

AFA HAWAIIAN MEC

Tuesday, October 1, 2019



AFA Hawaiian MEC Sets Strike Vote

Dear Hawaiian Flight Attendants:

The third year of negotiations for our new contract is rapidly approaching. The pace continues to be painfully slow. Management appears to show no sense of urgency to conclude these talks.

Therefore your MEC Leadership, concerned about the lack of progress and the company's continued insistence on concessions, has taken this step- unprecedented at Hawaiian Airlines- to formally authorize a Strike Vote.

We urge you all to vote FOR on the strike vote and send a united message to bring these negotiations to a rapid conclusion. More information will be coming out. We will hold meetings and lounge sits to ensure that all questions are answered. Legally, once you cast your vote, it cannot be changed. We urge you to get informed, and get questions answered before you vote.

We do not make this decision lightly and many of you have been asking that we take this step for some time. We need to send a loud and clear message to management: It's been long enough. The company's success should be our success. It seems they want us to share in their costs, but not in their profits.

Strike Vote Timeline:

- Ballot Mail Date: October 23, 2019
- Voting Begins: October 28, 2019
- Polls Close: November 20, 2019

Vote FOR on the Strike Vote and send a united message. We are all in this together. Let's take this crucial step forward and remain strong, informed and united to get the fair contract that we all deserve!



Question: Does taking a strike vote mean we are going to strike now or ever?

Answer: No. In fact, it is our sincere desire to reach an agreement with the company that will ratify. A strong FOR strike vote will send a message to management that you are solidly behind the Negotiating Committee.

At this time, we cannot legally strike. Prior to a strike, the National Mediation Board (NMB) must take several steps. You will remember this from ALPA negotiations.

First, the NMB must decide an impasse exists. This has not happened yet. If the NMB determines that further negotiations would be fruitless, they have the power to declare an impasse.

Second, the next step in the process is the NMB's proffer of arbitration. In this type of arbitration all the remaining open items are submitted to a neutral party for final and binding resolution. Neither the company nor the membership has the ability to agree to or ratify the arbitration decision.

Since arbitration is binding, both parties must accept the proffer for the arbitration to proceed. AFA has never accepted a proffer of arbitration.

Third, once arbitration is rejected, a 30-day cooling off period begins if either (or both) party rejects the proffer of arbitration. The union and management are free to engage in self-help at the end of the cooling off period if no agreement has been reached.

Question: How important is voting “FOR” a strike?

Answer: Over the last few months your MEC and the MOB have asked you to do several things to show your support for negotiations. You have been asked to read the updates, attend meetings, picket, use the red pens, bag tags, and wear your red AFA pin. Voting “FOR” a strike is more important than all of those.

Voting “FOR” a strike is the best way to ensure there will not be a strike. A strong strike vote will show management that we mean business. They need to understand the only alternative to giving us the contract that we deserve is to deal with a flight attendant strike.

A low or failed strike vote does just the opposite. If less than an overwhelming percentage vote “FOR” a strike, management knows the alternative to giving us the contract we deserve is giving us the contract that management has planned for us. A bad strike vote is good news for management.

A low or failed strike vote tells management that we are willing to accept concessions in 401(k) and medical insurance that negate any increase in pay, and give up hard won contract provisions.
