



MEDIATION UPDATE
November 24, 2019

Dear Fellow Flight Attendants:

To say that this was a historic and important week in our careers at Hawaiian Airlines would be a complete understatement. On Wednesday we all got the news that 99.9% of us voted for CHAOS in our first ever strike vote! The results are both undeniable proof of our support for one-another and a clear rejection of management's cost-obsessive approach to bargaining that ignores our contribution to the success of Hawaiian Airlines.

We cannot overemphasize the importance of our strike vote that was literally historic for both our profession and our industry! Our 99.9% ratification and 95.1% participation rates are both the highest percentages for any AFA airline, ever! AFA leaders from across the country are amazed by what we have done and are inspired to mobilize their members in their own fights for respect at the bargaining table. Thanks to what we have done, Flight Attendants at other airlines now know that *they do make a difference and they do have a voice with a union and the power of solidarity.*

Within our own family our strike vote was an equally powerful statement of who we are. Achieving such high percentages meant overcoming huge differences in seniority, age, and even culture. Yet through it all we were able to come together and were accountable to one-another. We looked out for one-another to make sure our fellow Flight Attendants were well informed. This is the true essence of 'ohana.

After the results were announced on Wednesday, we all received a letter from Peter Ingram regarding our strike vote. In his letter, Peter acknowledged the frustration that we are all feeling regarding the pace of negotiations. Peter also expressed confidence that we will be able to reach an agreement that recognizes our contribution to the success of Hawaiian Airlines. Peter's letter is a step in the right direction. Let's hope he means what he is saying. One thing we can all agree upon is the longer these negotiations drag on the greater the risk of damaging what we have here at Hawaiian.

We realize several opportunities exist (such as Hawaiian's 90th Birthday Lū'au and the inaugural Fukuoka flight) for solidarity actions like informational picketing that we are not targeting. Although part of our strategy has been to put pressure on management by getting media attention, we have also been thoughtful and strategic about choosing our events. We're hopeful that our mediation session in December will be meaningful and productive, and that we will not need to escalate our activities any further. As we have said all along, we want a contract that is fair and represents our contribution to the success of Hawaiian Airlines.

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This week the bulk of our time was spent on costing – finding common ground on the cost of or savings for each negotiated change to our contract. We again had the benefit of having the help of AFA's financial expert, Theresa O'Donnal, who continued the work of analyzing the company's financial model and creating her own model. We also received an update from Dan Akins, who we have retained as an expert airline financial analyst, regarding our actual cost relative to the industry. Dan's initial reports have been encouraging. In the weeks between now and our next mediation session during the week of December 16th, Dan will be conferencing with senior management about his assessment of our costs relative to the rest of the industry. Stay tuned.

We conclude our letter by once again thanking each and every one of you for your strength, support, and commitment to one another during these negotiations. You. Are. Amazing! We extend a special mahalo to the Mobilizers and your local AFA leadership for such an amazing turnout at all of our events, and such an incredible strike vote.

We hope that everyone has a safe and happy Thanksgiving. When giving thanks this year please be sure to remember your brothers and sisters working by your side at Hawaiian.

**In Solidarity,
The Negotiating Committee
Sharon, Diana, Ka'imi, Martin, Jeff, and Paula Mastrangelo, AFA Senior Staff Negotiator**

