



**ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL - CIO  
HAWAIIAN AIRLINES MASTER EXECUTIVE COUNCIL**

WEBSITE: HAWAIIANAFA.ORG \* FACEBOOK: HAWAIIANAFA \* APP: BY INVITATION

May 5, 2021

Dear Flight Attendants,

We know the recall/cancellation of the Covid-19 and 16.L. leaves and low-time lines ahead of the expected duration was unexpected, and we want to say we appreciate the thought and sacrifice that went into the tough decision at the time to take a leave to help both the company and reduce involuntary furloughs.

If you are one of the 180 Flight Attendants that received a notification that your leave/low-time line is being cancelled and you are being recalled back to work effective June 1, please remember to make your election before tomorrow's deadline. **The notification contains a link to make your selection before the deadline of Thursday, May 6 @ 17:00 HST!** You need to select to either 1) return to work or 2) resign from your job at Hawaiian Airlines. This notification was sent electronically to your Hawaiian Airlines email address, your personal email address and you were also sent a USPS certified mailing.

### **Gripe vs. Grievance**

When something has happened to you at work, and you believe you may have a grievance what can you do? Contract language can be difficult to interpret and understand and not all events are grievable. You will need to speak with a Grievance Committee Member to assist you in determining whether your issue is a bona fide grievance or just a gripe. In order to have your issue addressed the committee will need detailed documentation of the concern involved.

- A grievance has one or more of the following components:
  - Violates a contract section
  - Violates a company rule/policy
  - Discipline is rendered without just cause
  - Event in which a Flight Attendant is treated disparately/unfairly/discriminatorily
  - Violates a Past Practice
- Examples of a gripe might be:
  - Why is Scheduling so inconsistent?
  - Why did I get awarded a forced bid?
  - Why do we have so many catering issues?
  - Where is the transparency?
- If you would like to discuss a possible grievance or gripe, please contact:
  - MEC Grievance Chair – Betsy Wickstrom, [betsy.wickstrom@hawaiianmec.org](mailto:betsy.wickstrom@hawaiianmec.org)
  - LEC 43 Grievance Chair – Chasity Theno, [grievance@hawaiian43.org](mailto:grievance@hawaiian43.org)
  - LEC 47 Grievance Chair – Melissa Teshima, [melissa.teshima@hawaiian47.org](mailto:melissa.teshima@hawaiian47.org)

As always please send any questions to the Questions Form link:  
[TinyUrl.com/AFAQuestionForm](http://tinyurl.com/AFAQuestionForm)

In Unity,  
Joni, Scott, Chasity, Jaci-Ann, Josh  
and the entire AFA Leadership  
[AFA-CWA Mutual Respect Policy](#)