



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

WEBSITE: HAWAIIANAFA.ORG * FACEBOOK: HAWAIIANAFA

November 17, 2021

Dear Flight Attendants,

Holiday Pay

Now that the holidays are fast approaching, we would like to remind you that all hours worked during the holiday days of Thanksgiving Day, Christmas Day, and New Year's Day will be paid at twice your hourly rate as provided by Section 3.L. of the Collective Bargaining Agreement (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 Thanksgiving 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 Thanksgiving 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.



Doctor's Note Requirement for Thanksgiving

Section 19.G.2.a. of the CBA outlines the requirement for a doctor's note for sick occurrences on the upcoming Thanksgiving holiday on November 25. Such doctor's note must be provided by the Flight Attendant upon her/his return to work or within 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 6 months shall be exempt from the Holiday requirement.



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](#)