February 2, 2022

Dear Flight Attendants,

Updated Recall Process

AFA received notification from Crew Scheduling that the company is moving forward with their applications and implement the new and updated contract provisions for the recall process. The recall process, with updated language in the Collective Bargaining Agreement (CBA) Section 7.I., allows for better administration. These changes will simply the process, allow for clearer visibility of the recall timeline for FAs, and allow for better administrative capabilities for Crew Scheduling.

A communication was published yesterday 2/1 by Crew Scheduling outlining the new process along with some frequently asked questions on how to opt in and/or out of the Remind notification system and how to see what is available for recall. This new process will go live on Monday 2/7 @ 17:00 LDT.
Updated Recall Process Communication

The process is outlined as follows:

- **Step 1**: Crew Scheduling will send a notification text to all Flight Attendants using the Remind tool. (Remind is the electronic notification system currently used for the Unpublished Charter bidding/awarding process. Notifications are separated by domicile.) The notification text will include the opening and closing of the recall bid window.

  Example: **"***RECALL- Crew Scheduling is offering recall for February 1st. The bid window will open at 19:00HST and close at 23:00HST. Please submit your request in the Recall folder in FLICA*."

- **Step 2**: Flight Attendants can submit requests (generic or specific grouping) in the Recall folder via FLICA.

- **Step 3**: Based on the closing time indicated in the notification, Crew Scheduling will award the recall in seniority order and notify those FAs who have been awarded. Flight Attendants who have not been awarded will be provided a denial reason in FLICA.
- **Step 4**: If after the award there are multiple groupings that need to be covered by recall, the process will start again from Step 1.

Any questions regarding this process can be sent to Crew Scheduling at Crew.Scheduling@hawaiianair.com

Happy Lunar New Year – Year of the Tiger

Every year, about a quarter of the planet celebrates a special day called the Spring Festival. You might know this day better as the Lunar or Chinese New Year. However, the significance of this celebration goes beyond the arrival of a new year.

Instead, it is also believed that each year has its own form of vibrational energy that can affect one's luck for better or worse. In 2022, we will be entering the Water Tiger year, which affects you more than you may realize.

Here are some valuable insights that'll help you anticipate the challenges and opportunities coming your way this year and how you can use them to your advantage. Similar to Western astrology, Chinese astrology has

12 zodiac signs – which are represented by animals. However, in Chinese astrology, the zodiac sign seasons last all year long – as opposed to Western astrology's four-week seasons. Please click on this link to see which Chinese zodiac sign you are and what the upcoming year has in store for you!

AFA Resources

With all the recent changes in the workplace, please do not hesitate to reach out to an EAP Representative as we have resources that can help navigate you through these times.

AFA Employee Assistance Program: https://www.hawaiianafa.org/eap
AFA Navigating Change Guide: Navigating Change Document
HA Employee Assistance Program: Life Matters

And as always please send any questions to the Questions Form link: TinyUrl.com/AFAQuestionForm

In Unity,
Joni, Scott and Chasity
AFA-CWA Mutual Respect Policy