



Welcome to another issue of *Ala Mai*, our continuing feature from ALPA's Communications Committee, now going public. You may know that in Hawaiian *Ala Mai* means "Wake Up," and we hope you'll read these messages and wake up to the reality of what's going on at our airline instead of relying on rumors, hearsay, or management spin. We'll put out *Ala Mai* messages as often as they're needed, so if you hear a hot rumor going around or want the real truth about something management is saying, drop us a note and we'll put straight information out for everyone to read.

Without further adieu, here's this issue of *Ala Mai*.

Mahalo - Pūpūkaʻi I Holomua!



Our Negotiating Committee has been fighting hard for the goals you set for them to achieve. Hawaiian Airlines Management would be well served by sticking to bargaining with our negotiating team. However, we should expect this management group to make the mistake of bypassing the Negotiating Committee and attempting to bring some sort of deal directly to the pilot group. The old end-around.

This is a classic union-busting ploy designed to undermine the credibility and efficacy of both the Negotiating Committee and your MEC. When management's negotiating team crafts a deal they believe a slight majority might ratify, they may likely publish it. Management knows your Negotiating Committee is fighting for an agreement that brings value to all of the members, by strengthening and protecting the current contract. If management cannot get the Negotiating Committee to back down from its positions, it may instead try to lower the expectations of the entire pilot group; or cater to a specific part of the group. One means of attempting to accomplish this is to selectively report some aspect of what they are willing to "give" the pilots and imply, or expressly state, that success in closing a deal is being held up by ALPA's Negotiating Committee.

Prior to and during the strike at Comair, for example, the pilots were repeatedly told that their Negotiating Committee and MEC were stubbornly maintaining positions that wouldn't put money in the pilots' pockets. This type of rhetoric is meant to create the impression that management is on your side, trying to help the pilot group, and acting more reasonably than ALPA's negotiators. Managements that bypass the pilots' Negotiating Committee in this way are definitely not on the side of the pilots. Instead, they are trying to offer as little as possible yet still get a majority "yes" vote.

Your MEC and Negotiating Committee are committed to protecting the cornerstones of our contract, and management's interests, in the long run, are actually better served when they deal only with the Negotiating Committee. Hopefully they understand this and will act accordingly. Nevertheless, be prepared in case they don't. They may choose to present abridged versions of parts of a potential contract at any time. They may very likely publish what they term a "comprehensive proposal" when they feel they are close to a deal. They will, almost certainly, make their offer available to the pilots at the same time it is sent to the MEC.

Don't allow management to subvert the bargaining process by attempting to negotiate directly with you. Your Negotiating Committee is fighting for your goals and will not agree to a deal that won't protect our contract as a whole. Insisting that management deal only with our Negotiating Committee and telling management that "My Negotiating Committee speaks for me" is the best way to ensure a deal is reached which benefits the entire group.

Your continued support is sincerely appreciated.

Fraternally,

The MEC