



Tuesday, January 2, 2024

Dear Fellow Flight Attendants,

We hope you had a safe and enjoyable holiday season. As we begin the new year, we would like to give you an update on the status of the Alaska merger and share a brief recap of 2023.

The Merger

The issue that's first and foremost on everyone's mind right now is the Alaska merger. The AFA Merger Policy provides an orderly process to not only protect your rights and interests, but to provide benefits to Flight Attendants in a merger. The AFA Merger Policy can be found in [Section X](#) of the AFA Constitution and Bylaws.

The next step in the merger process is a joint meeting of the Hawaiian and Alaska Master Executive Councils (**MECs**). AFA International President Sara Nelson has called the meeting as required by [Section X](#). The meeting will be held in Los Angeles on Friday, February 2, 2024. The MECs from Hawaiian and Alaska will be meeting with AFA International President Sara Nelson and AFA staff who will be involved in the merger process. This is an important meeting, and we will share any information that comes from it as soon as we are able to do so.

What is the MEC?

MEC is an acronym for Master Executive Council. The MEC oversees airline-wide issues that affect all Hawaiian Flight Attendants. In other words, things that affect everyone, like negotiations and mergers.

The MEC is made up of three officers (President, Vice President, and Secretary-Treasurer) **and the Local Council Presidents of the airline.** At Hawaiian there are two Local Council Presidents (one in HNL and one in LAX) who are the voting members of the MEC.

Who is the MEC?

Joni Kashiwai – President
Scott Henton – Vice President
Lea Sekimoto – Secretary-Treasurer
Martin Gusman – HNL Council 43 President*
Joshua Aoki – LAX Council 47 President*

* Voting member of the MEC - The two Local Council Presidents are the voting members of the MEC because they are directly elected by you the member.

Rescheduling The January 12th Merger Informational Meeting

As we have stated, we are committed to keeping you informed about the merger. Soon after the merger was announced in early December, we announced that an informational meeting would be held on Friday, January 12. Given that there hasn't been any significant progress to report and that the Hawaiian and Alaska MECs will be meeting on February 2nd, the informational meeting will be rescheduled to mid-February. We hope to be able to announce the date of the meeting before the closing of the bids on January 17th. In the meantime, please know that we are still available to answer your questions, to the extent possible, in person in the lounge or at the Airport Garden office.

Recap of 2023

Our first six months in office were busy and productive. We immediately opened the Airport Garden office to better support you. The feedback we received has all been positive, and we have found that being near the lounge and more accessible has been working well for everyone. Working with management has been mostly positive. We have a good working relationship with In-Flight, meaning that although we have our fair share of disagreements, we are also able to work constructively to resolve problems. Crew Scheduling, which has been dealing with both a shortage of schedulers and turnover, was put to the test by last year's irregular operations. There are several ongoing disputes that we are hoping to

be able to resolve, including Reserve Self-Assignment. Finally, there are other areas of the company that will require more of our attention going forward. There are issues like Workers Compensation, which until it affects you personally, mostly happens in the background. Everyone can understand management's desire to save money, but the cost-savings should not be put on the backs of employees who have been injured on the job. What ever happened to mālama?

Mahalo

In closing, we'd like to thank you for the important work that you do as a Hawaiian Airlines Flight Attendant. In spite of 2023's many operational challenges, you did your best to make sure that our passengers had a safe and enjoyable in-flight experience, even under difficult circumstances. Your contribution elevates all of us and enhances our value as in-flight safety professionals and aviation's first responders. We'd also like to thank you for the kind words of appreciation and support that you have shared with us. You should know that your words mean a lot to us and inspire us to want to do more. Mahalo.

In Solidarity,

Martin, Kela and Allison

AFA-CWA Council 43, Hawaiian Airlines