

AFA MEDIATION UPDATE

June 24, 2019



Dear Fellow Flight Attendant:

The time has come to talk money. We put our full economic proposal on the table this week. That means Pay Rates, Retro Pay, Rigs, Vacation Pay, Premium Pays, etc. *Are we demanding significant increases? YES. After all we have sacrificed to bring the company to where we are today, are we worth it? YES.* Management has taken care of themselves. It is our turn now.

We are the face of the company. We are the "911" onboard the aircraft - aviation's first responders. The door closes and Flight Attendants are the front line, ensuring passenger safety, comfort, and responding to emergencies onboard the aircraft. Does management value that? We will know when they respond to our economic proposal.

Their response: They will cost out our proposal and respond at our next session.

Our mediation session this week started with a presentation by COO, Jon Snook via video conference. He shared the company's current financial situation, and that our partnership with JAL is a game-changer in accessing the Japan market which will drive an increase in Flight Attendant headcount. Fleet and aircraft delivery plans were reviewed and we discussed the challenge we face with Southwest entering the neighbor-island market.

All the more reason why 2 years is 2 long! And management must end this distraction and come to the table with an equitable proposal that recognizes Flight Attendant worth. We have to get on with the business of addressing the challenges and sharing in our success.

Many of us have been here a long time and have weathered the financial ups and downs of our company. Long ago, we made a bet on ourselves and a bet on this company and its success. Make no mistake: Our fight in negotiations is over how big a slice of the Hawaiian Airlines economic pie we will end up with. We must fight for what we want and deserve: pay raises, secure retirement, and no concessions.

We are standing strong by our demands. We have done our research. Now, the ball is in the Company's court.

Our next session is the week of July 29th in Portland.

Mahalo, and thank you for your support!

The Negotiating Committee,

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

- Show up for the picketing in HNL – 1130-1300 on Wednesday, June 26th
- Come to the picketing in LAX on Thursday, July 25th

**2 Years 2 Long!
Delay, Delay - Not Okay!
Contract Now!**

PICKETING INFORMATION

WEDNESDAY
JUNE 26TH

11AM – 1PM

MEET

HNL Interisland Terminal
7th Floor Conference Room

ATTIRE

Full Uniform Compliance

PARKING

Interisland Terminal

\$3.50 w/ parking validation

Please utilize the interisland parking structure so our working Crew Members can park in the employee lots. MAHALO!!