



July 16, 2020

Topics:

- Reserve Availability Period (RAP)
- Join the M.O.B.
- Early Out - Update
- WARN Notice
- Zoom Briefing Info

Reserve Availability Period (RAP)

After many discussions with the company in the past 2 weeks, crew scheduling is committed to keeping with the three (3) published RAPs. Please know the company is able to adjust the start time of the RAP in order to ensure that the FA has her/his legal rest. [CBA Reference: 8. Reserve, P. Creating the Standby List [agreed], 4.]

This is not considered a separate RAP. Of note, the end time of the RAP must be in accordance with the currently established RAPs. This can be visually confusing to many of us, but it is per FAR for legal rest.

HNL RAP Periods: 200 - 1400, 600 - 1800 and 900 - 2100

LAX RAP Periods: 200 - 1400 and 500 - 1700

Join the M.O.B.

The MOB, a.k.a. Mobilizer Outreach Board, is looking for Flight Attendants to join their team! The MOB will be key in educating our members with current, accurate information. They will also help our group access valuable resources and provide a channel of communication from the membership to leadership. They will be committed to education and assist with correcting inaccurate information. Please click on the link below and join our team by submitting the form by this [Sunday, July 19.](#)

tinyurl.com/jointhemobilizers

Early Out - UPDATE

The company provided the AFA Negotiating Committee with a counter proposal this afternoon. The NC is in the process of reviewing the content and will respond to the company in the next days. We do not have a clear timeline in terms of when this proposal process will be done; we will provide the membership with updates as soon as possible.

WARN Notice

To comply with the Worker Adjustment and Retraining Notification Act (WARN) Act, Hawaiian must notify potentially affected Flight Attendants at least sixty (60) days in advance of any potential involuntary furlough. This notice serves as tentative notification of furlough and is not a guarantee that you will be furloughed. As we look toward the future, it is clear that difficult decisions must be made. Our goal is to mitigate any staffing overage with leaves, voluntary furloughs and early out options to lower the number of Flight Attendants subject to an involuntary furlough.

Hawaiian has notified AFA of an anticipated overage situation and will be issuing WARN notifications accordingly. In anticipation of this announcement, AFA continues to push Congress to extend the Payroll Support Program (PSP) within the CARES Act, which would preserve frontline aviation worker's jobs and health benefits beyond the current October 1st expiration date. This legislation has kept aviation's first responders connected to their pay and benefits, and out of the overburdened unemployment lines.

We know that receipt of a WARN notice adds to the uncertainty and anxiety already caused by the pandemic. We want you to know that your leadership is doing everything in our power to protect jobs and benefits and we are continuing to work alongside other Labor Unions on Capitol Hill to extend the Payroll Support Program. We will also continue to challenge the company on furlough numbers to preserve as many jobs as possible.

MEC Zoom Briefing

**Friday
July 17, 2020
12PM (HST) / 3PM (PST)
30 Mins**

Join Zoom Meeting

<https://us02web.zoom.us/j/867465646?pwd=N0F0TFB1NjJxR3I6Y2M1YXR3Sis4QT09>

In Solidarity,

Joni Kashiwai, Scott Henton, Chasity Theno, Jaci-ann Chung, Joshua Aoki and the entire AFA Leadership