



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

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

February 10, 2021

Dear Flight Attendants,



It is with great sadness we share the passing of our fellow flight attendant Nancy Yoshioka. Nancy was dear to so many and especially those who had the privilege to fly with her. She had a wonderful energy and zest for life mixed with her candor and kindness. As we reflect on our dear friend, we send our best to her daughter and loved ones. Nancy brought light during dark days and we are grateful to have worked alongside this incredibly special person.

Commuter Policy Clarifications

Last Friday the AFA did a presentation of the Inflight Commuter Policy negotiated in the April 2020 Collective Bargaining Agreement. A few questions came up from members and we were able to get clarification from the company on some of the issues brought forward:

- If you are a Reserve FA and are registered as a Commuter Flight Attendant, you can utilize the policy to commute to base to begin your Reserve Availability Period (RAP) in addition to when you have been assigned and printed prior to your standby period.
- The Inflight Performance Managers will administer the policy, track infractions or “commuting failures” and review documentation submitted (electronically uploaded to Teams) for commuting failures.

- You can change your registered commuter city by 1) making the necessary changes in Ultipro and 2) re-submitting your designation of commuter city on the Inflight Commuter Policy application form.

Voluntary Early Out Program (VEOP) - April 2021

The offering for the April 2021 VEOP was emailed to eligible bidders on Monday, February 8. Bidding is currently open and will remain so through February 22 @ 17:00 HST with a recission period from February 23 through March 1 @ 17:00 HST. The provisions included in this VEOP offering are the same as the October 2020 VEOP with the payout schedule over a 12-month period beginning in April 2021 to next April 2022. Eligible bidders include any Flight Attendant who is at the seventh (7th) year pay step (\$49.74) as of April 1, 2021.

The company informed the AFA that 381 ineligible Flight Attendants were emailed the VEOP offering in error. This email was immediately rescinded but if you received the VEOP offering and do not meet the criteria above please know if was sent in error.

Covid-19 Vaccines

Many of you have questions regarding the company's assistance in our status as Frontline Workers and getting the vaccine. The company has been working with the State of Hawaii however there is a shortage of vaccine doses. Once they can secure doses for HA employees, they have been sending out information to your HA emails. Please stay tuned.

For our LAX-based Flight Attendants, the company does not have the same working relationship with the State of California. There are nation-wide shortages despite the US government trying to send out doses to specific pharmacies. We know it has been challenging for many of you and ask that you continue to seek out any doses available.

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

Stronger Together, Better Together,
Joni, Scott, Chasity, Jaci-Ann, Josh
and the Entire AFA Leadership