



May 7, 2020

Aloha Hawaiian AFA Members,

We hope you are all staying safe and are well. Today we will be discussing the following issues:

- Ratification Bonus Tax
- Hawaiian AFA Facebook
- Zoom Briefings
- Question and Answers Regarding Union Dues

Ratification Bonus Tax

As you all are aware the company has wrongly taxed the Ratification Bonus payment in our May 7th paycheck. The company is actively working to resolve this issue. They expect resolutions to be made by next Monday (5/10/20). Also be aware that NOT everyone was affected by this mishap. Some Flight Attendants may not see an adjustment or extra pay.

Hawaiian AFA Facebook

In order to streamline our communication, we have decided to delete the “Hawaiian LEC” Facebook account and convert the “HAL AFA (the M.O.B.)” Facebook account into our official Hawaiian AFA Facebook account. This change over will go into effect in the coming weeks so please take the time, if you haven’t done so already, to add the new Facebook Account at <https://www.facebook.com/groups/HALAFA/>. More details to come in the following weeks.

Zoom Briefings

Today, the MEC conducted our weekly meeting and we have decided, as of tomorrow, that after MEC updates are posted, we will follow up with a short Zoom Briefing later on in the day to clarify any further questions. Questions by members will be submitted via chat and answered live on Zoom. The briefing will be recorded and posted on the <http://hawaiianafa.org/> website and on the [Hawaiian AFA](#) Facebook account. We will reassess the effectiveness of these Zoom Briefings and determine at a later date if this will be a routine procedure.

Question and Answers Regarding Union Dues

Please see the attachment below sent from AFA International in regards to union dues. If you are reading this via email, you must download the document to view the Q&A.

In Solidarity,
Hawaiian AFA Master Executive Council

Sharon Soper – MEC-P
Scott Henton – MEC-VP
Joni Kashiwai – MEC- Secretary Treasurer
Jaci-Ann Chung – LEC-P Council 43
Joshua Aoki – LEC-P Council 47

This is an unprecedented time in our Union, and we've received many questions related to membership status and payment of dues. This Q&A is intended to help answer most of these queries. The answers are derived by using our AFA Constitution and Bylaws as the guiding resource document and reflect our current policies and procedures.

Throughout this document you will find reference to "Voluntary Furlough," which is used in a generic sense to apply to all unpaid voluntary time-off plans at the various airlines. It is the same as Leave of Absence (LOA), or any of the unpaid convenience leaves that are available.

Dues Obligations

QUESTION: If I owe dues, what are my options?

ANSWER: For whatever reason, if you owe dues it is very easy to make secure payments online or by check. Visit to the AFA website to review your options: https://www.afacwa.org/payment_options.

QUESTION: What are my dues obligations if I accept a **Voluntary** Furlough?

ANSWER: When members accept a **Voluntary** Furlough (i.e., a leave of absence or LOA) from their airline they are obligated to pay dues for the first 90-days of that **unpaid** leave of absence, in accordance with the AFA Constitution & Bylaws { Article II.C.2.b (1) & (2)}. If the leave is extended from the end date of the previous leave, then a new 3-month dues obligation is not owed. Only one 3-month obligation is required for any one **continuous** leave.

QUESTION: When does the 3-month LOA Dues Obligations start?

ANSWER: The 3-month obligation period while on Leave or Voluntary Furlough begins when the flight attendant is no longer receiving any compensation from the airline, and a "no-pay" status begins.

QUESTION: When must the 3-months of dues obligation be paid?

ANSWER: The dues obligation may be paid on a monthly basis. A Flight Attendant on a **Voluntary** Furlough (LOA) may seek to defer their dues balance in accordance with Article II. C.1.b.(4). Upon their return to active status, any outstanding dues obligations would be due and payable.

QUESTION: What are my dues obligations if I am placed on an **Involuntary** Furlough?

ANSWER: Any member will become inactive with AFA if involuntarily furloughed and **not** receiving furlough pay. Article II.C.6.a.(1). The member does not have a dues obligation unless they are receiving furlough pay (Section V.J.1.).

QUESTION: What if a member on **Involuntary** Furlough has an outstanding balance?

ANSWER: An involuntarily furloughed Flight Attendant who has a dues balance before the **involuntary** furlough can request a deferral from the MEC, Article II.C.1.b.(5). The balance will remain in their account until they return to a paid and active status.

QUESTION: I am on an unpaid Voluntary Furlough so I have no paycheck to deduct dues from. If I owe dues for 90 days how can I pay my dues?

ANSWER: It's very easy to make secure payments online or by check. Visit to the AFA website to review your options: https://www.afacwa.org/payment_options.

QUESTION: If I'm receiving pay while on leave, do I owe dues ?

ANSWER: Yes. Dues are owed whenever a flight attendant is in any "paid" status or receiving pay from the airline.

QUESTION: I have taken a paid leave so my dues will just be deducted from that right?

ANSWER: If your dues are normally deducted because you've executed a dues check off form then you airline should continue to deduct your dues and remit them to AFA. However, in the case of some reduced pay leaves, there may not be sufficient funds to cover all of your deductions (Social Security, health care, 401(k), etc.). Dues monies are deducted last and if there is insufficient funds to cover the cost, the monies will not be deducted. In this case you may select one of the easy and secure forms of payment found on the AFA website in order to satisfy the monthly obligation. (https://www.afacwa.org/payment_options)

Membership Status

QUESTION: For AFA purposes, is a **Voluntary** Furlough the same as a Leave?

ANSWER: Yes. A **Voluntary** Furlough includes any of the various unpaid Leaves of Absence (LOA) or unpaid convenience leaves, which have many different names, as outlined in the various contracts at our airlines

QUESTION: How does a **Voluntary** Furlough affect my Membership Status?

ANSWER: Per our AFA Constitution and Bylaws, a **Voluntary** Furlough would be considered as one of these LOA's. A member accepting a Voluntary Furlough would be considered as starting an LOA when that **Voluntary** Furlough begins, and one's membership remains on Active Status for the first 90-days of the LOA.

QUESTION: On **Voluntary** Furlough, do I retain all the rights and privileges of membership in this 90-day period?

ANSWER: Yes. During the 90-day period when you are "commencing" your LOA you remain active with AFA, you retain the right to vote, run for office, and serve in office

QUESTION: Is there a way for a member to remain in Active Status when on **Voluntary** Furlough?

ANSWER: Yes. Any member on a **Voluntary** Furlough (i.e., LOA) can "leave and remain active." This means the member on LOA may choose to continue to pay dues beyond the first 90-day period and remain on active status with all the rights and privileges, e.g., vote, run for and hold office, etc.

QUESTION: How can I pay my dues for the first 90 days and beyond should I choose to "leave and remain active"?

ANSWER: It's very easy to make secure payments online or by check. Visit the AFA website to review your options: https://www.afacwa.org/payment_options.

QUESTION: Is an **Involuntary** Furlough treated differently?

ANSWER: Yes. An **Involuntary** Furlough equates to a "layoff." In this situation, one's membership is converted to **Inactive Status** at the beginning of the **Involuntary** Furlough. When in an **Inactive Status**, one has no right to vote, run or hold office.

QUESTION: Do I retain all the rights and privileges of membership when in an Inactive Status?

ANSWER: No. During Inactive Status you **do not** have the right to vote, run for office, and serve in office.

QUESTION: Is there a way to remain in Active Status when on **Involuntary** Furlough?

ANSWER: No.

QUESTION: When does one on *Involuntary* Furlough get back their rights & privileges of membership?

ANSWER: When a member is called back by the airline to resume flying (i.e., back on “paid” or Active Status with the airline), all rights and privileges of AFA membership resume.