



# Negotiations Update

Aug 21 2009

Dear Brothers & Sisters

After filing for Federal Mediation, Mr. Gerry McGuckin has been assigned as our mediator for the remainder of negotiations. This is the same mediator assigned to the IAM-M (mechanics) members of HAL.

We met with Mr McGuckin on August 6 and August 7 together with Janis Bumgarner, Blaine Miyasato and Jason Yamamoto representing the company. Mr. McGuckin is one of only 13 mediators under the National Labor Board who deals exclusively with collective bargaining governed by the Railway Labor Act. A Federal Mediator determines when we meet and how long. Only he can decide if the talks have ceased to be productive and impasses cannot be overcome. If no settlement is reached beyond that time, this is when the membership could vote to strike or not. This is many steps away. Hopefully, we can settle before reaching that stage.

Mr McGuckin is currently assigned to 9 ongoing negotiation sessions. His availability is limited and our next session with him is scheduled in Seattle from October 5-9. We are still able to meet without him and have been encouraged to do so. We will meet with the company again from September 8 - 11.

Our mediator's method is to keep a list displayed of all the items we already agree on and put it in writing with signatures. We also post the items still on the table and where each side stands on these issues. We are signing off on basic concepts at this point; we still have to rewrite much of the language so that the intention is conveyed in the contract without confusion.

However, anything signed at this point can still be retracted in order to bargain for something of more importance in a compromise.

Let me reassure all members that your committee is standing firm - there will be no concessionary bargaining. The company is profitable because of us. There will only be recovery of items previously lost and the addition of new improvements.

Our mediator is pushing all of us to move quickly, however, we are being cautious and will proceed with your well being in mind for a fair agreement to be ratified. Our goal is to reach a settlement in the next 6 months, but we intend to take the time to get the best job done.

Fraternaly Yours, //Signed// Randy Kauhane, Jolene Christopherson, Rudy Lacaden and Bob Winner

