



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

WEBSITE: HAWAIIANAF.A.ORG \* FACEBOOK: HAWAIIANAF.A \* APP: BY INVITATION

August 5, 2020

Aloha Members,

We know there is a lot of anticipation and anxiety as the Negotiating Committee (NC) works with the company on the Voluntary Early Out Program (VEOP). As such, please know that the NC is committed to ensuring that the program reflects the hard work and loyalty of our members. Our Flight Attendants have contributed to growing the Hawaiian Airlines brand and are valued members of the Hawaiian Airlines family.

As of this writing, the process is almost complete:

- **Tuesday, August 4** - The NC finalized remaining provisions of the agreement with the company
- **Wednesday, August 5** - The NC presented the final agreement to the MEC; the Letter of Agreement was ratified
- **Thursday, August 6** - The NC will publish a summary of the VEOP
- **Friday, August 7** - MEC Zoom meeting covering the VEOP

In working with the NC, the MEC expects to have the complete VEOP document available to everyone (online) in the next days. Bidding for the VEOP will open on Friday, August 7<sup>th</sup> at 09:00 HST.

This week's MEC Zoom will focus solely on answering questions pertaining to the VEOP communication. Additionally, the Negotiating Committee will host a presentation via Zoom early next week. More details will be provided in the coming days.

We are still working with the company on finalizing a date to offer leaves, low-time lines, and furloughs per Section 16, Reduction In Force, to mitigate involuntary furloughs. Please keep in mind that this could change if the CARES Act extension is passed. We are hoping to get this update by Friday or early next week. It is important to emphasize that the passing of this legislation will drastically change the landscape of the impending furloughs through the end of March 2021.

Please forward your questions, in advance, for Friday's Zoom briefing to [Andrew.Ferreira@hawaiianmec.org](mailto:Andrew.Ferreira@hawaiianmec.org). You may also submit questions during the meeting, however, if we are unable to answer your question, we will include them in the VEOP Questions and Answers guide that the NC is working on.

These are challenging times for all of us. Please know that we are doing all that we can to listen to our members and work for the betterment of the entire group.

In Solidarity,  
Joni, Scott, Chasity, Jaci-Ann, Josh  
and the entire AFA Leadership

**INFLIGHT SAFETY PROFESSIONALS**

INTERNATIONAL TRANSPORT WORKERS FEDERATION