



Hawaiian Airlines / IAMAW

Tentative Agreement Highlights

Brown Book

If ratified, this five-year agreement will win the best job protections and the largest pay rates for Aircraft and GSE Mechanics in the history of Hawaiian Airlines. It will also provide much better overtime rules, more fairness for part-timers, and will control medical insurance costs.

Basic Fairness

If ratified, this contract will make the Hawaiian Airlines workplace much more fair for part time workers. This agreement will require the company to treat part-time employees the same as any full-time employee when calculating vacation longevity accrual rates and Extended Illness Periods.

More Health Care Options for Part-Timers

Currently, part-timers have unnecessary and unfair obstacles they must overcome to obtain family health care coverage. This agreement will correct that and give more options to part-timers to elect Family Medical Coverages at reduced costs.

Better Work / Life Balance

Day trades are key to maintaining a healthy balance between work and home life. Day trades help us earn more money, and allow us more time with family. **This agreement will double the number of day trades available each month from five to ten.**

Mandatory OT Will Pay a Lot More

This agreement will force the company to give us at least one hour notice before imposing mandatory Overtime. If they don't, they will add an extra hour and a half to our paychecks - in addition to paying time and a half for each hour that we are required to stay at work.



Better Travel Pay

This contract improves travel pay by requiring the company to pay your applicable hourly rate for two hours before your flight, and one hour after you land at your destination.

Better Retirement Policies

The new agreement will allow early retiree medical coverages to also include spouse. It will also allow employees to sell back unused banked sick leave as they retire to go towards a Health Reimbursement Account (HRA).

Bigger Paychecks

This agreement will increase our pay according to the following schedule, which will begin on the date of ratification. The new pay scales will increase by 2% each year, compounding for the next five years.

- **2% increase DOR +12 months**
 - **2% increase DOR +24 months**
 - **2% increase DOR +36 months**
 - **2% increase DOR +48 months**
 - **2% increase DOR +60 months**
- (The exact amount of final top-out is expected soon.)**

Increases in License Pay

This agreement will give both aircraft and GSE Mechanics more pay for the licenses they hold.

In addition, this new agreement will improve relocation expenses between locations (if caused by company action). It will also control health insurance costs - keeping increases to the absolute minimum possible. Your Negotiating Committee worked long and hard to achieve this deal that keeps us at the top of the industry and fully support it. **This Committee unanimously endorses this TA and recommends a "YES" vote.** A complete copy of the TA will be made available once the verbiage is complete. A bulletin with information about the future scheduling of ratification meetings will be released very shortly.

Questions? Email your negotiators at IAMTentativeAgreement@gmail.com.

