



Frequently Asked Questions FAQ's

Updated March 20, 2025

Aloha Hawaiian Flight Attendants,

We've created this Frequently Asked Questions (FAQ) document as a resource to help address the most common questions we've received from our membership. This compilation is designed to provide clarity and support on the topics that matter most to you.

As new questions arise, this document will be **continually updated** to ensure you have access to the most current and relevant information.

This **Tentative Agreement (TA)** represents the full and complete agreement between the AFA and the company. Ratifying this agreement will formally conclude Section 6 negotiations and lock in the terms of our contract. Once ratified, no further changes or negotiations with management can take place regarding our Hawaiian Contract. It is important to understand that Section 6 negotiations, by definition, provide an opportunity not only for the union to seek improvements, but also for management to propose changes that may not be favorable to us. Ratification secures the gains made in this agreement and prevents management from reopening negotiations to pursue their own interests.

As a reminder, this Section 6 negotiation is an **extension to our current contract**, intended to ensure we are not stuck at our current wages while we continue through the joint negotiations process which, as expected, will take some time. Of course, we hoped to see improvements in every area of our contract, but **wages were our top priority**. We focused on securing gains where possible without making any concessions or trade-offs. Larger, more complex items, what we often refer to as "big-ticket issues", will be addressed in Joint Negotiations, **which officially** began this week.

If there are any further questions or you need clarity on anything, please do not hesitate to reach out to the **Negotiating Committee** at negotiations@afahawaiian.org.

Section 3 – Compensation

Q1: Was the longevity increase addressed?

A1: No changes were made to the longevity premium in this agreement.

Q2: Will there be a signing bonus?

A2: A signing bonus was not included in this agreement. However, the TA ensures wage increases for all Flight Attendants. Normally, if negotiations extend past the contract's "amendable date" (the end date) a signing bonus is negotiated to compensate for the period of time that the employees should have gotten the increased pay rates but did not because negotiations were ongoing. The Hawaiian Flight Attendant negotiations were concluded before the end of the current contract.

Q3: What was the company's initial proposal, and what did the union propose?

A3: AFA's initial proposal sought pay rate parity, including boarding pay, with the Alaska Airlines wage scale, with a top-out rate of \$84.24. Management initially proposed a 2% wage increase per year over a three-year agreement. This was later increased to 2.75% per year before the final agreement of 6%–3%–3% was reached. Management emphasized that this negotiation was intended as an extension only, not a full contract renegotiation, and therefore declined to engage in discussions around full parity with Alaska's pay scale.

Q4: How does the pay scale in the TA compare to Alaska's?

A4: While Alaska's scale is generally higher across most steps, the pay scale "slope" differs between contracts, meaning that the increase between steps is not identical across the two.

Q5: Was boarding pay discussed in this TA?

A5: Boarding pay was included in AFA's opening proposal, consistent with Alaska's structure. However, management declined to consider this provision as they were not willing to entertain parity with Alaska Contract provisions without concessions or tradeoffs, in other words without opening the current contract. They reiterated that boarding pay and other such enhancements would only be addressed during Joint Negotiations.

Section 8 – Reserves / LOA – Incentive Pay

Q1: Were any enhancements made to the RSA program, such as increased flexibility for Reserves?

A1: Based on the feedback driven by Reserves there was an attempt to address issues, but the Committee was unsuccessful in getting issues addressed or resolved. These issues will require internal policy changes outside the scope of this TA.

Q2: When will the company inform Flight Attendants about designated months for 1.5x Reserve premium pay?

A2: Designated months will likely be determined during the month based on operational needs. However, we have told management that for this incentive program to work, as much advance notice is crucial in incentivizing Reserves to participate.

Q3: Is there an estimate of how frequently the company will implement Reserve premium pay?

A3: No specific number of months has been projected. Usage will depend on monthly Reserve staffing levels and operational needs.

Q4: Is there concern that Reserves working above 85 hours may earn more than lineholders?

A4: The 1.5x premium applies only during designated months and only for time assigned by Crew Scheduling or awarded through RSA. Lineholders retain benefits such as schedule flexibility, schedule control, ability to have more than the minimum days off and opportunities for recall at 2x pay.

Q5: Are lineholders eligible for the 1.5x premium over 85 hours?

A5: No. The 1.5x premium is limited to Reserve-assigned flying or RSA-awarded trips during company-designated months. This provision was intended to provide targeted operational flexibility during high-demand periods.

Miscellaneous – Reserve-Related Questions

Q1: Will RSA bid rules be revised to allow Reserves more flexibility when selecting trips?

A1: AFA advocated for greater flexibility in RSA rules, but management did not agree to modify these provisions during this round of negotiations.

Q2: Will there be improvements to Reserve Self-Assignment (bid rules or "call me first" options)?

A2: No changes were negotiated to the Reserve Self-Assignment system in these negotiations but can and will be addressed in the Joint Negotiations.

Section 12 – Pickups, Drops, Trades & Exchanges

Q1: Will Crew Scheduling publish a Reserve coverage grid similar to ALPA's system?

A1: The color-based coverage system is modeled after ALPA's approach. AFA advocated for daily numerical posting, but management opposed this. The color system represents a compromise and is subject to change based on daily open time fluctuations.

Section 34-21 – Profit Sharing

Q1: What would happen to Profit Sharing eligibility if this issue was not addressed in Section 6?

A1: Without the TA, eligibility for a more favorable Profit Sharing program would have been delayed until the JCBA is ratified. The current HA program is less generous compared to Alaska's. AFA consulted with the International Office and industry experts prior to these discussions for a full analysis and comparison of the two programs.

General – Extension TA Questions

Q1: Were any concessions made in this agreement?

A1: No concessions were made. What we have published are the only amendments being made to the Hawaiian Airlines Flight Attendant Contract.

Q2: Will the finalized TA language be available for review?

A2: Yes. The language is finalized and will be distributed to Flight Attendants and uploaded to the AFA website.

Q3: What happens if the TA is rejected by membership?

A3: If the TA is not ratified, Flight Attendants will continue working under the current agreement. AFA would seek additional bargaining sessions. If management declines, AFA would file for mediation with the National Mediation Board (NMB), although the NMB is likely to prioritize JCBA negotiations.

Q4: What were the priorities going into this negotiation? Was interisland pay addressed?

A4: Compensation for all Flight Attendants was the primary focus, including boarding pay and interisland pay improvements. Other priorities included vacation and 401(k) enhancements.

Q6: Why didn't AFA push for more improvements, similar to what the pilots received?

A6: AFA submitted a comprehensive opening proposal and did push for significant improvements, but management refused to consider significant enhancements without opening up the current contract. The most recent ALPA negotiations was a full contract negotiation with trade-offs and was reached well before the merger announcement. The Flight Attendant TA had a compressed timeline due to the start of JCBA negotiations.

Joint Collective Bargaining Agreement (JCBA)

Q1: Will hourly pay continue under the JCBA? Was boarding pay discussed?

A1: This TA for the Hawaiian Contract maintains the hourly pay structure. The issue of TFP Vs. Hourly Pay will be addressed in JCBA negotiations. Boarding pay was proposed by AFA during the Hawaiian Contract negotiations, but management declined to negotiate it during this extension.

Section 32 – Insurance and Benefits

Q1: Will there be any changes to our current HMSA healthcare coverage?

A1: No changes to healthcare coverage were made in this agreement.