



March 24, 2020

Dear Fellow Flight Attendants:

Today brings us some sunnier news as we all try to weather this storm together. Our AFA-CWA Negotiating Committee is working tirelessly to prepare the Tentative Agreement presentation and road shows for our members. We all know that you have many questions. Questions that you have asked us in the lounge, on flights, and in reaching out to the AFA leadership. Please be on the lookout for more information from the NC, our MOB Team and our mobilizing volunteers!

Other current news includes the airline relief package. Our intrepid International President Sara Nelson has a special message for all members. The message speaks to our concerns as Flight Attendants in this time of uncertainty.

<https://www.facebook.com/afacwa/videos/204692467525772/?vh=e&d=n>

Worker Relief Package link: <https://actionnetwork.org/letters/congress-must-put-aviation-workers-ahead-of-corporations>

Other welcome news is the message from COO Jon Snook dated March 22, 2020. In his corporate communication he says, "Recognizing the importance of this issue at this critical time, the Company has been in contact with Governor Ige seeking assurance that our Hawai'i-based employees will have uninhibited access to unemployment benefits. Governor Ige has confirmed that an employee on the voluntary unpaid leaves/furloughs can claim these State benefits." This brings relief to so many of you who have been calling and asking for clarification. It has been quite difficult because the AFA is not able to speak for the Department of Labor; so Governor Ige's assurance is comforting.

For our Flight Attendants based in Los Angeles, after conferring with our United Airlines AFA-CWA colleagues as well as the California State Employment Development Division (CA EDD) website [https://edd.ca.gov/Unemployment/UI_Online.htm], it appears you can file for unemployment in California. We have assurances from HA's corporate leadership that HA will not challenge the unemployment/partial unemployment status of any FA on voluntary leave or voluntary furlough. However, as with all other unemployment claims, ultimate determination of your eligibility rests with the State in which you are filing for unemployment. When filling out unemployment claims forms, we suggest listing "*Furlough or Furlough* due to COVID-19" as your reason.

Another resource that the company has created for our members is a new hotline (808.835.3383) that is available to you 24/7. Although your AFA leadership makes every attempt to help get answers for you, there are items that are outside of our wheelhouse. This could include benefits, benefit status, changes to benefits, changes in leave status, payroll line items, and other like inquiries. If you have a Human Resources related question or pay statement inquiry, this hotline may help you.

We are encouraged by the resources that the company is providing our group and all HA employees. Please continue to check your company and AFA communications as things change daily. Once again, thank you. Thank you for the love you share with our passengers, our communities, this company and especially our Flight Attendant family.

One Day Longer, One Day Stronger,
Sharon, Scott, Joni, Jaci-Ann, Josh
And the Entire AFA Leadership

Q & A – 3.24.20

*These questions are culled from your calls, texts and emails. **Please know that many of you have similar questions addressed in past MEC communications.** We highly encourage you to go to our website and look at the FAQs. <https://www.hawaiianafa.org/faq-s> This way, you won't have to wait for an answer from our leadership. Also, we will apologize in advance as there are times when information changes; therefore, our answers may change. If a correction is necessary, we will let you know. [key: Question (Q), Comment (C) and Answer (A)]*

APRIL BIDS: LEAVES, LOW TIME and VOLUNTARY FURLOUGHS

Q: Is the company considering offering a retirement incentive that may off-set costs in the mid and long-term haul?

A: The AFA is not part of these discussions so we have no knowledge of the company's mid and long-term planning. Of note, in the company's webcast today, they continued to message that they hope to weather this storm without having to involuntarily furlough any employee.

Q: I am currently on a leave. Am I able to apply for any of the COVID-19 Temporary Contract Modification options?

A: Any leave changes need to be made through Inflight Absence Management and Human Resources. Please reach out to them immediately to discuss your options. If they can change your status, you can hopefully bid for the available options. Your time is limited so please act quickly!

Q: The last bid packet said Hawaiian is looking for 550 volunteers for LOA/furlough. Has that number changed since the cancellation of our flights after the 14-day quarantine announcement?

A: To our knowledge, the company has not changed that number. We will operate off that number until otherwise advised by the company.

Q: Do I bid off the old or new April bid packet?

A: Please bid using the April 2020 REVISED bid packet dated March 20, 2020.

Q: Since the company is adjusting the flight schedule, are we pay protected for a cancelled flight?

A: Yes, you are pay protected for a cancelled flight. However, it is important to know that the company is constantly re-evaluating the flight schedule. In the company webcast today, President/CEO Peter Ingram said that they are looking at what flights may need to be active. So it is important to be aware that the schedule can change with little notice.

MISCELLANEOUS/GENERAL

Q: You said yesterday that NGP was going to give us an update today. Where is it?

A: NGP has been working out a special arrangement with CAIC for AFA-CWA members. As such, there has been strides and we hope that NGP will provide us more information as soon as they can!

Q: Are the bi-weekly emotional comfort calls for Flight Attendants recorded?

A: No, these calls are not recorded. The emotional comfort calls are designed to help support Flight Attendants who want to share their feelings about their experiences in a safe place.