



Hawaiian Airlines / IAMAW

Tentative Agreement Highlights

Red Book

If ratified, this five-year agreement will win the best job protections and the largest pay rates for clerical and related agents 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.

Part-Timers Will Keep Their Seniority

Currently, hard-working part-timers lose their years of seniority when they move to full-time status. This system is not fair; seniority is critically important to airline workers. **If ratified, this agreement will allow part-time agents to keep the valuable seniority they have accrued when they move to full-time.**

More Health Care Options for Part-Timers

This contract will allow part-time workers to gain direct access to family health care plans for the first time. Currently, part-timers have unnecessary and unfair obstacles they must overcome to obtain this coverage. This agreement will correct that and give more options to part-timers.

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 increase the number of day trades available each month from eight 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.



More Mandatory Overtime Reform

Our personal time is important. It should be defended with strong protections against the disruptive use of Mandatory Overtime. This new agreement will impose financial penalties if Mandatory Overtime is misused. If the company doesn't follow the rules for Mandatory Overtime, anyone required to stay will be paid **automatic Double-Time**.

Ramp Leads to Ramp Chiefs

Ramp Leads get paid less than Ramp Chiefs. The new contract will help migrate Ramp Leads to the position of Chiefs, with more pay and more respect.

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.)**

Signing Bonuses

The company will pay a signing bonus on the date of ratification, giving part-timers \$500 and full-timers \$1000.

In addition, this new agreement will improve job description language and the seasonal FT upgrade process. It will create a better disciplinary hearing process, and controls 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.

