



# AFA Contract 2017

## Mediation Update 2

Monday, January 14, 2019

### ***Dear Fellow Flight Attendants:***

We are in Phoenix preparing for tomorrow's negotiations. We took the opportunity to meet today with the Local AFA Presidents from HNL and LAX to brief them, hear more of your questions and concerns, and to discuss our strategy going forward to wrap up these negotiations for our new contract. We discussed proposals for improvements in Vacation, Sick Leave, Leaves of Absence, General Section, and Association Provisions.

### ***Why are we in Mediation?***

We filed for mediation because talks had stalled and a federal mediator can help get negotiations back on track and moved the process along.

### ***Why are we meeting in PHX?***

Distraction elimination: The mediator moved talks to Phoenix (yes, they have that power!) to help both parties focus solely on the negotiations. When management is at Koapaka, they are too easily pulled into meetings and distracted. We need to stay focused on the task at hand: Achieving the contract that Hawaiian Flight Attendants deserve.

### ***What has happened since?***

Our first session with the mediator took place in November 2018 in Phoenix. The two sides did not meet together in December; however, we worked independently to prepare for the January sessions. Management hired an outside consultant to assist in moving these talks along and worked with her in December.

### ***Who is at the Bargaining Table?***

#### **National Mediation Board (NMB) Mediator**

Cathy McCann

#### **AFA's Team**

Sharon Soper- 53 years at Hawaiian

Diana Huihui – 54 years at Hawaiian

Ka'imi Lee – 34 years at Hawaiian

Martin Gusman – 32 years at Hawaiian

Jeff Fuke – 10 years at Hawaiian

Paula Mastrangelo (AFA senior staff negotiator) – 20 years at AFA

#### **Company's Team**

Robin Sparling – VP Inflight – 5 years at Hawaiian

Dan Herring – MD Crew Planning and Scheduling – 3 years at Hawaiian

Doogan Mahuna – Sr. Contract Administrator - 10 years at Hawaiian

Aparna Joshi (outside counsel) – joined Company's team in December 2018

Additional subject experts as needed (e.g. scheduling/finance)

### ***Has Mediation Made a Difference?***

Yes. Mediation was definitely the right step to take. In our first session in November, the mediator established ground rules and protocols that led to an improved and more robust discussion of the issues. We will have a real sense in these next couple of mediated sessions if this progress continues and how serious management is about getting an agreement. *They say they want to reach a deal quickly – but are they thinking about a deal that is acceptable to all of us?*

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### ***What is the Negotiating Committee Fighting for?***

We are fighting for all Hawaiian Flight Attendants! Improved pay and retirement are at the top of the list. So far in negotiations, significant improvements have been secured in the Reserve Section, International work provisions, and many other parts of the Contract.

However, Management is seeking significant concessions in some areas and we are holding strong and pushing back hard.

It continues to be a fight and YOUR support is needed to help us all achieve our goal: an agreement that recognizes our worth and our contribution to Hawaiian's success. Negotiations continue to be a fight and YOUR support is needed to help us all achieve our goal: an agreement that recognizes our worth and our contribution to Hawaiian's success.

Stay engaged in our negotiations by staying informed! The outcome will affect our pay and working conditions...and we all have an interest in that!

### ***Have a Question? Heard a Rumor? Ask Us!***

Email the Negotiating Committee at [AFAContract2017@halafa.org](mailto:AFAContract2017@halafa.org) and we will respond. The Negotiating Committee welcomes your questions and concerns. We want you to have the facts.

### ***In Solidarity, The Negotiating Committee***

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