



April 3, 2019

Trip Brokering Must Stop

Dear AFA members:

Seniority. It's the foundation of our profession and something that we earn through hard work and dedication to our career. Unfortunately, some Flight Attendants engage in trading and buying that hard-won privilege.

- Scheme to drop trips to a Flight Attendant too junior to have held them - **Seniority violation**
- Park trips on your own or another's line with intent to sell them or pick up later – **Seniority violation**
- Circumvent trade rules to hold better schedules than you otherwise could – **Seniority violation**

Result: Friends are letting friends "cut in line" in front of other co-workers who have been in line longer. These are not victimless transactions.

Many of you express frustration to AFA about seniority-violating "trip brokering" which circumvents seniority rights and give trips or holidays off to those who could not hold them or to enrich certain Flight Attendant brokers. AFA has heard your concern. Your union leadership applauds the restraint exercised in bringing this to AFA's attention first, before involving management.

We cannot always predict the events in our lives. Over the years at Hawaiian, AFA has negotiated industry-leading flexibility. One of the hallmarks of our job allows us to adapt to those surprises and care for our families. What was *never* negotiated is a dishonest trip parking/trading black-market that circumvents the seniority provisions built into our Contract.

The vast majority of us follow the rules; however even in the current negotiations, AFA has spent addressing those who seek "work-arounds" to our trading provisions respecting seniority. Little by little, these abuses erode our flexibility. The minority who violate the Contract ruin it for the majority who play by the rules. This is not a "junior-senior" issue. It is an issue of right and wrong.

Management *is* attentive to this matter. Those breaking the spirit of our Contract would be naive to believe that our management and crew schedulers are unaware of their practices. Every transaction conducted on company software is logged. It can be traced. The current Hawaiian management has thus far taken a hands-off approach. In the past, the company investigated specific cases that resulted in discipline. Managements at other carriers have actively pursued and disciplined, including terminating, those who broker trips.

We support our Members who have shone a light on this issue. Their frustration at the unfairness of these practices will be addressed. AFA leadership has already negotiated changes which will eliminate some of the schemes, but more must be done. The time to stop the trip brokering and blatant seniority violations is now.

In Solidarity,
Hawaiian Master Executive Council