LAX 47 Alert

Hawaiian Airlines Local Executive Council

Operational Delays

December 23, 2022

Aloha LAX,

Over the past few days, operational delays have caused a major impact on our crews. Many situations have caused crews to be faced with the request to extend your duty day. We want to remind everyone of a few things when these operational delays occur.

Extend or Not to Extend

For a Standard Crew (all LAX groupings operate as a Standard Crew), if you extend, you are agreeing to work past 16 hours. If you do not extend, you are choosing NOT to work above 16 hours and will most likely lay over.

No Negotiating!

The company or Flight Attendants should not negotiate anything that is outside of our contract. SEC 7.F.2.b.(7) states *"The Company is prohibited from negotiating with Flight Attendants for any other compensation or incentive to obtain a Flight Attendant's concurrence to extend her/his duty time maximums."* The contract is designed this way to ensure Flight Attendants do not feel pressured into taking a flight. When faced with the choice to extend or not, the conversation should be a simple "yes" or "no".

Pay

If you extend, LAX Flight Attendants will receive triple time pay (with concurrence with Crew Scheduling) when you reach max duty +:01 minutes. For example, if your duty day is 14:10, and you agree to extend beyond 16 hours, your triple time will kick in at 16:11. This language is per the LAX Side Letter which currently differs from how HNL Flight Attendants are paid. AFA continues to fight for pay equity regarding this matter.

If you DO NOT extend, LAX Flight Attendants are entitled to the pay protection of the flight you were supposed to work and DIRTD pay (1 hour for every 6 hours away from domicile).

Drop Times

The drop times located in the worksheets we send factor in the published flights you are working. If for example the drop time is 7:01PM (PDT), and the company wants you to board the plane for the next on coming crew at 7:02PM (PDT), so long as you have not worked above 16 hours (standard crew) at that time, you are still obligated to do so. The drop time is specific to the flight you were scheduled for but does not mean you are free from duty until you have been actually released.

We understand there still be many questions or variables when encountering delays as not all delays are the same. **For the most accurate information regarding operational delays, please contact your officers or an AFA representative.**

In Solidarity,
Josh, Nate and Beth

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