



April 17, 2025

## Tentative Agreement Ratified

Flight Attendants have spoken with their vote and the 2025 Tentative Agreement Section 6 Contract Extension has been RATIFIED.

The ratification vote closed at 10 AM HT today with **68.12%** of eligible voters participating. Thank you for being engaged. Exercising your vote is using your voice.

### Results:

1183 voted **FOR** the agreement, for a total of 88%

167 voted **AGAINST** the agreement, for a total of 12%

### What's Next?

- **Compensation Raises**  
Retroactive pay increases will take effect starting April 1, 2025, with the first payout reflected in the May 7th paycheck.
- **Profit Sharing Bonus**  
Hawaiian Flight Attendants will be included in Alaska Air Group's Performance-Based Pay Plan (PBP) and Operational Performance Reward Program (ORP) beginning with the 2025 performance year, with payouts occurring in 2026.
- **Reserve Pick-Up Flexibility – Actual Rest**  
Provisions for actual rest will be implemented starting with the May 2025 bid month.
- **Reserve Incentive (85+ Hours)**  
This incentive is effective immediately and is at company discretion. Notification will be made when this provision is in effect.
- **Reserve Coverage Indicators (Green/Black/Red)**  
The color-coded reserve coverage system is projected to begin in the May 2025 bid month.
- **Retiree Health Reimbursement Arrangement (RHRA)**  
The RHRA program has been extended by one year, now ending on April 2, 2026.
- **Serious Safety Event – Additional Days Off**  
This provision is effective immediately.
- **Fatigue Program & Arbitrator Panel**  
Development of these programs is underway. Details will be communicated upon completion.

### Our Negotiating Committee extends a heartfelt mahalo to the members of AFA Hawaiian.

Your unwavering engagement, solidarity, and unity have played a vital role in securing meaningful pay increases and valuable benefits. As we continue to navigate the path forward in our Joint Bargaining process, your strength and collective voice remain the foundation of our progress and success.

In Solidarity,  
Negotiating Committee  
AFA Hawaiian

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