



## ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

HAWAIIAN AIRLINES HONOLULU LOCAL EXECUTIVE COUNCIL 43

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May 10, 2022

MEC Recall, Council 43

Dear Flight Attendants,

We are writing to address the Master Executive Council (MEC) Recall petition by the Council 43 Leadership. We will preface this letter by stating that we made many attempts to resolve our internal issues with the MEC. However, after almost two years, our concerns and issues were left unresolved.

For background, the Local Executive Council (LEC) is comprised of elected officers who are directly elected by the Flight Attendant Membership. MEC Officers are appointed/elected by the LEC Presidents in a separate election serving a concurrent 3-year term with the Council 43 Officers. MEC Officers are not directly elected by our Members. Regardless of election and/or appointment, our duty is to serve all Members.

All LECs, MECs and the International (INTL) Office are authorized and guided by the AFA-CWA's Constitution & Bylaws (C & B). And while most of our Members are not aware of the importance of the C & B, it is the backbone for elected officers and volunteers and has been in place for many decades. The C & B gives us the direction and authority to carry out the needs of our Members.

For clarity, the role of the MEC is to serve and support the LECs and its Members. This means that they work at the direction of the LEC Presidents who are the voice of and serve our respective bases/councils. The MEC works for the LECs – not the other way around.

In terms of the Council 43 Leadership, we work with a group of Team Leaders (a.k.a. LEC Committee Chairs). In addition to our day-to-day work, we meet each month to discuss and address the business here at the Honolulu-base. When we make decisions in service of our Members, we do so as a collective. In fact, we also collaborate with other AFA-CWA leaders throughout the system and other labor groups to gain insight, knowledge and possible tools to help us here on property.

As the leadership of the largest Hawaiian Flight Attendant council, we believe that there was an abject failure by the MEC President and MEC Vice President to support your local leadership and therefore Members as prescribed by the C & B.

The following are some of the larger concerns stemming from the current MEC office:

- Failure to expeditiously/promptly process complaints and grievances
- Lack of advocacy for Reserve Flight Attendants
- Lack of Contract Education and Implementation
- Lack of Accountability and Transparency

After attempting to address and resolve the Council 43 issues that have carried over from years past, we sought extensive external counsel to ensure that we were in-line with the C & B. This



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includes working with the INTL office and three (3) other AFA-CWA carriers who are experienced in hosting Special Meetings.

Specifically for the MEC Recall, our agenda item isolated the MEC President and MEC Vice President. Since the start of their term, there was a concerted effort to exclude and alienate the MEC Secretary-Treasurer much to our dismay. And although there were assurances that she would be included in the MEC Leadership, this did not appear to be the case.

Late last year in our leadership meeting with all three (3) Council 43 Officers and eight (8) Team Leaders, we discussed the bleak outlook in repairing the damaged relationship with the MEC. However, our action was side-lined due to the mass terminations of which we received little to no help from the MEC. As a result, we petitioned the MEC for a closed Special MEC meeting on Friday, April 15, 2022 via MEC Zoom link. The purpose of the Special Meeting was to recall the MEC President Joni Kashiwai and MEC Vice President Scott Henton. Our request for a closed meeting is in-line with the practice throughout the AFA. A closed meeting allows the MEC leadership some grace and dignity for the officers being recalled in a smaller meeting within the AFA leadership.

MEC Officer recalls allow each LEC President to use a set number of votes based on their Members in good standing; each LEC President votes accordingly. [As of April 22, 2022, Council 43/HNL has 1401 eligible votes and Council 47/LAX has 97 votes.] Although the meeting should have continued as petitioned, there were scheduling issues from one of the MEC Officers and the Council 47 LEC President. Our Officers then conferred with the INTL offices on how to proceed. And although we could have proceeded as petitioned, we decided to withdraw the petition for the time being.

As noted in our meeting with the Council 47 Officers on April 28, 2022, our intention is to continue with the petition after we secure a date and time in coordination with the INTL Offices. [They are currently preparing for our annual Board of Directors meeting commencing this week.]

There is a lot of important and broad work that needs to be addressed and hasn't been resolved with the current MEC. This MEC recall was not a quick or easy decision for our entire leadership. This is not personal. However, we can no longer hope that things will change. This recall is about ensuring that you, our Council 43 Members, are supported and served in accordance with the C & B especially when allocating your dues to fund the MEC leadership. Ultimately this comes down to work principles and responsibilities.

Some of you will have questions and concerns in the next days and weeks ahead. Please know that we will provide more information once we get direction from the INTL offices.

In Solidarity,  
Jaci-Ann, Kahea, Kerri  
and the Entire Council 43 Leadership