



October 20, 2021

Dear Flight Attendants,

Vaccination Mandate – Reasonable Accommodation Appeal Process

As many of you know the company has begun the process of reviewing the reasonable accommodation applications. The entire accommodations process (request, review, determination, administration) is directly between employer and employee. The AFA advocated to be included in this process as our presence was requested by some Flight Attendants. The request was denied as this process is outside the scope of the language in the Collective Bargaining Agreement (CBA) allowing for representation during any meeting that may result in disciplinary action.

We have been contacted by some of you about your accommodation denials that did not include an interactive process or interview. **If you have received a reasonable accommodation denial what are the next steps?** There are no internal appeals process within the company when a denial is issued. An appeal or dispute arising from the reasonable accommodation process should be filed with the appropriate government agency. For example, these agencies will decide if the company's failure to extend an in-person interactive process meets with the requirement of the law. For Religious Accommodation denials, please refer to the link below.

Medical Accommodation: [Americans With Disabilities Act Complaint](#)

Federal Agency: [Equal Employment Opportunities Commission Complaint](#)

State Agency: [State of HI Department of Human Resources - Discrimination Complaint Form](#)

In making evaluations on religious accommodation requests, the company referenced and used as guidance the EEOC's Compliance Manual Section on Religious Discrimination.

[EEOC Section 12: Religious Discrimination](#)

AFA will continue to monitor and provide updates as the company provides clarification and/or as additional information becomes available.

Transition Period Testing Attestation Form Due October 24

As a reminder, enrollment in the Transition Period Testing Program is due on October 24. This will allow additional time for Flight Attendants to consider options and submit to regular testing until December 8.

[COVID-19 Transition Period Testing Attestation](#)

To meet the Federal deadline of being fully vaccinated by Dec. 8, you must have your final dose two weeks prior to the deadline: by Nov. 24. Vaccination deadlines:

- Receive your first dose of Moderna by Oct. 27 (four-week interval between two doses)
- Receive your first dose of Pfizer by Nov. 3 (three-week interval between two doses)
- Receive the Johnson & Johnson vaccine by Nov. 24 (one dose)

Informational Medicare Meeting



As we approach the open enrollment period in November, AFA has set up an informational meeting with Medicare Advantage Consultant Mark Faildo. Mark has been working with the Hawaiian Airlines Flight Attendant group for a while now and most recently he has been assisting the VEOP FAs over the past few months. Please see the attached flyer and register using this link:

[Register to attend Medicare Meeting](#)

If you want a better understanding of the basics of Medicare or if you or someone you know will be enrolling in Medicare this year, Mark will do a short presentation then be available to answer questions. If possible, please pre-submit questions ahead of time to the following link: [TinyUrl.com/AFAQuestionForm](https://tinyurl.com/AFAQuestionForm)

Topic: Medicare

Date: October 29, 2021

Time: 9:00-11:00 HST/12:00-14:00 PDT

Join Zoom Meeting

<https://us02web.zoom.us/j/84409929151?pwd=YUVGeXI4MURGTndXc0NhQWdic0tadz09>

Meeting ID: 844 0992 9151

Passcode: 325243

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](#)

Do you need help understanding the basics of Medicare?

Part
A Hospital
Stays

Part
B Doctor
Visits

Part
C Medicare
Advantage

Part
D

NO MATTER your circumstances, I can help.

When it comes to Medicare, there's a lot to consider. I'm here to help you get answers to all of your Medicare questions, such as:

- ✔ What is covered under "original Medicare"?
- ✔ What will change when I move from my employer paid health insurance plan to a Medicare plan?
- ✔ Are my prescriptions covered? Are my doctors in network?
- ✔ How much will it cost me?
- ✔ Are there deadlines to enroll?



Are you or someone you know enrolling in Medicare this year?

- ✔ Are you celebrating your 65th birthday this year?
- ✔ Are you retiring soon?
- ✔ Are you about to receive Medicare benefits due to a disability?

Let's Chat!

We represent more Medicare Advantage plans than anyone else in Hawaii which means you're guaranteed to get unbiased advice on the best plan for you.

My services are free. Contact me to start your Medicare journey today.

**Medicare advice you need.
Service you deserve.**

Medicare Advantage Consultant
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Mark Faildo

