

**September 25 — Jolene Christopherson**

September 2009 Hawaiian Airlines IAM-C Negotiations  
Update from sessions on September 8, 9, 10, 11

To keep the momentum started with our Federal Mediator, your Negotiation Committee met with the company for 4 days this month, September 8, 9, 10 and 11. Present from HAL were Blaine Miyasato, Janis Bumgarner and Jason Yamamoto. IAM-C representatives were Randy Kauhane, AGC District 141, Bob Winner, Local Committee Chairperson, Rudy Lacaden, Negotiation Committee, Jolene Christopherson, Negotiation Committee Recording Secretary.

On the table the whole week was improvements for Regular Part Time agents and what needs to be rewritten specifically for this group. We have discussed vacation accrual and vacation earning, a progressive wage scale, ratios, limits of shifts' duration, parameters of scheduling, breaks and leaves of absence such as bereavement. The goal is to provide stability for the part time agents with a philosophy of equal pay for equal work. Conceptually, we agree on many Part Time issues.

The second major issue was the Attendance Control Program. The union believes the same policy should be in force for all employees of HAL – non contract, as well as every contract work group. In lieu of that, we have already agreed to eliminate LOA #9 from our red book and make the Attendance Control Program (ACP) part of our contractual agreement. We want consistency at all locations and we want it spelled out. The union has been demanding a copy from HR of the actual company policy in force explaining how it is presently being applied to our members. We have brought it to the company's attention that an ACP policy is not accessible on HAPeople.com along with the other House Rules and various company policies; recent memos do not suffice. The company conceded that the current HR policy is inaccessible to the IAM-C members affected. They also concede that according to LOA #9 from our present contract, the ACP program must be developed in partnership with the union.

To comply with our requests, Manager Rhonda Matthews met with Bob Winner and Jolene Christopherson on September 28. HR had prepared a rough draft of the present ACP and how it is being executed in regards to our membership. We gave suggestions to clarify but in no way did this session constitute agreement to the present ACP company policy. Once that draft is finalized, it will be ready to negotiate at our next session with the mediator.

Daun Ito gave a presentation for an optional medical plan with a lower premium. This is only considered as long as everyone can remain with the same medical plan they have now; any change is purely optional. She asked that the union consider a new vendor for the optional benefits for easier management and better service to the employees.

Still on the table:

The issue of medical group coverage possibilities for retirees who choose to take a severance package offer.

Different pay scales for anyone hired after the ratification date of this new contract.

The IAM Pension Plan.

Our next session with Gerry McGuckin, Federal Mediator, will be October 5 -9 in Las Vegas.

Fraternally Yours,  
Jolene Christopherson