



ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

HAWAIIAN AIRLINES HONOLULU LOCAL EXECUTIVE COUNCIL 43

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Council 43, Budget Introduction

Fiscal Year 2022 - 2023

June 1, 2022

Dear Flight Attendants -

We are writing to share our Local Executive Council (LEC) budget for the fiscal year beginning June 1, 2022 and ending May 31, 2023. Of note, our initiatives will remain the same this year – to support and serve our Honolulu-based Flight Attendants. The Company is growing the Flight Attendant group at a projected rate of 30 new Flight Attendants each month through the end of 2022. For some months, there will be two overlapping classes. Like in years past, the majority of new Flight Attendants will be assigned to Council 43. This will require additional volunteers to support the growth at our base. In addition to actively expanding all teams, we will continue to exercise the same mix of accountability with a level of volunteerism in order to serve the Council 43 Members.

This letter highlights our budget. For additional information, please go to our link on the Hawaiianafa.org website. There will be supplementary information that will help Members understand the background for how we use our allotment of your AFA-CWA dues. Any Member can also make an appointment to come to our AFA Office and review the budget and support information as afforded by the AFA-CWA Constitution & Bylaws.

The biggest challenge for last year's (2021 – 2022) Local Executive Council (LEC) Budget and this year's budget (2022-2023) is INTL's accounting system. Due to a program switch-over two years ago, there has been confusion for our Members in terms of their dues standing/delinquencies. We await training on the new Aptify system and delinquency reports. INTL will evaluate each airline and then look back to process and handle delinquencies.

There is a direct relationship between the number of Members in Good Standing and number of Members at one's base. Members in Good Standing consist of Members who are not dues delinquent (have outstanding dues uncollected by the AFA-CWA). At the 49th annual AFA-CWA Board of Directors (BOD) meeting May 13 – 15, 2022, we had approximately 1738 Flight Attendants who were able to bid for the June 2022 schedule. The Members of Council 43 Members in Good Standing was adjusted to 1379. The difference between these numbers is 359 Members. At the BOD, we discussed the antiquated CWA accounting system and the possibility of AFA creating a separate and more updated system to interface with the current CWA process.

Each Member pays \$50/month in dues. And the LEC is now, after this BOD, reverting back to receiving the dues allotment of 20% (or \$10/month). Said another way, our office needs to be even more conservative in expenditures until the CWA and therefore AFA dues collection and accounting is more accurate.

In terms of building our budget and expensing office and operational costs, the Council 43 Budget resources include, but are not limited to:

- 1) AFA-CWA Constitution & Bylaws (C & B);
- 2) Keeping the Record Straight, AFA-CWA, International Secretary-Treasurer; and
- 3) The approved 2022 – 2023 AFA-CWA Board of Directors Budget.

For other carriers, their Master Executive Councils (MECs) would write a budget that is reviewed prior to the BOD. Then immediately following the BOD, the MEC would meet to make any necessary changes and/or approve the MEC budget. With the New MEC Officers, we are still in this process. Moving forward, we will also work to ensure that there is less



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cross-over between the LEC and MEC budgets to focus our dues on the Membership work in Honolulu. Hawaiian Airlines has mapped out hiring at least 30 new Flight Attendants each month; the bulk of these Flight Attendants will be based in Honolulu. We will work on additional volunteer recruitment to enhance our current support and service for Council 43 Members. As our base expands, we will continue to seek out volunteers to help with any of our teams.

Air Safety, Health and Security (ASHS) is a team that works with the Company to ensure that our Flight Attendants are supported as Safety Professionals. And after waiting many years, we now have a tentative agreement for an Aviation Safety Action Program (ASAP) with the Company. As a result, we are hopeful that our Members will be better supported for safety incidents and concerns.

One of the most popular teams at our base is the Employee Assistance Program (EAP) group. With daily incidents and issues on flights, this team mobilizes almost every day. We have the most diverse group of volunteers helping with EAP reflecting various seniorities and flying. Our Grievance Team is also balanced with various levels of experience assisting with our contractual and disciplinary work. We are also seeking out Mobilizers, Reserve Liaisons, Human Rights and Governmental Affairs volunteers. For anyone interested in learning more about being a volunteer, please do not hesitate to reach out to the respective LEC Chair and/or a LEC Officer.

When there is an interested volunteer, our process is to invite the Member to our AFA office. We then talk about AFA-CWA work and introduce the volunteer to the various teams that we have here. After that conversation, the volunteer assesses what she/he/they might be interested in helping with. The volunteer observes and then works with the existing team/s.

Our focus in the next months and remainder of this elected term will continue to be Contract Education. Although the pandemic has stymied our efforts, the MEC will need to push through so that our Members can understand the provisions that impact them each day. And we hope that our Members will also better understand improvements from our negotiations that concluded in March 2020 and as we prepare for the 2025 Contract negotiations.

For Council 43, after careful review of the approved 2022 – 2023 BOD Budget and reviewing the Flight Attendant staffing needs of the Company, our LEC Budget is completed. We have based our revenue on the projected number provided in the INTL BOD Fiscal budget (1698 Flight Attendants). And we systematically maintain a surplus of money for unforeseen events.

The Council 43 Team works to maintain transparency in terms of what we do and how we do things. We have consistently asked our leadership and volunteers to uphold the high standards that we operated under in the previous fiscal years from July 1, 2014 through present. For any Member who would like to review our budget, please do not hesitate to reach out to us for a meeting.

In Unity,

Jaci-Ann S. Chung, Local Executive Council President

AFA-CWA, Council 43 (Honolulu-base)