



ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

HAWAIIAN AIRLINES HONOLULU LOCAL EXECUTIVE COUNCIL 43

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September 13, 2022

TPTP LOA, Update

Dear Fellow Flight Attendants,

We are writing about the Company's Transitional Period Testing Program Letter of Agreement (TPTP LOA) and the Company's recent reversal of their COVID-19 vaccination mandate policy. By now many of you are in receipt of the letter that the Company sent out to all TPTP LOA employees dated September 7, 2022.

Many of you have questions about the Company letter, returning to work and the Company's process. As of this writing, we do not have the answers in terms of how your return would be handled. Any questions about the necessary paperwork, timing and all items attached to your return can be sent to: PRM.Inflight@hawaiianair.com

Per the Company's letter, additional information would be forthcoming. We anticipate a guide for all employees elaborating on what to expect, who to work with and the timing for those of you who choose to return to work on November 1, 2022.

For any questions specific to the TPTP LOA or the AFA-CWA position on the Company policy reversal, please refer to the MEC Alert that was sent out to all Members on September 7, 2022. [Please see the attached.]. As more information comes in, we hope that updates will assist you through this process.

In Unity,
Jaci-Ann, Kahea, Kerri
and the entire Council 43 Leadership



September 7, 2022

MEC ALERT

Hawaiian Airlines management has announced they will be offering Flight Attendants on the TPTP leave of absence the ability to return from absence. They will be lifting the vaccine mandate both for current unvaccinated Flight Attendants and New Hires.

The Company instituted the vaccine mandate in 2021. With the relaxation of COVID-19 restrictions by the CDC, the Company has determined the mandate is no longer necessary. While we understand many Flight Attendants may have strong opinions on the matter, this is a policy that was instituted by the Company and is now being changed by the Company. AFA has and will continue to enforce our contract.

Your MEC will be working with the Company to ensure that issues related to the vaccine mandate are addressed including return from leave provisions and any seniority provisions affected by a Flight Attendant's decision to remain unvaccinated. The Company's decision does not address the terminations of flight attendants who did not go out on the leave of absence. Those cases remain active in the Grievance and Arbitration process.

We will keep you advised as we have more information.