



March 21, 2020

Dear Fellow Flight Attendant –

A LOT has happened in the last 24 hours since yesterday's MEC communication: our Negotiating Committee Announced the MEC's endorsement of the Tentative Agreement with the company; we have confirmed a positive case of COVID-19 in our Flight Attendant family; and the State of Hawaii is mandating a 14-day quarantine for all passengers on Hawaiian Airlines. You all have a lot of questions, and we will do our best to answer them with the information that we have on hand. For the answers we do not have today, we will get back to you in tomorrow's MEC communication.

In terms of our Tentative Agreement, we do not have the complete summary and language available to you right now. The Negotiating Committee is diligently working on that and have communicated they will have that to the membership next week. Please refrain from speculating on any details until you see the agreement as a whole. There will be many opportunities to ask questions and understand the package, but please do so when the information is published.

With regard to our Flight Attendant sibling who tested positive for COVID-19...as we have messaged all along, we are ohana. Please continue to send your well-wishes and positive thoughts to those who are impacted by this vicious virus. Whether it be a passenger, co-worker or family member, no one wanted to contract the virus, but we have little control over what happens. Our EAP Team has provided important information. Please look at the attached information as a guide to help support you and your loved ones especially while on the aircraft.

Now onto the State of Hawaii 14-day quarantine for all passengers. The government has outlined a process for Flight Attendants and Pilots because we are exempt with specific parameters. Until we get the actual verbiage from the state, let us wait for before asking questions. It is likely that the communication will answer many questions that you have.

How will the mandate affect us? Our President/CEO Peter Ingram said that our flights will operate, but be dramatically reduced starting Thursday. The reason we will continue to operate is help provide passage to those residents who want to return home or to return visitors to their homes. We are also an essential means of transport for medical personnel and supplies. If you are uncomfortable operating, please call inflight management to request Personal Leave (PER). They approve this type of leave on a case-by-case basis. If you are under medical supervision, you can also call in sick following the sick leave guidelines.

We do not have any information in terms of the flight reductions starting Thursday. Once the company figures out what to do, they will let us know. In the meantime, each day brings additional challenges for our entire group. We cannot predict what will happen tomorrow. Nor do we have all the answers today. However, we will continue to do our best to help support our Flight Attendant family. Please continue to stay informed and do what you can to take care of yourself and our loved ones.

In Solidarity,  
Sharon, Scott, Joni, Jaci-Ann, Josh  
And Your Entire AFA Leadership

## Adjusting to the News of Test Positives for COVID-19

### From your AFA EAP

Hearing that a crew member tested positive for COVID-19 or that a crew has been exposed to someone who has tested positive can trigger anxiety. In an effort to stop the emotional spiral, our brain will naturally try to collect self-protective information, including the names of those individuals. Remember, individual identifies should be treated as private information just as we do with other health information. Either the local health department or Hawaiian Airlines will individually advise crew members of possible exposures.

During this time when the world and Hawaiian airlines is adjusting to and dealing with this pandemic, there are a few things we can do when showing up to fly.

During crew room briefings make sure all crewmembers know:

**\* Availability and location of protective gear for flight attendants and passengers on board**

**\* Company policy and FAA/CDC recommendations for managing an ill passenger.**

**\* Decide and be in agreement which crew member will manage an ill passenger.**

**\* FAA/CDC guidelines for flight crews on monitoring their health before, during and after flights**

**\* Policy, procedure and company supports for crew members who become ill.**

Remember to carry the following; **(a)** 2-3 weeks of medications in the event of needing to self-quarantine while away from home, **(b)** Supplies to monitor/ease symptoms of viruses such as thermometer, cold medication, mucinex, throat lozenges etc **(c)** Contact numbers of family/friends etc for help with household management if self-quarantined away from home and **(d)** The number for your state Dept. of Health, and family doctor..

Being prepared and supporting one another can help reduce stress during this difficult time. Remember, AFA EAP is also here to assist. Call us at 800-424-2406.

### MEC Q & A – 3.21.20

*Some of these questions were previously answered in a MEC Q&A or PBS/AFA memo. Flight Attendants are reminded to review all available materials before contacting the AFA to reduce redundancy. Also, questions regarding unemployment, except for those related to our contract, should be directed to Department of Labor, in order to avoid Flight Attendants relying on our assertions about them actually receiving unemployment benefits. We can only speak to what the contract provides.*

### LEAVES, LOW TIME, VOLUNTARY FURLOUGHS

**Q: I am confused. The company asked for relief in April and May but the Voluntary Furlough is a 6-month period. Isn't that longer than April and May?**

A: Our AFA Contract states that Voluntary Furloughs must be in a 6-month period. The company can always recall the VFs with a 30-day notice if they're needed back sooner.

**Q: Does anyone know how many slots they are offering for Leaves, Low Time and Voluntary Furlough?**

A: 550 for HNL and 40 for LAX. The company looks at the combination of Leaves, Voluntary Furloughs and Low Time.

### Remember to...

- 1) Support one another, especially before, during and after your flights.
  - 2) Be alert for any derogatory or discriminatory comments about passengers or crew members who are sick, in self-quarantine or test positive.
  - 3) Remind people we are all in this health crisis together.
- Support and concern is needed now.

**Q: How will we know what we are getting if we are bidding for both a schedule and a leave?**

A: You will know when the final award is posted at 1200 HST on March 27, 2020. All offset leaves will be awarded first and then the bids will be run so everyone should make sure they bid in PBS.

**Q: If they do not fill the 550 slots that they are looking for, what happens after that? Do they start Involuntary Furlough?**

A: The company will have to assess the situation and make that call

**Q: It looks like the company is only offering 550 Voluntary Furlough slots. How many 1 – 2 month Leaves and Low Time Lines are they offering?**

A: The company will make the decision of the mix based on their needs at the time of the PBS Award.

**Q: In the contract, it says that the company needs to give 30 days notice before furloughing. Is it different because this is a different situation?**

A: It is 30 days notice or 30 days of pay.

**Q: If there is a 40% reduction in our flight schedule, is there a 40% reduction in our staffing?**

A: Not necessarily. It will depend on which flights and what equipment will be needed.

**Q: So would we take the number of Flight Attendants and then deduct 550 from the bottom for involuntary furloughs?**

A: The offset leaves would be subtracted first, then it's up to the company to decide how many involuntary (forced) furloughs will be needed. As a reminder, President/CEO messaged both in this week's webcast and again in today's press conference that the company is doing everything they can to prevent Involuntary Furloughs.

**Q: Can I apply for another job while on Voluntary Furlough?**

A: Yes.

**Q: If I am on a 1 – 2 month Leave or Voluntary Furlough, do I need to give up my AOA badge and Crew ID?**

A: It's best to ask your Inflight manager for policy and legal clarification. There is also information on the company website. [The company has recently indicated that they are working with the DOT (AOA badge).]

**Q: If I am on Voluntary Furlough, how can I continue my International (IPS) parking so I don't lose it?**

A: This question was posed to President/CEO Peter Ingram in this week's webcast. The company is looking into that and will provide an answer. However, it is always best to check with your Inflight manager.

**Q: If I am on Voluntary Furlough, how do I continue to pay for my National Group Protection (NGP) optional insurance plans?**

A: We are working with NGP and they are, in turn, meeting with CAIC. They will get back to us early next week on how to best proceed.

**Q: Do you have an idea of how many people will take the Leave or Voluntary Furlough?**

A: No

#### **MISCELLANEOUS, GENERAL**

**Q: What is our exact count on the Flight Attendant list?**

A: This can be found on the Navtech homepage under "Category Seniority."

**Q: If the ratified contract is for 5 years, does it start now? Or January 1, 2017?**

A: It would start on the official Date of Signing of the New Contract.

**Q: If there is a complete state-wide shutdown, are we pay protected for our bid?**

A: You will be pay protected for what you have currently been awarded in the final bid award.

**Q: The country is in a state of emergency and the president said we are at war (COVID-19). Do we get hazard pay?**

A: No.

**Q: Why are we not getting hazard pay?**

A: It doesn't meet the criteria of the Contract.

**Q: Can I fly non-revenue on Leave, Low Time or Voluntary Furlough?**

A: Yes, you will maintain your flying benefits on Hawaiian Airlines. Other carriers may have different rules. You can find a complete listing for non-revenue travel on other airlines at [HApeople.com](http://HApeople.com). Click on the OA (Other Airlines) tab.

**Q: The State of Hawaii is planning to mandate a 14-day home quarantine for incoming residents and visitors. Does this include Flight Attendants?**

A: We are considered "essential workers" and excluded from this order.

**Q: The State of California is now doing a stay home order. What do the LAX-based Flight Attendants do?**

A: We are considered "essential workers" and excluded from this order.

<https://covid19.ca.gov/img/EssentialCriticalInfrastructureWorkers.pdf>

**Q: Why are Flight Attendants exempt when everyone else has to stay at home (self-quarantine)?**

A: That's how government agencies classify us.

**Q: Why is the company not complying with these state orders to stay at home?**

A: We are considered "essential workers" and excluded from this order.

## **UNEMPLOYMENT, STATE OF HAWAII**

*NOTE: Except for contract questions about unemployment, all other unemployment questions should be directed to the state department of labor unemployment insurance division: <https://labor.hawaii.gov/ui/>*

**Q: What is unemployment?**

A: Unemployment insurance is administered by the state and is meant to provide workers with temporary financial assistance who lose their job through no fault of their own. In Hawaii, employers pay the costs of unemployment insurance through a payroll tax.

**Q: How do you apply for unemployment?**

A: Go to the Department of Labor webpage for Hawaii at <https://labor.hawaii.gov/ui/>

Earlier this week, the governor waived the one-week waiting period for benefits. If you have questions, you're being asked to call the claims office nearest to you:

Oahu: 586-8970 Maui: 984-8400 Kauai: 274-3043 Hilo: 974-4086 Kona: 322-4822

**Q: How much can I qualify for?**

A: Go to the Department of Labor webpage for Hawaii at <https://labor.hawaii.gov/ui/>

**Q: If I am on Voluntary Furlough and file for unemployment, do I still have to look for a job for 6 months?**

A: Please confer with the Department of Labor.