



## ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

HAWAIIAN AIRLINES HONOLULU LOCAL EXECUTIVE COUNCIL 43

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May 19, 2022  
Special Meeting – Notes

Dear Flight Attendants –

Today, we hosted our Special Meeting to discuss the MEC President and MEC Vice President roles, the MEC Recall and to answer your questions. Attached please find today's agenda with notes, a Questions & Answers guide, general Council 43 information as well as a MEC Elections supplemental guide.

We know that many of you were unable to attend today's meeting so we hope that you can join us **Thursday, May 26, 2022 from 930 – 1030 am/HST**. Our meeting will follow the MEC's Special Meeting for the MEC President and MEC Vice President election.

### Join Zoom Meeting

<https://us02web.zoom.us/j/86794590867?pwd=d-TKDVm9ySTL7sWoPKcyS8gRXqwFRd.1>

Meeting ID: 867 9459 0867

Passcode: 584701

For those Members who are able to attend the Council 43 meeting, we ask that you log-on before 930 am/HST so that we can check your credentials. This meeting is for Council 43 Members in good standing. "Good standing" is a term used by the AFA-CWA. A Member in good standing is someone who does not have a dues delinquency. It will take our Membership Team some time to cross-reference our lists, so please bear this in mind. We will start that process at approximately 915 am/HST.

**If you are unable to attend our next meeting or if you would like to send your question(s) in advance, please send them to: [membership@hawaiian43.org](mailto:membership@hawaiian43.org)** For our Members who are unable to join us, we will provide notes from that meeting by 500 pm/HST the same day or as soon as practicable.

[Please click here](#) to view all of the questions that were both previously submitted and asked during the meeting.

In Solidarity,  
Jaci-Ann, Kahea and Kerri



## **SPECIAL MEETING – notes**

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**Thursday, May 19, 2022**

**930 – 1030 am/HST via Zoom**

**Please call in before 930 am/HST**

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### **915 am: Processing Waiting Room**

Please log in to Zoom using your legal name for membership verification;  
this will help us to manage the list more efficiently.

### **930 am: Informal Welcome & Review of Zoom Etiquette**

Allowance for those who have difficulty logging into the Zoom app

**Andrew Ferreira**

### **935 am: LEC Leadership Welcome Introductions & AFA-CWA Mutual Respect Policy**

**Jaci-Ann Chung**

Thank you for joining us.

For those of you who are unable to be here the entire time,

We will provide notes later today.

Please send your questions to AFA-Questions.

### **Constitution & Bylaws, background**

**Ka`imi Lee, MEC NC Chair**

We'd like to go over the AFA-CWA basics - MEC NC Chair Ka`imi Lee to speak to the AFA-CWA Structure.

Ka`imi was involved in the C & B process,

his insight helps us understand why we do things and how we do things.

Much like the Contract, it is important to appreciate the provisions, the history and even intent.

The vote and the power remains with the LECs.

In the past, there were attempts to directly elect the MECs, but that would ultimately change the AFA-CWA structure; the decision by the Board of Directors was to maintain the voice and power for the locals.

### **940 am: AFA-CWA Leadership Structure**

[Click to view the AFA-CWA Structure](#)

The slide that you are viewing is found both on the afacwa.org website as well as hyperlinked to our own.

Over the years, we are trying to impress upon our Members - this is a Member-driven union.

The Local Executive Council serves and supports our Members on the local level (in Honolulu).

The two LEC Presidents are the voting Members of the MEC.

Then the Master Executive Council Officers work for our the LECs and our Members.

However, the Council 43 Leadership advocates on your behalf – you are our bosses.

**The MEC Officers Work for the MEC (LECPs)**

**Department of Labor, Elections – for LEC, MEC and INTL elections**

**MEC President Job Description & Expectations**

**MEC Vice President Job Description & Expectations**

**MEC Recall, May 15, 2022**

The MEC Recall is foreign to our Members and we understand this.  
And although other carriers have recalled MEC Officers in the past, this action seems drastic to some.  
With the amount of work due to the sheer size of our base,  
It takes a lot of hours to do all that we can to support our Members.

Our role is to negotiate and enforce the Contract.  
We have an enviable FA Contract that even United looks up to.  
For those of you who remember our protracted negotiations,  
the process was far too long for many of you.

The Contract is mutually agreed upon between the Company and the AFA-CWA.  
And if there are alleged violations, the only way to defend the Contract is the grievance process.  
Casual conversations could help, but in the end, if there is no common ground,  
All we have is the grievance process.  
It is best to file a grievance and if we can work something out with the Company,  
We can then withdraw the grievance.  
However, this process is what we have and this is the process that we must use.

Unlike the HA Pilots and other AFA councils, we do not have Alternative Dispute Resolution (ADR).  
And unlike the pilots, we have two councils rather than one.

Flight Attendants' disciplinary issues and contractual issues await arbitration.  
We have a duty to expeditiously process grievances.  
Yet if we do not file grievances – then the appearance is that there are no Contract disputes.  
And if we do not schedule arbitrations,  
Then many cases await resolution without a timeline or urgency.

Our leadership is comprised of 3 LEC Officers and 8 Team Leaders (Committee Chairs).  
The MEC Recall was initially discussed amongst our Council leadership last winter.  
However, the INTL office was unable to advise and counsel us because we were heading into the holidays.  
Once January started, we were knee-deep into the mass terminations.  
Going through the process and attempting to assist 92 Flight Attendants was difficult at best.

As you can see, 92 cases at the start of the year seemed insurmountable.  
After the hearings, we went straight into the appeal process.  
This took us from February through the end of March.  
Then we had to organize and prepare the files for System Board of Adjustment.  
After going through this process,  
It was clear that the MEC did not support us leading into and then during the mass terminations.  
At that time, it was evident that serving our Members was not a priority for the MEC.

The MEC Recall process is ordinarily a 24-hour process.  
Much like businesses, you do not provide ample notice for terminations because  
damage can be done both for the organization and those we serve.  
MEC Recalls in the AFA are usually done with the minimum amount of time to spare those being recalled as well as  
the ability to quickly move forward.

We made every effort to follow the process.  
We conferred with INTL and three other carriers to ensure that we were clear  
On what was allowable under the C & B  
on how to petition for a Special Meeting.  
The Special Meeting was scheduled for Friday, April 15, 2022.

Yet, there would not be a quorum to vote on the recall because two of the five MEC members were not available.  
This is why the INTL office suggested we petition for the Special Meeting while we were at the BOD -  
All necessary parties would be there.

It is true that this decision is not personal.

It is about the job and the Members.

Yet, on the flip-side, it is personal.

These are people that we work with, who have been in leadership for years  
and will be here for many years to come.

And THIS is why we attempted to resolve this amongst the MEC leadership - to allow grace in the process.

And this is the very sentiment when other leaderships use the MEC Recall process.

There will be discussion on both sides of the MEC Recall - there will be those who are “for” and “against” the action.

Regardless of the information provided, our members are hurt and disappointed.

Some Members are angry on how things evolved.

And others are angry that their voices were not heard.

We understand that there will be anger and disappointment;  
yet our purpose and mission is to advocate for the Members.

[\[Grievance Log, summary \[10 year look-back\]](#)

[\[Annual Budget - projected numbers, April 2022\]](#)

We are the 7<sup>th</sup> largest base in the AFA-CWA System simply by virtue of membership.

And there are approximately 51 Councils/bases in our system.

Yet our Members’ issues and concerns were not being addressed

If we do not file grievances to dispute the Company and if we do not use the grievance system through arbitration  
then our Members’ rights are not being enforced when there are contractual disputes.

The MEC Recall is not a pleasant process.

It is an allowance in the C & B and we exercised the action because  
we did not believe that our grievances were being heard and that the relationship was effectual.

Many of you have questions.

And many of you have concerns.

We will do our best to answer your questions as well as provide the notes to all Members.

#### **1010 am: Questions & Answers**

Answering Questions: Jaci-Ann, Kahea, Kerri & Ka’imi

Notes will be attached to our LEC Communication

#### **1030 am: Thank You, Conclusion**

Jaci-Ann Chung

*Note: Zoom can be a bit sticky for some of our Members.*

*Please ensure that you have the updated version and also allow time to process the Waiting Room.*

*If you have technical issues the day of the meeting, please contact Kerri Ruiz @ 808.219.5615.*

*We will do our best to assist you.*