

## **October–November 2009 IAM-c Hawaiian Airlines Negotiations Update**

Present at the last session held at Bally's Las Vegas were Blaine Miyasato, Janis Bumgarner, Jason Yamamoto and Fred Piroute for the company; Gerry McGuckin and Victoria Gray, Federal Mediators; Randy Kauhane, Rudy Lacaden and Jolene Christopherson from your IAM committee.

### **Sick Time**

We discussed the concepts of the Attendance Control Policy and how it is applied to our membership. Since this is something that can be resolved prior to a contract ratification, the mediator asked that we hammer out details in our next session without him present.

We only discussed the principles of the ACP and there is much common ground. The intent is to encourage dependability of workers without interfering with our right to use sick leave for legitimate illness purposes. The union has no problem with the company's right to question excessive absences when there is suspicion of abuse, but we have no intention of removing the language of the contract declaring that no employee shall be reprimanded for the legitimate use of sick leave. We also agreed that progression on the ACP steps may always be subject to review on a case by case basis with no absolutes and opportunity to be taken off the program will be given when improvement is shown.

### **Part Time**

Most of the remaining week, we tackled a lot of the concepts regarding our regular part-time agents and signed off on many of them. The union position is equal pay for equal work.

In reviewing the contracts for US Air, Alaska and Southwest it was noted that they have no different pay scale for part time and full time. We agree that there should be a progressive longevity pay scale for part time agents. Many examples were explored and computed with the financial officers of the company with proposals and counter proposals.

### **Full Time**

Our other objective for Part time is to assure them a more stable work schedule and if more 8- hour shifts are needed to maintain operations, then the company should create more full time positions. Much of this success depends on the company being able to plan ahead with their scheduling needs.

We discussed an entirely new concept for an entry level on-call system, for new hires only, to satisfy the company's flexibility needs.

We are writing language to cover the filling of vacancies when transferring from one Part Time classification to another whether it be Regular PT, WPT, MCSR or Contract Services and language to cover the filling of vacancies from Part Time to Full Time. There will also be language to cover breaks and any changes to shift hours.

It is recognized there is a need to add a glossary of definitions of the terms used in the contract such as: work unit, qualified, emergency, etc.

Since the company desires ease of administration, we discussed simpler ways to handle offering overtime to full time agents. There will be no deletion of the overtime equalization system as outlined in 7.8. It is still the intention for FT to be offered overtime before part timers are offered voluntary extended hours.

### **What's Next**

Next session without the mediator present will be November 9 – 13 in Honolulu. Next session scheduled with the Federal Mediator will be January 26- 29 in Washington D.C.

Fraternally yours, Jolene Christopherson, Negotiation Committee Recording Secretary