



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

WEBSITE: HAWAIIANAF.A.ORG *FACEBOOK: HAWAIIANAF.A

October 27, 2021

Dear Flight Attendants,

Vaccination Mandate: Reasonable Accommodations Denials

AFA believes all accommodations should be granted and administered on a case-by-case basis. However, if you have received a Reasonable Accommodation (RA) denial what are the next steps? There is no internal appeal process within the company when a denial is issued. An appeal or dispute arising from the RA process should be filed with the appropriate government agency. This agency will decide if the company's process for example, the failure to extend an in-person interactive process meets with the requirement of the law. In making evaluations on religious accommodation requests, the company referenced and used as guidance the EEOC's Compliance Manual Section on Religious Discrimination.

[EEOC Section 12: Religious Discrimination](#)

Medical RA: [U.S. Department of Justice ADA Discrimination Complaint](#)

Religious RA (Federal): [Equal Employment Opportunities Commission Complaint](#)

Religious RA (State): [State of HI Dept. of Human Resources Discrimination Complaint](#)

Vaccination Mandate: Reasonable Accommodations Approvals

We have received inquiries whether an approved RA will be regular COVID-19 testing or possibly an unpaid leave. While we haven't been able to confirm this information with the company, we continue to support the regular COVID-19 testing option to allow everyone to continue to work. As we head into the busy holiday season with increased flying and the return of international flying, we feel the company would have an extremely difficult time managing a significant staffing shortage.

As the pandemic continues to present many unprecedented challenges, AFA continues to consult with AFA Legal, monitor and provide updates as the company provides clarification and/or as additional information becomes available.

10 Hours Rest Implementation is Finally Moving After Years of Obstruction



Our 10 hours rest is moving. Flight Attendant fatigue is real. COVID has only exacerbated the safety gap with long duty days, short night, and combative conditions on planes.

Congress mandated 10 hours irreducible rest in October 2018, but the prior administration put the rule on a process to kill it.

DOT Secretary Pete Buttigieg put our 10 hours back on track, and after internal review with the Office of Information and Regulatory Affairs (OIRA), where our union met to press the urgency and facts about implementation at some AFA airlines, the agency sent their review back to FAA over a month before the deadline.

Together with APFA, TWU, IAM, ALPA and all of our allies, we will keep the heat on and press for full federal implementation as soon as possible. **The fatigue we all feel has not stopped and neither will we until this rule is fully implemented.**

INFLIGHT SAFETY PROFESSIONALS

Reminder – Informational Medicare Meeting



A friendly reminder the informational meeting with Medicare Advantage Consultant Mark Faildo is this Friday 10/29. Mark has been working with the Hawaiian Airlines Flight Attendant group most recently with the VEOP FAs over the past few months. Please register using this link:

[Informational Medicare Meeting](#)

If you want a better understanding of the basics of Medicare or if you or someone you know will be enrolling in Medicare this year, Mark will do a short presentation then be available to answer questions. If possible, please pre-submit questions ahead of time to the following link: [TinyUrl.com/AFAQuestionForm](https://www.tinyurl.com/AFAQuestionForm)

Topic: Medicare

Date: October 29, 2021

Time: 9:00-11:00 HST/12:00-14:00 PDT

Join Zoom Meeting

<https://us02web.zoom.us/j/84409929151?pwd=YUVGeXI4MURGTndXc0NhQWdic0tadz09>

Meeting ID: 844 0992 9151

Passcode: 325243

PUMP Act Passes House, Moves to Senate

Thanks to calls from members this week and willingness to speak out about the challenges of returning to work and pumping breast milk for newborns, we are close to gaining federal rights for nursing mothers at work!

Today, a strong, bipartisan majority in the House of Representatives passed H.R. 3110, the PUMP for Nursing Mothers Act, to guarantee working moms including Flight Attendants and Pilots the right to pump at work.



The bill will now move to the Senate. Get ready to call your Senators! Stay tuned for more information.

Known Crewmember (KCM) Upcoming Maintenance

October 27 - AFA has been notified that the KCM service provider will be conducting maintenance on **Thursday, October 28th, from 10 am until 12 am Eastern Time.**

There could be a brief system outage during that period. If you are unable to use KCM during that time, TSOs will direct Flight Attendants to proceed to the nearest passenger screening checkpoint.



As always please send any questions to the Questions Form link: [TinyUrl.com/AFAQuestionForm](https://www.tinyurl.com/AFAQuestionForm)

In Unity,

Joni, Scott and Chasity

[AFA-CWA Mutual Respect Policy](#)