



January 25, 2020

RE: **Self-Help**

Dear Hawaiian Flight Attendants:

As we move forward in negotiations, it is important that all Hawaiian Flight Attendants refrain from posting on social media comments promoting a sick out, concerted refusal to pick up open time, refusal to promote credit cards, or any other concerted activity to pressure the company. Concerted actions such as these have been found to constitute illegal 'self-help' and could form the basis for discipline of individual Flight Attendants as well as harm our collective efforts to get a fair contract.

Our negotiations are governed under the Railway Labor act which provides we may not strike or take other economic action until we have been released by the National Mediation Board and concluded a thirty day cooling off period. We understand this process can be frustrating but we cannot allow frustration to put Flight Attendants in jeopardy or undermine our collective efforts. We are confident that our plan of pressure upon the company will win the contract that Hawaiian Flight Attendants deserve.

It is imperative that we keep the pressure on the company through participation in pickets, leafleting and other actions organized over the coming months. On February 4th, please come out and directly send our message to the Hawaiian Airlines Board of Directors that management must agree to a fair contract now.

In Solidarity,

Joe Burns
AFA Director of Collective Bargaining