



August 1, 2019

Dear Fellow Flight Attendants:

We are currently in Portland working on our next steps to get a contract we deserve. We are providing this Q & A to answer some of the questions that we have been hearing along with other rumors that have been floating around. You have questions and we are committed to providing answers on an ongoing basis. The questions and answers will be posted on the Negotiations web site and MOB Facebook page. Please continue to send us your questions at afacontract2017@halafa.org.

Mahalo!
The Negotiating Committee

Why are negotiations taking so long? It seemed much shorter for other groups.

In the airline industry, contracts under the Railway Labor Act do not “expire” at a set time. They become “amendable” and renew year after year. This means that there are no immediate consequences to not reaching an agreement: the workers cannot strike and management cannot impose work rules. As a result, negotiations can be short, but more often than not they can be long and drawn out.

Some of you may recall it recently took the pilots 24 months to reach an agreement with the company. They began direct negotiations with the company in March 2015 and entered into Federal Mediation in December 2015. The pilots had almost a singular priority for their negotiations: *wages*.

By comparison, *we have a number of priorities and we are fighting back against several concessions that management is demanding*. During our 22 months of direct negotiations (January 2017 – October 2018) time was taken away for the Japan Airlines Code Share/Joint Venture agreement and the Boeing 787-9 New Equipment negotiations. This stopped Section 6 negotiations. That is why we demanded and insisted that those negotiations include items that immediately benefited all of us – such as the March 2018 3% signing bonus.

We did not want to take time out from these negotiations to work on the Joint Venture and 787-9 agreements. However, management threatened to cancel the 787-9 order, which is really in the long-term best interest of everyone at Hawaiian Airlines, if we did not immediately engage in the 787-9 talks.

After the 787-9 agreement there was a marked lack of responsiveness from the management in negotiations. They were slow to respond to proposals and engage in substantive and informed discussions of the issues. This led us to file for Federal Mediation. We've been in mediation for nine (9) months, since November 2018 and have seen some progress.

Everyone needs to understand that management will not be swayed at the bargaining table just by our arguments. They are hungry for concessions. Our leverage is the collective force of ALL Hawaiian Flight Attendants standing up and saying “Enough is Enough!” No more Delay! We must show them we are unified and we will do that through ACTION!

Are we asking for medical coverage at retirement?

Yes! Providing a means for Flight Attendants to retire with the security and peace of mind provided by medical coverage is *one of our top priorities* in these negotiations. Although the traditional full-coverage medical plans by an insurance provider (like HMSA) are almost entirely a thing of the past, there are ways to obtain medical coverage in retirement that is on par with the current coverage we have as Flight Attendants.

Our contract already provides for medical full coverage until the age of 65 for Flight Attendants that retire at age 60 with 30 years of service. Once a person reaches age 65 they are covered by Medicare. Original Medicare covers hospitalization, doctor, and medical expenses (basic expenses). With a Medicare insurance supplement to cover those expenses not covered by Original Medicare, we can achieve a level of coverage that is comparable to our current coverage at a fraction of the cost. That is the part we are working on securing.

Why are we doing services that have not been negotiated in the contract like the Pau Hana Cart, Barclays Card, and Shutterfly coupons?

Our contract (Section 29.I. and LOA 34-18) includes provisions that are unique in the airline industry for service on the aircraft: *no other Flight Attendant contract has a provision that requires management to sit down with the Union to work out a service that is appropriate to the staffing on the aircraft*. However, we cannot unilaterally decide what we will and will not do on the aircraft. These provisions provide us with an ability to modify a service based on the staffing levels on an aircraft; it does not give us the ability eliminate a service or refuse to perform a service.

The Pau Hana Cart was first introduced as an In-Flight product in the early 2000's. Those who were here may recall that the cart was seen as a source of incremental revenue to offset the cost of passenger meals at a time when no other airline was serving meals between Hawaii and the West Coast. Since then the company has looked at its profitability as a stationary “store” versus cart sales, but never really looked at eliminating it entirely.

The Barclays card was first introduced as an In-Flight product in 2014. Since that time the program has grown immensely due to its profitability both to the company and to individual Flight Attendants. Although the company now requires us to self-train (due to banking regulations) to offer the card, we are not required to participate in the incentive program. However, we are required to play the Barclay video and/or make an announcement (like any other arrival video or announcement) and pass out the apps just like Ag forms, maps, and Shutterfly coupons.

To summarize we can say that the company is allowed to add or remove services on the aircraft provided it is deemed manageable by the AFA and the company for the staffing levels on each aircraft. Not all of these services are spelled out individually in the contract, but the AFA continuously monitors this issue. If we feel that the company has placed an unreasonable burden on the Flight Attendants by adding a service that is not appropriate to the staffing, your AFA leadership will immediately step in and do whatever is necessary to remedy the situation.

Are we asking for retro pay? What is retro pay and how is it calculated?

Yes! We are absolutely seeking retro pay with our new contract!

Retro (short for retroactive) pay is compensation for the difference between our new pay rates and our old pay rates, paid from the amendable date of the old contract to the effective date of the new contract. What that means all of a Flight Attendant's paid and credited hours from January 1, 2017, through the effective date of the new contract – when it is ratified by you – will be recalculated based upon the terms of the new agreement. The difference in pay (what we were paid versus what we should have been paid under the new contract) is retro pay.
