



HAWAIIAN AIRLINES FLIGHT ATTENDANT NEGOTIATIONS UPDATE

AUGUST 22, 2008

Your AFA negotiating team met with the Company's negotiating team for two weeks of Interest Based Bargaining (IBB). The AFA team consists of MEC President Sharon Soper, Negotiating Committee Chairperson Diana Huihui, HNL LEC President Scott Akau, LAX flight attendant Ka'imi Lee and AFA Sr. Staff Negotiator Mark Littleton. The Company's team consists of Vice President of Inflight Louis Saint-Cyr, Sr. Director of Labor Relations Janis Bumgarner, Sr. Director of Contract Administration Matt Bernier, Sr. Director of Finance Fred Proute and Sr. Supervisor Elua Bruns. Also participating in this session was Terri Brown, a mediator from the National Mediation Board. Terri's role was to act as a facilitator to help the parties as they begin the IBB process. You may remember from the last update that IBB is a process of negotiations that focuses on problem solving. The parties used this process successfully in the negotiations that produced the 2001 contract.

Topics that were discussed during this session were the Jumpseat Dress Code, HNL Monthly Parking Tags, Posting of Open Time, the process for electing to exceed Maximum Duty for premium pay, and Post-training rest for LAX flight attendants. The parties were able to reach resolutions for each of these issues with the exception of Post-training rest for LAX flight attendants. While we were not able to reach a resolution on all the issues, the variety of topics and outcomes provided valuable experience to both sides. In the future we will know better which topics can and cannot be resolved using the IBB process, what to do when the process concludes with no resolution and when to stop the process and "regroup" so that a successful outcome does not get thwarted by the process itself.

In addition to the issues generated via the negotiations surveys that are done prior to negotiations beginning, negotiating teams also deal with issues that are occurring on a day-to-day basis during negotiations. One such example of this is the new jumpseat dress code that was recently announced. Because of recent incidents with flight attendants being denied access to the jumpseat, your negotiating team

sought to clarify the dress code and standardize it as much as possible. Using the IBB problem-solving approach, your negotiating team and the company were able to agree on changes to the jumpseat dress code that will make it easier to understand and follow. While this issue is outside the collective bargaining agreement, it provided a good opportunity for both sides to get experience with the IBB process. Because this issue was outside the collective bargaining agreement, it is able to be implemented immediately and the details shared with you.

In negotiations, whether using traditional bargaining or IBB, the details of tentative agreements are not released in communications until there is an overall tentative agreement reached. The reason being that the agreements are just what they say they are: tentative. Because the negotiations process is lengthy by design, there can often be changes that occur that require the parties to go back and revisit an issue that was already agreed upon. Things that can trigger such events include technology advancements, changes in the law or changes within the airline industry. But when the process is complete and an overall tentative agreement is reached, then the new contract will be presented to you to vote on. You will get to review all the changes and decide, based on the whole agreement, if the new contract is one with which you can or cannot live.

We appreciate your interest and support as we continue through the Section 6 Negotiations process. We will do our best to keep you informed and updated after each session. The schedule for upcoming negotiations sessions is as follows:

October 20-31

November 10-21

December 8-12

January 12-23, 2009

**In Solidarity,
Your AFA Negotiating Team**