



December 29, 2021

Dear Flight Attendants,

Holiday Pay



The new year is right around the corner, and we would like to remind you that all hours worked during the upcoming New Year's Day will be paid at twice your hourly rate as provided by Section 3.L. of the CBA.

Any Flight Attendant who reports for duty on a holiday or who is away from base with no flying on a holiday shall receive a minimum of three (3) hours pay/no credit for such duty on the holiday. For example, if you work a trip that departs a station at 2200 on New Year's Day (based on your domicile's local time), you will receive the minimum of three (3) hours of holiday pay. If you work a flight into New Year's Day (after 2400 based on your domicile's local time), you will receive holiday pay for the hours worked from 2400 until your block in time.

Impact of New Passenger & Baggage Weights

Over the Christmas holiday weekend, we heard from several Flight Attendants about non-rev travel denials as well as Flight Attendant jumpseat denials on 717 Neighbor Island flights. We have reached out to In-Flight about the issue and were advised there was a revision to "approved weights" which have negatively affected our flights by reducing freight, moving guests' originally assigned seats, removing revenue passengers, and also denying non-revenue passengers.

Please note FA jumpseat travel is unaffected. Section 30.G.4. states:

"There shall be no weight and balance restriction from utilizing the Flight Attendant jumpseats for non-revenue travel on B717, A320 family, B737 family, A330, A350, and B787-9 aircraft operating interisland. In the event weight and balance restrictions limit an international flight operated by any aircraft such that not all cockpit and cabin jumpseats may be occupied, Flight Attendant seniority date shall be the date used for Flight Attendants to determine priority, compared to Hawaiian Airlines pilots, for being accommodated."

The MEC received confirmation that all stations have been officially notified Flight Attendants are able to use the jumpseat even with the new weight restrictions.

Understanding how unexpected issues such as weight & balance, cancelled flights due to staffing shortages, and inclement weather can potentially impact the ability to commute to work, we have attached a link to register for the Inflight Commuter Policy if you have not already done so as well as a link to the Inflight Commuter Policy Letter of Agreement that was negotiated in the April 2020 Collective Bargaining Agreement.

[IFP 21-016 Inflight Commuter Policy Registration Link](#)

[Section 34-28 Inflight Commuter Policy LOA](#)

FLICA ETCH Drop Changes

The AFA PBS Committee has been informed of ongoing issues with the auto-move of cleared ETCH pairings to the NANI & Cleared ETCH folder since it was implemented.

Over the last few months, there has been multiple inquiries from FAs regarding not being able to trade or swap directly or even pick up cleared ETCH pairings from the trade board. Sabre tried to fix the problem but testing by the Committee confirmed it is still not working as it should. It will need to go back to Sabre for an indefinite amount of time.



In the interim, we will revert to the "old" way of doing things where FAs are responsible for moving cleared groupings over to the NANI & Cleared ETCH folder, if you choose to do so. If it is not moved, it will remain in

the ETCH folder until the next processing time – or you can remove the trade board post and reclaim the grouping. The Committee will continue to monitor the changes as well as feedback to ensure the process is running smoothly and FAs continue to have the ability to process cleared pairings without issue. Please file a FLICA Inquiry if you experience any difficulty posting to the Cleared ETCH folder.

[FLICA Inquiry Form](#)

Please see the company communication published on December 23.

[FLICA ETCH Drop Folder](#)

Additional Resources for AFA members

As the pandemic continues to present many unprecedented challenges, please reference the following resources available to our members. The Navigating Change document is a resource created exclusively for our Flight Attendants to assist through the weeks and months ahead. This guide is posted on our hawaiianafa.org website. We will continually update the information as some details may change over time.

AFA Employee Assistance Program: <https://www.hawaiianafa.org/eap>

AFA Navigating Change Guide: [Navigating Change Document](#)

HA Employee Assistance Program: [Life Matters](#)

As 2021 comes to an end we would like to wish our entire Flight Attendant 'Ohana a safe holiday and wonderful 2022! 

And as always please send any questions to the Questions Form link: [TinyUrl.com/AFAQuestionForm](http://tinyurl.com/AFAQuestionForm)

In Unity,
Joni, Scott and Chasity

[AFA-CWA Mutual Respect Policy](#)