



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

WEBSITE: HAWAIIANAF.A.ORG * FACEBOOK: HAWAIIANAF.A * APP: BY INVITATION

October 18, 2020

Dear Fellow Flight Attendants,

As you may know, the company has been aggressively seeking out charter flights to help bolster revenue. One of the more recent successes is securing military charters in Japan. Depending on the schedule, there are occasions when the company has more than 7 days to notify the membership. Then, there are moments where there is less time.

The 2020 Collective Bargaining Agreement has language that updated the charter notification and process [Section 7.Z.2. Notification and Section 7.Z.3. Awarding a Charter]. Being that this process is new to many of us, there are also issues that the language is not clear on; the October 30, 2020 Military Charter [HNL Base] is one of them. After working with the company, we have agreed to postpone the award of the charter. This was based off the fact that our charter language has an awarding minimum amount of days, but no maximum.

While in discussions about how to resolve this, the company inadvertently awarded the charter despite conversations to award the charter after the bids close on October 25.

While we know this news is upsetting to many of you, the MEC believes that it is important to ensure that the company is adhering to the provisions in the Contract. This required that we consult with the Negotiating Committee, Staff Negotiator and work with the company in a short period of time.

The following is the adjusted bidding schedule:

October 17	PBS bidding opens at 1200 HST
October 18	Bidding for COVID LOA 1-month leaves and 1-month low times closes 1500 HST Company posting of Military Charter departing October 30, 2020
October 19	COVID LOA 1-month leaves and 1-month low times awarded at 1500 HST Practice Award at 1500 HST
October 21	Practice Award at 1500 HST
October 21	Vacation Cancellation/Cashout deadline 1200 LDT
October 22	Bidding closes 1500 HST
October 23	Preliminary Award at 1700 HST
October 25	Final Award at 1700 HST
October 26	Military Charter posting Flica open for trades and open time at 1200 HST

Moving forward, we will continue to ensure that the intent of the CBA is adhered to. Contractual language is more than words on a paper. It is about reviewing the negotiating notes and conferring with our NC while working with the company when the language is not clear.

Thank you for your patience and understanding through this process. We are committed to the greater good for our members and the Contract is a central part of what we do. If you have any questions, please go to our communication link: tinyurl.com/AFAQuestionForm

In Unity,
Joni, Scott, Chasity, Jaci-Ann, Josh
and the entire AFA Leadership

INFLIGHT SAFETY PROFESSIONALS

INTERNATIONAL TRANSPORT WORKERS FEDERATION