



December 22, 2021

Dear Flight Attendants,

Doctor's Note Requirement

Section 19.G.2.a. of the Collective Bargaining Agreement (CBA) outlines the requirement for a doctor's note for sick occurrences on the following "holidays" – **"Three days before and after Christmas Day. Christmas Day is not included in the Doctor's Note requirement."** Such doctor's note must be provided by the Flight Attendant upon her/his return to work or within ten (10) calendar days of the first day of a sick occurrence, whichever is earlier.



Unless the Flight Attendant is on the Sick Leave Monitor Program, no further note will be required. A Flight Attendant who is not on the Monitor Program and has not had a sick occurrence in the previous six (6) months shall be exempt from the Holiday requirement.

Holiday Pay



The holidays are here, and we would like to remind you that all hours worked during the upcoming holiday days of Christmas Day and New Year's Day will be paid at twice your hourly rate as provided by Section 3.L. of the CBA.

Any Flight Attendant who reports for duty on a holiday or who is away from base with no flying on a holiday shall receive a minimum of three (3) hours pay/no credit for such duty on the holiday. For example, if you work a trip that departs a station at 2200 on Christmas Day (based on your domicile's local time), you will receive the minimum of three (3) hours of holiday pay. If you work a flight into Christmas Day (after 2400 based on your domicile's local time), you will receive holiday pay for the hours worked from 2400 until your block in time.

Section 33 Retirement Benefits

With the change of deadline from December 8, 2021 to January 4, 2022, AFA received requests to re-publish this information previously sent out in October. How do the terms of the vaccination requirement align with the retirement provisions outlined in the CBA? For example, if you are currently in the Transition Period Testing Program or have opted into the Unpaid Leave of Absence are you eligible for the Flight Attendant (FA) retirement benefits in the CBA? If you choose to retire and meet the thresholds for age and years of service – age 60 for "Normal Retirement Age" and age 40 for "Early Retirement Age" w/ 10 years of service – the answer is YES. The provisions/benefits outlined in Section 33 and Section 34 will not apply to FAs that are separated/terminated.

If retirement or early retirement is something you may be considering, you will need to notify the company of your decision to retire before the dates below depending on your individual circumstances:

- **January 4, 2022** – You completed the Attestation Form opting into the testing program, Transition Period Testing Program ends, and are unvaccinated
- **January 4, 2023** – You opted for the 12-month unpaid leave, the leave of absence ends, and are unvaccinated

The following provisions in Section 33 and Section 34 are available to FAs meeting the age/years of service thresholds:

- **Section 33.H. Retirement travel benefits** – In accordance with company policy, interline reciprocal agreements and federal regulations, shall be extended on-line and interline free and reduced rate transportation privileges.

- **Section 33.K.1. Sick leave hours conversion** – At age 60 or older, all unused sick leave hours that the FA has accumulated shall be converted into extended medical premium coverage under the company group plan, at no cost to the FA, for the FA, her/his spouse, and eligible dependents.
- **Section 33.K.2. Continuing coverage** – Upon reaching age 60, a FA may purchase at her/his own expense health, dental, drug and vision coverage through the company's group insurance programs for herself/himself and eligible dependents if she/he remains in service and retires on her/his normal retirement date.
- **Section 33.K.3. Basic life insurance** – FAs who retire on or after their Normal Retirement Date may, at their expense, purchase from the company \$25,000 of basic life insurance. Thereafter, once each year on the retirement anniversary date, the amount of life insurance shall be reduced by \$3,000. However in no event will such retiree life insurance be less than \$10,000.
- **Section 33.K.4.a. 50% company paid insurance cost** – If a FA retires between the ages of 55 and 60 with 30 or more years of service, the company will pay ½ the cost of the medical insurance for the FA and her/his spouse until the FA reaches age 65.
- **Section 33.K.4.b. 100% company paid insurance cost** – If a FA retires between the ages of 60 and 64 with 30 or more years of service, the company will pay all of the cost of the medical insurance for the FA and her/his spouse until the FA reaches age 65.
- **Section 33.K.5. Retiree death benefit** – The company will provide death benefit coverage of \$5,000 for FAs who remain in the service of the company and on the FA system seniority list until on or after their normal retirement age and retire.
- **Section 34-19 Retiree Health Reimbursement Arrangement (HRA)** – The company will credit the following dollar amounts into an individual Retiree Health Reimbursement Arrangement (RHRA) for eligible FAs who terminate employment between January 17, 2017 and April 2, 2025. FAs will receive the applicable credit according to their Years of Service (YOS) as a FA threshold at the effective date of their retirement:

Years of Service (YOS) Requirement	Credit
30 - 35 YOS	\$10,000
35+ - 40 YOS	\$20,000
40+ YOS	\$30,000

Additional Resources for AFA members

As the pandemic continues to present many unprecedented challenges, please reference the following resources available to our members. The Navigating Change document is a resource created exclusively for our Flight Attendants to assist through the weeks and months ahead. This guide is posted on our hawaiianafa.org website. We will continually update the information as some details may change over time.

AFA Employee Assistance Program: <https://www.hawaiianafa.org/eap>

AFA Navigating Change Guide: [Navigating Change Document](#)

HA Employee Assistance Program: [Life Matters](#)

We would also like to wish you and your entire family a very Happy Holidays! And as always please send any questions to the Questions Form link: [TinyUrl.com/AFAQuestionForm](https://tinyurl.com/AFAQuestionForm)

In Unity,

Joni, Scott and Chasity

[AFA-CWA Mutual Respect Policy](#)