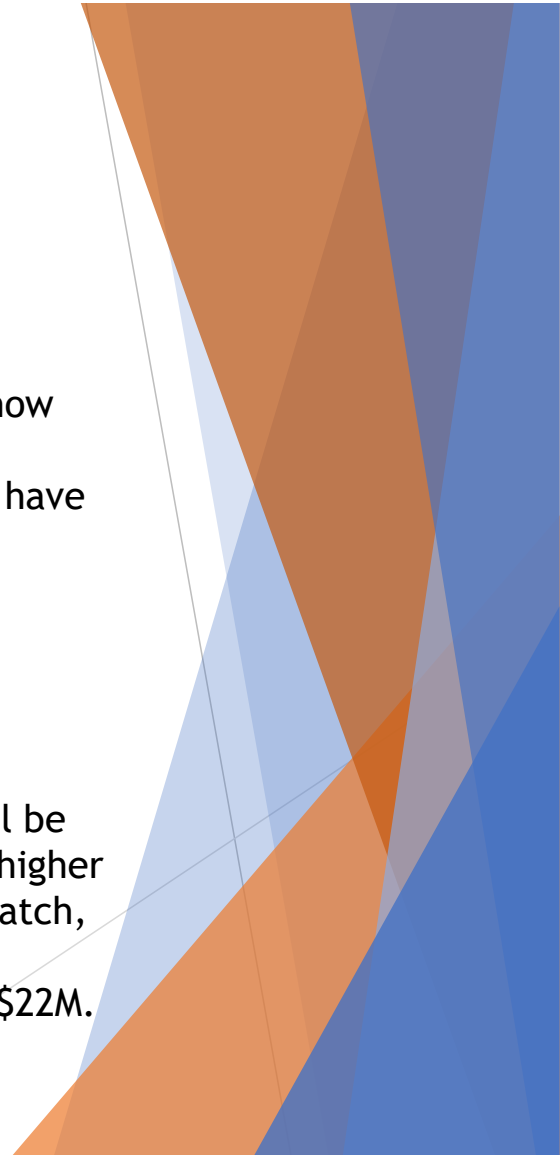
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- CORRECT. Getting the correct information is important.
- FALSE. There is retro pay.
- FALSE. It is not equally shared but divvied up by how much you've flown. \$19.5M is no small bonus.
- FALSE. We have announced an approximation but have specifically avoided speculation beyond that.
- FALSE. AFA has not published any examples.
- Clarification: Our bonus paid over installments will be be taxed at the lower "wage" rate instead of the higher "bonus" rate. It will get the 401K contribution+match, which normally a bonus will not get. The contribution+match push the total bonus close to \$22M.
- FALSE. There is no change to our drug plan.



MEDICATIONS and SERVICES!

TAKING OFF 1 FA FROM 321 AC

TAKING OFF 1 FA FROM 787 AC

OPENING NEW OAK BASE!!!

-Allows company to take ALL Bay Area flying and give it to the Oakland Base. ALL Direct HNL and Neighbor Island flights to OAK, SFO, SJC, AND SMF

- HUNDREDS of FA's FORCED TO RELOCATE to Oakland

ALLOWING JAL TO TAKE OUR EXACT JAPAN ROUTES FROM US AT THE COMPANY'S DISCRETION...

Company can allow JAL to take our exact flights if they think it's more feasible. Thereby taking away flights that was supposed to be ours. Company can sell tickets on HA website and receive revenue if they give our flight away for JAL to operate. Fa's get nothing.
Example: HA 821 HND - NRT

- CORRECT. But staffing reduction was matched by service reduction locked into the contract, plus a raise
- CORRECT. But we don't even have this plane yet, or the service. AFA still has a role in the creation of onboard service. Pax capacity has also decreased significantly.
- FALSE. No one knows yet what flying will be done out of OAK/SFO, or if the base will open at all. SJC and SMF are not part of the OAK/SFO base. Some of our existing flying will not work out of that base.
- FALSE. No one knows yet what the staffing will be like in OAK/SFO. Commuters may opt to base there.
- FALSE. Our contract prevents HA from "taking away" our flying. Our scope language ensures that other airlines do not fly our routes. It's in the scope section, the Ohana "feeder carrier" is an example.
- FALSE. That's not how our codeshares and JVs work. HA has been codesharing with other airlines for years.

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Example: HA 821 HND - NRT
(Operated by JAL)

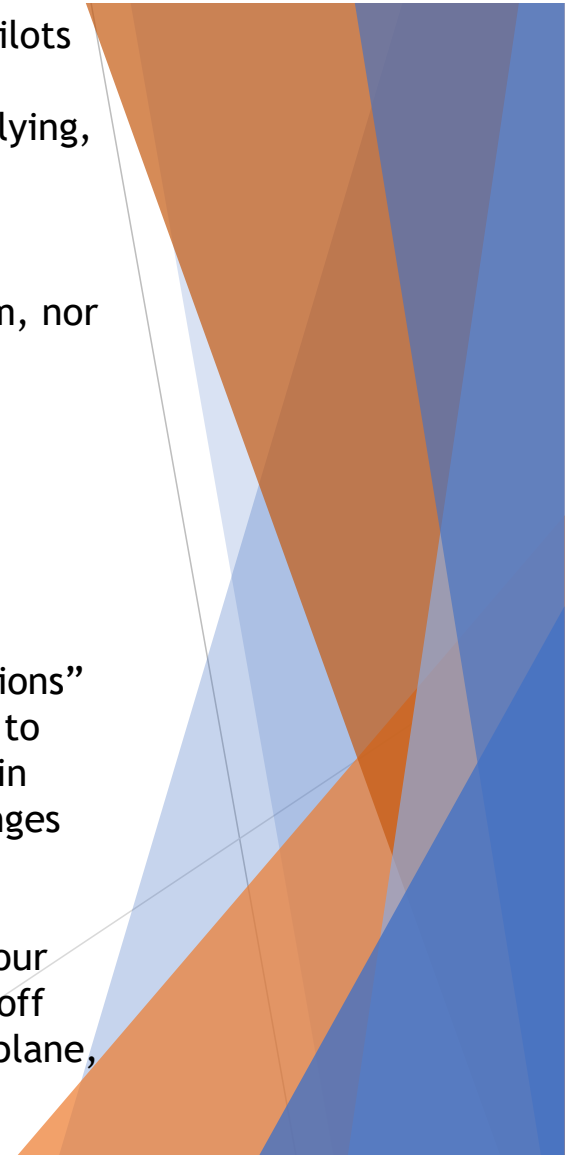
COMPANY "OPTIMIZATION" DURING PBS BIDDING

Company can TAKE TRIPS FROM SENIOR FA'S during PBS bidding process and give it to Junior fa's to make a bid line for them. This allows the company to create more bid lines. This is what they're calling "OPTIMIZATION"

GIVE UP ALL OF THESE CONCESSIONS TO GET A SMALL RAISE???

*IF the Economic effect of the Coronavirus becomes worse case scenario like some of you FEAR, and the company files Bankruptcy, we will be FORCED TO RESTRUCTURE our new contract anyway and REDUCE our PAY and take off more FA'S

- FALSE: Our codeshare and JV rules are what the pilots have.
FALSE: JAL JV was bc they wanted us to do their flying, not because they wanted to do our flying.
- FALSE. Optimization is not part of the PBS program, nor is it in this TA.
- FALSE. This is not how optimization works.
- FALSE. This is not a concessionary deal. "Concessions" are when you get nothing back for what you have to give up. HA has put a lot of money into this deal in addition to other improvements in return for changes they demanded.
- CORRECT. But we would be forced to restructure our *current* contract, and you would take deductions off your *current* pay, you'd likely lose bodies off the plane, and you wouldn't get any money for that.



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- FALSE. Every FA will get a pay raise, some more than others, but many FAs are already paid the highest of all other airlines.
- FALSE. Concessions are just given with nothing received in return. Our staffing and medical are still better than the industry.
- CORRECT. That is why we rely on industry and economics experts, like Dan Akins, and AFA International.
- FALSE. There's something in this for everyone. Including many FAs who are already higher paid than their peers at other airlines.



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Hard NO vote for me...

FURLOUGH PROTECTION

In the unfortunate event the company absolutely needs to furlough again, then the company should be REQUIRED PER CONTRACT, to offer VOLUNTARY Furloughs and Leave of Absences to OFFSET the number of INVOLUNTARY Furloughs.

The VOLUNTARY Furloughs and Leave of Absences that included FULL Medical and Flight Benefits, should be EXACTLY what we put into our NEW CONTRACT.

We all know this offer was made to our FA group because the Company WANTED TO QUALIFY FOR THE FEDERAL BAILOUT MONEY and is ONLY valid till Sept 30.

- It's a significant pay raise bringing us back up near the top of the industry. Even with increases in medical premiums, every FA will bring home more pay.
- FACT: Our contract already requires voluntary leaves/furloughs be offered prior to involuntarily furloughing.
- FACT: Medical and flight benefits are already in our contract. In fact, the COVID-19 expanded those protections.
- FALSE: This agreement was reached before any indication there would be a bailout. This is not a requirement of the bailout.



Rumor Control

We are all entitled to our own opinions, but not our own facts.

- ▶ When you see or hear information, treat it like a rumor until you can verify it through the Negotiating Committee, our AFA Leadership, or other official union channels like the MOB Facebook page.
- ▶ Maintain a healthy level of skepticism of unverified information.
- ▶ Reliable Sources of Information:
 - ▶ Email: AFAcontract2017@halafa.org
 - ▶ Website: AFAcontract2017.org