



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

WEBSITE: HAWAIIANAFA.ORG *FACEBOOK: HAWAIIANAFA

December 15, 2021

Dear Flight Attendants,

2021 Uniform Ordering Deadline

As the year ends, many of us are trying to use remaining uniform points to order uniform pieces. Though pieces may be ordered this year, you may not receive the items until next year. Those points will come out of this year's points allotment. Each Flight Attendant is issued 650 points annually (upon completion of 1 year of cumulative active service) to use towards uniform purchases keeping in mind those points do not carry over to the next year if unused. Just a few pointers as we end 2021:

- All uniforms ordered prior to 23:59 (HST) on December 31, 2021, will be charged to this year's points allotment. Any unused points will not be carried over to the next year.
- If there are errors in sizing, these pieces can be exchanged. The points will not be credited back to you.
- Section 6.S. of the Collective Bargaining Agreement (CBA) – Wings (1), aprons (3), and name tags (3) shall be provided to each Flight Attendant at no charge and are not a part of the uniform points allocation. Gloves will also be issued at no cost on an as needed or request basis. If you find that you have been charged for one or more of these items, please contact Bessie David to receive credit.
- Luggage and All-Weather coats have a life expectancy and can be replaced using points as follows:
 - Rollaboard Suitcase – Once every 12 months
 - Totes – Once every 24 months
 - All-Weather coats – Once every 24 months
- LAX Alterations – Inflight is currently looking for a new tailor for alterations and will advise once a new vendor is found. As an interim solution for LAX based Flight Attendants, you may use any location for your alterations and be expensed to the company via CONCUR. Reminder – all uniform alterations need to comply with uniform guidelines.
- Accessories such as flowers and lanyards are not to be ordered in large quantities and are strictly for personal uniform use.

If you want more information, have concerns or need clarification about your points or uniforms in general please reach out to Bessie David: Bessie.David@hawaiianair.com

Longevity Accrual/Pay Step Progressions

Inquiries have been brought to AFA about longevity accrual and potential pay progression missteps from Flight Attendants that took Section 16.L. Offset Leaves. During COVID, Section 16.L. Offset Leaves were offered whenever there were potential involuntary furloughs and were converted to COVID-19 leaves when the legislation for the Payroll Support Programs #2 and #3 were passed and implemented. When these leaves were converted to COVID-19 leaves longevity accrual should not have been adjusted as all COVID-19 leaves included continued longevity accrual.

Due to these inquiries, AFA asked the company to conduct an audit to determine where errors may have possibly occurred. Time frames and leave periods have been identified and we are working with the company to ensure correct longevity accruals and pay step progressions for all affected Flight Attendants.

Kentucky Severe Storms



We know that disasters can change lives forever. While we can't stop destructive events from happening, we can, as a Union, assist our members with their recovery. AFA established the Disaster Relief Fund after September 11th to assist our members whose lives were placed in harm's way. AFA members and retirees, whose primary residences are in the counties listed on the FEMA website are eligible for \$200.00 from the AFA-CWA Disaster Relief Fund. It is a gift made possible by the generosity of your fellow union sisters and brothers with AFA. (See the AFA website for links to the FEMA site: www.afacwa.org/dr/.)

If you would like to apply for AFA-CWA Disaster Relief Funds, visit www.afacwa.org/dr/ and download the Disaster Relief Fund Application. There are a few ways of submitting your application including:

- Email the application information to lfoster@afanet.org or
- Fax the completed application to 301-253-2790. A cover sheet is not necessary

If you wish to contribute either by check or electronic payment, please visit www.afacwa.org/dr/ for more information on donating.

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](#)

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](#)