



MEC Alert

Hawaiian Airlines Master Executive Council
May 10, 2022

Re: MEC Officers Respond

Dear Flight Attendants,

This communication is in response to the May 10 communication that went out from Council 43 HNL regarding the recall of MEC Officers and their explanation as to why they feel a recall is necessary. Their communication brought forward a list of reasons why a recall of two of the officers was imminent.

- **Failure to expeditiously/promptly process complaints and grievances**

All work related to grievances is very important to the MEC, and we have worked closely with our AFA Staff Attorney and consulted with the AFA Legal Department with a plan on how to proceed with outstanding and potential grievances.

All our grievances are handled in compliance with our contract. It is always in the best interest of the Flight Attendants to try and resolve issues with management prior to or simultaneously with the filing of grievances.

LEC Officers and local committees are equipped to handle member's complaints. This is not a function of the MEC Officers unless the issues cannot be resolved at the local level. At that point, the MEC would assist in a resolution.

- **Lack of advocacy for Reserve Flight Attendants**

The MEC has always supported our Reserve Flight Attendants and there have been many improvements made in the last contract for example the upcoming implementation of the Reserve Self Assignment (RSA) program that will improve a Reserve Flight Attendant's ability to manage your schedules and request what trips you fly.

- **Lack of Contract Education and Implementation**

We are working with our committee chairs on educating members on our contract more specifically the changes made in the latest agreement/ or LOA's.

- **Lack of Accountability and Transparency**

Since taking office in 2020, one of our goals as MEC Officers has been transparency. We have gone to great lengths to be inclusive, recap our discussions, and publish meetings minutes within 24 hours of the conclusion of our meetings so everyone can be informed.

The lack of accountabilities would be the absence of Council 43 representation at our meetings. The people who are present are engaged, strategize on how to resolve issues, and have a clear understanding of where things stand on ALL topics. Presence and participation are critical in weekly, standing leadership meetings as one of the primary forums for our conducting union business.

- **Implied rift between MEC Officers**

We also feel it necessary to address Council 43's implied rift amongst the MEC Officers. In MEC Secretary/Treasurer Chasity Theno's words – "The MEC Officers all commute to HNL to conduct union business. Joni commutes from LAX, Scott commutes from LIH and I commute from LAS. For me, I have little ones to care for and limits my visits to HNL. Joni and Scott have always considered my schedule when scheduling meetings with the Company. Unfortunately, there are times when the Company cannot meet on the days that I would be in HNL. When I am unable to attend, they will update me on what was discussed by email or at our next MEC Officers Meeting.

I truly believe there was no concerted effort to exclude or alienate me by Joni and Scott. With Joni elected as MEC President, I understand that there was a transition period of building that rapport with the Company. Scott was a great facilitator in that he had been MEC Vice President for a few terms. We understood that I would have to build that rapport as well. Soon after, I joined in."

As mentioned in our previous MEC Alert, it has always been the commitment and intention of each one of us to serve the membership and complete our term of office. Though we acknowledge this recall process is outlined in the AFA-CWA Constitution & Bylaws and is within a Local Council President's purview to initiate, none of the allegations brought forward in Council 43's communication rise to the level of recalling an officer.

In Unity,
Joni, Scott and Chasity
[AFA-CWA Mutual Respect Policy](#)
