



January 5, 2022

Company Vaccination Mandate, update

Dear Fellow Flight Attendants:

We have received many calls about the Company vaccination mandate and any possible changes in the policy. In trying to get answers from the Company, this is what we know thus far:

Q1) Did the Company extend the Temporary Period Testing Program (TPTP) for the pilots since they are short-staffed?

A1) No. The Company confirmed yesterday evening that this is not the case.

Q2) What will happen to the trips for those TPTP Flight Attendants who are taking the 12-month leave of absence (LOA) or will separate from the Company?

A2) Thus far, they have removed FAs on a day-to-day basis as they ensure that they have the correct information for vaccination cards, LOAs, and any other information that is specific to the TPTP process.

Q3) For our Flight Attendants who will separate from the Company, what is the process?

A3) The Company is ensuring that they have the correct information. Since the deadline to provide information was January 4, 2022 at 1159 pm/HST, they are scouring through emails and checking their lists to derive the final list of names for the various vaccination mandate options. We anticipate that they will finalize their lists today.

Q4) What is the separation process for those who are participating in TPTP but are not interested in taking the LOA?

A4) The Company is finalizing how they will address this and will confirm their plan and schedule with the MEC in the next days. The Company will issue separation letters on January 6, 2022.

Q5) Are the TPTP FAs able to retire through this process?

A5) Yes. The Company will articulate what any of our TPTP Flight Attendants can anticipate in a communication that they will send out to these individuals.

While there are additional questions that you may have, the Company is sorting out how to best proceed. The Council 43 leadership has been asking these and many other questions of the company to which they will respond.

This is a difficult time for all of us and we know that there are few words of comfort. Please continue to show compassion toward one another as we continue through these challenging times.

Better Together, Stronger Together,
Jaci-Ann, Kahea, Kerri and
The Entire Council 43 Leadership Team