



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

HAWAIIAN AIRLINES HONOLULU LOCAL EXECUTIVE COUNCIL 43

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May 24, 2022

SCR and Reserve, Update

Dear Fellow Flight Attendants –

We have several reminders for you based off the scheduling clarification review (SCR) forms that we have received. Please know that many of you are filing clear and easily understood SCR forms which is helpful to review and respond to your inquiries.

### LEC versus MEC GRIEVANCE

Many of you have questions in terms of Council 43 (Local Executive Council (LEC)) filing grievances versus the Master Executive Council (MEC). If the possible grievance is a one-off, then Council 43 will determine whether there is merit to file a grievance. However, if there is a broad Contractual dispute, then the MEC would file a grievance. It is important to note that it is not unheard of when there is a tandem filing – both the LEC and MEC files a grievance for the same issue.

A clear example would be Uniform Issues. Instead of filing individual LEC grievances for each FA with a specific problem, an MEC grievance should be filed. A specific problem we've been having in the past is that once an LEC grievance is denied, the MEC then takes over for final appeal. Unfortunately, too many of these MEC appeal grievances are held in abeyance. This means they are put on the shelf while the MEC tries to resolve it by giving the Company the time to "make the right decision." There are clear guidelines in our AFA Contract as to the timeline where if the Company does not answer or resolves the grievance, the AFA can then kick it up to System Board of Adjustment (SBA) where a neutral arbitrator will rule. If this is your issue, time is critical.

### PROGRESSIVE DISCIPLINE – Section 34. LETTERS OF AGREEMENT, #5 Exhibit F from 2003 Agreement, General

The AFA-CWA has mutually agreed upon language for Progressive Discipline. The language can be found in our Contract in Section 34: Letters of Agreement, pp 34-5-1 through 34-5-6. Of note is MINOR INFRACTIONS (Late Check-ins) Unexcused on page 34-5-3. With all the traffic and parking concerns, please note "*Flight Attendants shall be given a four (4) minute grace period for checking in.*"

### SICK LEAVE and CALLING IN WELL – Section 19. SICK LEAVE, H. Calling in Well

In reviewing "Calling in Well" language, there has been a change from our 2012 Collective Bargaining Agreement (a.k.a. "Contract"). The change is as follows (underlined):

*It shall be the responsibility of a Flight Attendant returning from sick leave to notify the Company (Crew Scheduling Office) that she/he is available for duty no later than 10:00 a.m., Local Domicile Time, of the day prior to her/his return to duty. Late notification will be justification for charging the Flight Attendant an additional day of sick leave.*

This language is important in terms of timing, being available for trips and also sick leave usage.

In Solidarity,  
the Council 43 Grievance and Reserve Teams