



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

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WEBSITE: HAWAIIANAF.AORG \* FACEBOOK: HAWAIIANAF.A \* APP: BY INVITATION

August 28, 2020

Dear Fellow Flight Attendants:

The AFA Leadership has been working to address the many questions that you have regarding the 16.L. Off-set Furlough leaves and what has transpired in the past 24 hours. While we know you continue to have questions, we are doing our best to ensure that the company hears your concerns and is doing all they can to mitigate the Involuntary Furlough numbers.

As we shared in our MEC Zoom meeting today, the AFA was never supportive of capping the 16.L. Off-set Furlough leaves. Our stance is that limiting the leaves would reduce the potential amount of applicants and awards for Flight Attendants who wanted to take a leave due to the cap.

To further complicate things, the company's analysis of our business has changed. While the state of Hawai'i struggles to stabilize the COVID pandemic, provide adequate testing and even re-open our state safely to tourism, these priorities have adversely affected our company's recovery in a matter of days.

Several hours prior to the company publishing the 16.L. Off-set awards, the AFA and company discussed that awarding all leaves would reduce the number of Involuntary Furloughs. This was not what the company initially intended. They wanted longer leaves because they believe that the airline industry recovery would take a long time. However, removing the cap afforded an additional 170 Flight Attendants who would not be involuntarily furloughed October 1, 2020. On the flip-side, we have Flight Attendants who are wondering why the caps were lifted, when the AFA Leadership knew about this shift and those who would have put in for a leave had there not been caps.

Some of you had or will have questions as a result of this information. Please know that once we work out any clarifications and possibilities with the company, we will let you know. We are preparing our Zoom meeting to post as well as the FAQs from today. At the very latest, they should be on our hawaiianafa.org website by 800 am/HST tomorrow morning barring any technical difficulties. Thank you for your patience and understanding.

Each day that goes by brings tremendous stress and anxiety for our Flight Attendant membership. We know that you look to the AFA Leadership for answers and we are doing our best to answer them with the information that we have. Thank you for your continued unity and strength as we all work, together, for a safer Hawai'i and a viable Hawaiian Airlines.

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

**INFLIGHT SAFETY PROFESSIONALS**

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