



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

WEBSITE: HAWAIIANAFA.ORG * FACEBOOK: HAWAIIANAFA *

August 11, 2021

Dear Flight Attendants,

On Monday, the company announced that as of November 1, 2021, all employees will be required to be vaccinated against COVID-19. With this announcement, Hawaiian joins United and Frontier to mandate the vaccine along with other companies including Disney, Google, Microsoft, Facebook and Uber among others.

Vaccination requirements are not new to any of us who have children or even to our own industry. Countries are now beginning to adopt travel requirements to show proof of vaccination for entry.

One of the evolving pieces is the expected full approval of the vaccine by the Food and Drug Administration (FDA) this fall, addressing some concerns about the vaccine safety. The company's mandate won't take effect until after the expected full approval from the FDA. There has also been guidance from the U.S. Equal Employment Opportunity Commission that employers are legally permitted to require employees get vaccinated, with very few exceptions on an individual basis.

This pandemic has forced our industry to dramatically adapt to an ever-changing landscape. With all that we have been through since the beginning of the pandemic, all that we have fought for and won, there is now too much at risk to not ensure the safety and well-being of all Hawaiian Airlines Flight Attendants. COVID-19 is a threat. There are proven strategies to mitigate that threat. Though the pandemic has been challenging to everyone in different ways and making the decision to vaccinate has been a personal and difficult decision, we want to be clear that Hawaiian AFA believes the way through the pandemic is with the COVID-19 vaccine.

We've seen a notable uptick of test positives recently, the majority of which are unvaccinated Flight Attendants with some breakthrough infections. Now is not the time to let our guard down. The safest thing for us to do is continue our layered approach to this pandemic: getting vaccinated and wearing a mask! It's our best defense for our own health, the health of our fellow co-workers, our 'ohana, and the economic stability of our jobs and industry.

While we know many of you have questions, we are waiting to get more information from the company on how the requirement will be implemented, how exemptions will be granted, as well as the details for testing should you qualify for an exemption. We encourage you to read the company's communication, including any Q&A's and updates to stay informed.

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](#)