



April 15, 2025

Setting the Record Straight: What You Need to Know Before Voting Closes

Aloha Flight Attendants,

Over the past 2 weeks the Negotiating Committee has been in both the HNL and LAX Crew Resource Offices. We appreciate your commitment and your questions regarding the Tentative Agreement. Voting closes this Thursday, April 17 @ 10:00 HST/13:00 PDT. During our time in the lounges, we received many questions regarding the following issues and wanted to provide clarification:

Q: How will the seniority merger be done within the 2 FA groups?

Section 10.C. Seniority Merger Policy and Procedures of [AFA-CWA's Constitution and Bylaws](#) clearly states that **seniority integration** on the merged seniority list is **by Date Of Hire**. There is an adjustment made to ensure that all Flight Attendants receive credit for initial training so that each carrier is treated the same. The work of correctly adjusting everyone's seniority date will be done by the Seniority Merger Integration Committee (SMIC). The Committee members are Mike Correale (HA), Jackie Chryn-Bean (HA), Marie Maxwell (AS), and Camile Caldwell (AS), working with AFA-CWA International Secretary/Treasurer Dante Harris and can be contacted at Smic@afacwa.org.

Q: How will pay rates be integrated with Hawaiian Flight Attendants and Alaska Flight Attendants at different rates of pay?

Once the Joint Collective Bargaining Agreement (JCBA) is negotiated and ratified by a vote of all Flight Attendants (HA and AS), we will all be on the same pay scale. There is no integration of anything contractual until a JCBA is ratified. HA pay rates and AS pay rates remain separate under the respective contracts. Currently, AS's top pay rate is \$82.42, currently in block hours (converted from TFP).

Q: Is it true that the Tentative Agreement (TA) needs to be ratified before starting Joint Collective Bargaining Agreement (JCBA) negotiations, and if the TA is not ratified, we can go back into Section 6 negotiations (for our Hawaiian contract) to try to get more money now?

A: Our contract does not need to be ratified before starting JCBA negotiations. JCBA negotiations started on March 18, 2025, and will continue regardless of the TA vote outcome. Ratification is also not required for a Single Operating Certificate.

If the TA is not ratified, we will fight to secure additional negotiating dates to negotiate a successor TA. We cannot predict what management's response will be on scheduling more dates for further negotiations. However, we do know that significant personnel resources and time are consumed with accomplishing necessary steps in this merger, management is distracted with the integration and the huge task of combining two very different airlines. If management refuses to schedule new bargaining dates, AFA has the option of petitioning the National Mediation Board (NMB) for their help by providing mediation services. The NMB will make the determination of whether to use their limited resources to insist on mediation dates. If history is any indicator, the NMB could counsel that the focus should be on bargaining for the joint contract.

If this TA is not ratified and we are unable to negotiate a successor TA, Hawaiian Flight Attendants will continue working under their current pay and working conditions until a JCBA is ratified.

Please [click here](#) for the entire Frequently Asked Questions.

In Unity,
Negotiating Committee
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hawaiianafa.org/contract2025