

MEDIATION UPDATE

Sunday, October 27, 2019



Mediation Update

Dear Fellow Flight Attendants,

There was some progress during this last mediation session after a troubling start.

Last week we met with management for another round of mediation in Honolulu. On Tuesday, management gave us their latest comprehensive proposal. For the most part, they took money from a couple provisions (made them worse), and then moved that money into some improvement in wages. Translation: they rearranged their proposal, without changing the value of the proposal much, so that more money showed up in wages. *This was not a proposal we could work with.*

After privately reviewing management's proposal, we felt we needed to address the elephant in the room: They seek out – and market – our island culture (re-branded as authentic Hawaiian hospitality), but refuse to put a dollar value on that contribution to the success of the company. Instead, they are nickle-and-diming us and charging us for almost anything they can think of.

We met with them to express our – and more importantly your – frustration with their fixation on costs and the under-appreciation for the value we bring to Hawaiian Airlines. Time and time again, in TV commercials, print ads, and as stated by Peter Ingram in Hawaiian's 3rd quarter earnings report – *Hawaiian Airlines delivers "award-winning, authentic Hawaiian hospitality every day."* And who delivers that award winning Hawaiian hospitality? **WE DO!** To date management's proposals have not reflected our value, and in fact management has been asking us to take home less money through "cost-sharing," even though Hawaiian continues to be profitable.

Our message to management had an impact because what we are saying is true and because you have shown us your support. Your participation in informational pickets and other activities during our mobilization campaign has shown management that the Flight Attendants are standing together in support of the Negotiating Committee and our efforts for all of us.

Determined to move negotiations forward, the mediator suggested that both parties use an interest-based problem-solving approach on several unresolved issues. We had used this approach earlier in the negotiations process with some success so both parties agreed to try it again.

Paid Sick Leave over 100/110

The first issue we worked on using interest-based problem-solving was the cap on sick leave pay over 100/110 hours. We are pleased to say that we were able to reach an agreement on this issue. The cap will be eliminated. This was a difficult lift, because management approaches this issue from a standpoint of sick leave abuse and its cost. Many of us viewed this as a rule that unfairly targeted those Flight Attendants who work the most and are most productive for the company.

Staffing and PBS Issues

We ended the week by working on the issue of PBS and staffing. This is a complicated issue that goes back to the staffing issues of 2017, and is very important to both the AFA and management. We will be resuming discussions on this issue when we resume meeting on November 5th. More information about this issue can be found in our [Negotiations Update from November 17, 2017](#).



The Strike Vote

Strike Voting credentials were mailed from AFA's DC office and you should begin receiving them soon in the mail. If you do not receive a voting packet, please contact the AFA-CWA Membership Services Department at (800) 424-2401 (press 1, ext. 706), Monday through Friday, between 9:30 am-5:00 pm Eastern Time.

Your MEC urges you to vote FOR on the ballot. There was a slight improvement in negotiations but we must maintain escalating pressure in order to achieve our goals. Does this mean we are going on strike? No – under the law, we do not have the right to strike at this time. That ability is controlled by the National Mediation Board.

Why a strike vote if we cannot strike right now? A strong strike vote sends the message to management that we are united, we are serious, and the company must value us.

A lot of information on the strike vote has already been distributed and can be found at www.afacontract2017.org and the M.O.B. Facebook page. We will have more information coming out and look for upcoming webinar announcements.

In Solidarity,

The Negotiating Committee

Sharon Soper, Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke and Paula Mastrangelo, AFA Senior Staff Negotiator

