



April 2, 2020

Dear Fellow Flight Attendants:

With all that is going on, we have a bit of juggling to do. Today's communication will help you understand your AFA leadership's role in terms of your Leave and Voluntary Furlough inquiries. Then, we will discuss what to expect tomorrow once the 2020 Tentative Agreement voting comes to a close.

In terms of the COVID-19 Temporary Contract Modifications, we know there is conflicting information that is confusing many of you. Not having the benefit of weeks to prepare, you have questions about the unemployment insurance process and what to expect from the company. The company has been pulling their resources together and housed information for you on hapeople.com. There are specific links for unemployment benefits that could help to guide and answer your questions.

Hawaiian Airlines, employee links:

<https://hawaiianair.sharepoint.com/sites/ERRES/General%20Preparedness/SitePages/Unemployment-Benefits-Information.aspx>

Hawaiian Airlines, Frequently Asked Questions:

<https://www.hapeople.com/Documents/Coronavirus/Coronavirus-FAQs-updating.pdf>

Please know that your AFA leadership is doing all we can to help support you. We have reached out to both the Hawaii and California offices to seek out clarification. Although we were not successful, it is clear that your best source for answers is the unemployment office that you are submitting your claim. We are not nuanced with the process and there are variables that come into play that we are unable to speak to. Please accept our apologies in that all we can do is refer you to the applicable offices.

Turning to our 2020 Tentative Agreement, approximately 72% of our members have cast their vote. Those who have yet to cast your vote, we know you are carefully weighing your decision and will vote in the next hours. Others of you have requested a new activation code and should get it in the morning before the voting deadline. It is important to note that our AFA-CWA International Office (INTL) has confirmed that the vote will end exactly at 1000 am/HST, 100 pm/PT. This falls under the Department of Labor and is not governed by the Association of Flight Attendants-CWA.

After the polls close, the AFA Negotiating Committee (NC) will provide the voting results after it is confirmed and certified by INTL. The approximate time we hope to get the results is 1200 pm/HST, 300 pm/PT. Please know that the NC will do their best to distribute the information on all available platforms (NC email blast, tandem posting on the afacontract2017.org website, AFA text blast and posts on FaceBook).

This 3+ year journey has been long. Some of you recently joined this journey while others have been here for many years leading up to and through this time. Regardless of your time here with us, please know that we respect and appreciate each and every one of you. As a group, we are the Hawaiian Airlines Flight Attendant family. And as a family, we will get through the many other ups and downs that life has to offer. Thank you for being here with us through our trials and tribulations. We hope that you are well and that you are safe.

Stronger Together, Better Together,
Sharon, Scott, Joni, Jaci-Ann, Josh
And the Entire AFA Leadership