



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

WEBSITE: HAWAIIANAFA.ORG * FACEBOOK: HAWAIIANAFA * APP: BY INVITATION

January 6, 2021

Dear Flight Attendants:

AFA lobbied unceasingly with Congressional members' unrelenting inactions to finally get the COVID Payroll Support Program (PSP) extension across the finish line. We persevered!

What does this mean? Hawaiian Airlines will now get payroll assistance - just like last time - and will be required to offer recall to the 155 involuntarily furloughed (IVF) Flight Attendants. Accepting the PSP money means that Hawaiian will be prohibited from involuntarily furloughing employees through the end of March 2021. Some details remain to be worked out with the company, but your AFA leadership wants you to have the information we have at this time.

Concerning IVF Flight Attendants:

- The company plans to send out recall notices on January 11th
- Flight Attendants will have 14 days to respond and a minimum of 14 days to report back to work
- Flight Attendants will receive PSP back pay from December 1, 2020
- 100% company paid medical insurance will be backed up to December 1st (details on implementation is under discussion)
- ***Flight Attendants can choose to remain out and transition to a COVID-19 Leave of Absence but will not receive PSP back pay*** – however they will have 100% company paid medical insurance
- Inflight is establishing guidelines to bring Flight Attendants back and restore uniforms, IDs, manuals, etc. and will be sending this information out shortly

It is important to understand that effective April 1, 2021, the company could again furlough Flight Attendants if there is not another PSP extension. There is no guarantee of continued employment.

Concerning Flight Attendants on 16.L. Offset Leaves:

- Flight Attendants on 16.L. Offset Leaves will have the option to remain on inactive status for the original term of the leave that commenced on October 1, 2020
- If the length of the original 16.L. Offset Leave is longer than 6 months, the leave will be converted to a COVID-19 leave for 6 months, then converted back to a 16.L. Offset Leave for the remainder of the term of the leave for the sole purpose of allowing an additional 6 months of 100% company paid medical insurance
- A Flight Attendant's longevity will continue to accrue while on these leaves of absence for up to 7 months in total
- A Flight Attendant may elect to come back to active status

Discussions with the company continue, and we hope to have additional information for you soon. All these changes can be confusing, and it is frustrating to not have all the answers. Please know that AFA is advocating fiercely on your behalf. Once we have more information, we will host membership meetings to help answer your questions.

In Solidarity,
Joni, Scott, Chasity, Jaci-Ann, Josh
And the Entire AFA Leadership