



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

WEBSITE: HAWAIIANAFA.ORG * FACEBOOK: HAWAIIANAFA * APP: BY INVITATION

February 3, 2021

Dear Flight Attendants,

February Bidding Timelines

There is a lot going on in the month of February. To help lessen the confusion as to the different types of leaves and bidding timelines, we have provided a chart for the timelines and descriptions of each leave. As you will see, there will be another round of VEOP's (Voluntary Early Out Program) and another round of 16.L Leaves to help offset the potential furlough if PSP is not extended.

Type of Leave	Bidding Opens	Opening Time	Bidding Closes	Closing Time
1 Month COVID Leave/Low-Time	2/1/21	Currently Open	2/15/21	1500 HST
17.N Leave	2/1/21	Currently Open	2/10/21	1200 LDT
VEOP	2/8/21	0900 HST	2/22/21	1700 HST
VEOP Recission	2/23/21	0900 HST	3/1/21	1700 HST
NEW		Bidding Dates to be Determine		
16.L Leave/Low-Time				

Voluntary Early Out Program (“VEOP”)

Any Flight Attendant who is at the seventh (7th) year pay step (\$49.74) as of April 1, 2021. Eligible employees will have from February 8, 2021 at 09:00 HST - February 22, 2021 at 17:00 HST to request a VEOP. There will be a rescission period from February 23, 2021 at 09:00 HST – March 1, 2021 at 17:00 HST to rescind their VEOP. Election. VEOPS will commence on April 1, 2021. The provisions of this VEOP offering are the same as the October 2020 VEOP. Details on the VEOP program can be found by [Clicking Here.](#)

COVID-19 1-month Leaves/Low-Time Lines

The Company will continue to offer 1-month at a time COVID-19 leaves and low-time lines. The bidding period is currently open through February 15, 2021 at 17:00 HST. If you would like a leave for the month of March 2021 only, this is the method to do so. These leaves will not offset any involuntary furloughs.

Section 16.L. Offset Leaves/Extension

The Company is still firming up the dates for the bidding period to begin, but it looks like in mid-February we will be offering the 16.L. offset leaves/low-time positions in duration of 6-months to begin on April 1, 2021. These leaves and low-time lines will be used to offset the total number of involuntary furloughs. 100% company-paid medical coverage for 6-months will be provided to all applicants.

Section 17.N. Leaves

Long-term and short-term leaves offered monthly per Section 17.N. of the CBA.

Inflight Commuter Policy

As you all know the AFA was successful in negotiating an Inflight Commuter Policy into our Collective Bargaining Agreement (CBA). This policy allows protections to registered Flight Attendants commuting from a city other than where she/he is based. This policy also protects registered Flight Attendants from a performance infraction if she/he is unable to report for duty after complying with the procedures listed in the Letter of Agreement.

Registered Flight Attendants may choose to utilize or not utilize the provisions and protections outlined in the policy. The provisions apply to commuting on any scheduled air service flight – HA flights as well as non-HA flights. If a FA is living in a city other than her/his designated domicile, she/he must designate an airport as her/his “registered commuter city” with inflight management and such designation will extend to all airports in that metropolitan area within a 100-mile radius.

Additionally, the policy outlines the definition of a “commuting failure”, the process of notification to the company in the event of a commuting failure, and what documentation will be required.

Extend PSP!!!

As we head into the month of February and welcoming back our furloughed flight attendants, we want to ask everyone to take a few minutes to send Congress the message that we support extending the Payroll Support Program (PSP) through September 30, 2021. PSP has protected workers facing public health and financial crisis due to the Covid-19 pandemic that has deeply impacted the aviation industry. Please act today! #ExtendPSP

[Extend the Payroll Support Program \(PSP\)](#)

MEC Zoom Briefing

To get a better understanding of the Inflight Commuter Policy and this MEC Communication, please join our Zoom briefing this **Friday, February 5, 2021 from 12:00-13:00 HST**. We will have a short slide presentation explaining the Commuter Policy and will be answering any questions pertaining to this communication.

[Click Here to Join Meeting](#)

Meeting ID: 837 8999 4110

Passcode: 124207

You are welcome to send your questions to the MEC Questions link:

[TinyUrl.com/AFAQuestionForm](https://tinyurl.com/AFAQuestionForm)

In Unity,
Joni, Scott, Chasity, Jaci-Ann, Josh and the Entire AFA Leadership