



ASSOCIATION OF FLIGHT ATTENDANTS-CWA AFL - CIO
Hawaiian Airlines Master Executive Council

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Update From Your AFA Negotiating Committee July 22, 2011

Dear Hawaiian Flight Attendant:

Your AFA negotiating team met in HNL June 20- July 2 and July 18-22. During these sessions, we discussed with the company certain opportunities for growth and expansion. Growth and expansion benefits both the company and the flight attendants. But any changes we might make in order to take advantage of these opportunities must also be weighed against the fact that we are in Section 6 negotiations. So with that in mind, we told the company the only way we felt that we could come to any agreement on these opportunities was as part of an overall Section 6 agreement. To that end, the parties have agreed to try to reach a new agreement by the end of the year using the Interest-Based Bargaining (IBB) approach.

There is a potential benefit to both sides to conclude negotiations as quickly as possible. But in order for it to happen, both sides must show great discipline in limiting the number of issues to which they seek resolution. This does not mean that we, nor the company, will make an agreement “at any cost.” However, we felt it was worthwhile to at least make the attempt.

It is important to remember that you will ultimately decide whether or not any agreement we may reach is acceptable to you. Any agreement reached will be presented to you for ratification. If the majority of you find it acceptable, then we will have succeeded. If the majority of you do not find it acceptable, then we will return to the bargaining table and try again.

We will keep you updated as negotiations continue. The timeline to which we agreed may be extended by mutual agreement. Or, if either party feels there is no point in continuing this process, either party may request to return to the full Section 6 process. In the meantime, if you have any questions or concerns, please don't hesitate to contact one of your AFA officers or a member of the AFA Negotiating Committee.

Our next set of meetings is scheduled for August 22-September 2 in HNL. Joining us for this session will be Pat Sims, Senior Mediator from the National Mediation Board. Pat will be conducting a training session on Interest-Based Bargaining (IBB). After training the parties on this negotiations method, she will remain with us a few days to facilitate the negotiations as we get started in the IBB process. Additionally, we have meetings scheduled for October 3-14, November 8-18 and November 28 – December 9, 2011.

We'd also like to give you a quick update on the printing of the “cleaned up” contract. We are now proofing the third (and hopefully final) draft for the printers. As soon as we have a draft that is correct it will be released to the printers. In the meantime, an electronic version is available online at www.hawaiian43.org, www.hawaiian47.org, and www.afa-hawaiian.org.

Aloha and Safe Flying,

Sharon Soper, MEC President
Diana Huihui, Negotiating Committee Chair
Scott Akau, Negotiating Committee Member and HNL LEC President
Ka'imi Lee, Negotiating Committee Member
Mark Littleton, AFA-CWA Sr. Staff Negotiator

INFLIGHT SAFETY PROFESSIONALS