



ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

HAWAIIAN AIRLINES HONOLULU LOCAL EXECUTIVE COUNCIL 43

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August 8, 2022

Reserve Self-Assignment (RSA) System, update

Dear Flight Attendants –

We are writing about the Reserve Self-Assignment (RSA) System and the concerns and frustrations that many of our Reserve Flight Attendants have shared with the AFA-CWA Leadership. During the weekend, the Council 43 Leadership compiled the information we received and have forwarded it to the Master Executive Council (MEC) Officers who are authorized to clarify, work and resolve problems and disputes directly with the Company.

The following are the issues and concerns that have been expressed by our Members, including but not limited to:

- 1) the Contractual language and how it is applied in the RSA System;
- 2) ability to use the RSA when Reserve days exceed the desired trip length [buckets];
- 3) any possible seniority violations as a result of the RSA award and/or Reserve Availability Period (RAP) assignment;
- 4) the timely posting of the Daily Flight Schedule; and
- 5) when Crew Scheduling makes a courtesy call to Flight Attendants the day prior to their Reserve Availability Period.

While there were specific cases and instances emailed to us, the best recourse is to fill out a [Scheduling Clarification Review \(SCR\) Form](#). This will allow those specific instances to be addressed directly by the Company to determine if there was in fact a violation. Once a Flight Attendant fills out an SCR, the Company will have 7 days to respond to the inquiry. The AFA will then review their response.

A meeting is scheduled for tomorrow with the MEC officers, the Negotiating Committee Chair, and Scheduling Policy Chair who worked with the Company on the RSA System. The MEC Grievance Chair will also be involved in the event that a grievance needs to be filed. We hope that there will be an update and some conclusion to the issues that can be immediately addressed.

For those of you on Reserve we encourage you to review the RSA training modules posted on the [HalFllica.net website](#). This resource will provide clarity and understanding on RSA as it covers the [language in our Contract](#), the new RSA System, [Quickstart Guide](#), [RSA Training Videos](#), and [frequently asked questions](#) (FAQs) that were received leading up to the August 1, 2022 launch.

In Unity,
Jaci-Ann, Kahea, Kerri,
And the Council 43 Leadership Team