



ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL - CIO HAWAIIAN AIRLINES LOCAL EXECUTIVE COUNCIL 43, HONOLULU - BASE

WEBSITE: HAWAIIANAFA.ORG *FACEBOOK: HAWAIIANAFA *

January 14, 2022

Company Vaccination Mandate, update

Dear Flight Attendants –

We have received many questions about the Company's vaccination mandate, and we will do our best to answer them. The challenge is that although you have questions, we may not necessarily have answers since the Company has the right to manage its employees. So long as there are no conflicts with our Collective Bargaining Agreement, a.k.a. "Contract," then there may be little that we can do despite voicing your many questions and concerns. Now, we fully recognize that some of our members do not agree with this. And that is absolutely your right to disagree. However, there was no failure on our part in terms of making every attempt to communicate with the Company.

In January 2020, Council 43 had been expressing concern about COVID-19 and continued to voice your concerns and frustrations throughout this entire time. And forward to today, while we knew that the Company would have hearings as a result of their Company vaccination mandate, we also knew that we needed to be prepared to assist our members. After the Company changed their vaccination deadline to pair with the Federal government's contractor mandate, we had many questions. Then, the Federal government pushed back their deadline from December 8, 2021 to January 4, 2022 and so, too, did the Company.

In the Company's own communications on December 13, 2021, they determined that regardless of the Federal government's mandate, they would continue to enforce their vaccination mandate for U.S.-based employees. While there are many opinions on whether this was "right" or "wrong," the AFA did not grieve this policy because after conferring with our International Legal Department, it appeared that there was no violation of our Contract.

More recently, the U.S. Supreme Court heard and then rendered a decision that came out on January 13, 2022. And while many of you have asked the AFA what this means for our employee group, we will ask for your patience as we have communicated with our International Legal Department for clarity and guidance. The MEC will relay the message once it is received.

As we look at the next days and weeks, many of our peers are and have been removed from January bid trips and Reserve days. We have received questions on how the trip removal works and more about this process. When the AFA asked the Company how they would handle trip removal, we were informed that they would do so on a week-by-week basis. While this is difficult for the Company to manage, this is their determination. Of note, any Flight Attendant who is Held Out of Service (HOS) is governed by the Contract (Section 23. Grievance Procedure, A. Disciplinary Suspension and Discharge, 4). As such, they have rights that are mutually agreed wherein they are pay protected for bid trips and their Reserve lines until their hearing decision is rendered. This has been in our Contract and is the practice-on-the-property.

These are troubling times for many of us. The pandemic has gone on far too long and there is seemingly little respite. However, regardless of a person's walk of life, we are all Flight Attendants. And although we may disagree on issues, at its very core, we have all donned the Hawaiian Airlines Flight Attendant uniform with pride in what we do. We ask that you continue to show compassion to our Flight Attendant brothers and sisters.

In Solidarity,
Jaci-Ann, Kahea and Kerri
and the Entire Council 43 Leadership

INFLIGHT SAFETY PROFESSIONALS