



# LAX Newsletter



Hawaiian Airlines - Council 47  
Association of Flight Attendants - CWA

## DECEMBER 2021



### Safety Update From Kyle Chang

#### Winter Turbulence

Winter months are upon us and there is an uptick in turbulence. Although a majority of the turbulence we encounter does not prevent us from providing service to our passengers, it is one of the main sources of injuries in the aviation industry.

Turbulence can occur even when it is clear out. It occurs due to waves of air moving at a certain speed meets another mass of air moving at a different speed. Jet streams are stronger during winter which causes more turbulence. With routes in-and-out of the West Coast and Hawaii, we often experience turbulence during climb and descent. This is due to uplifting warm air masses around coastlines and mountain ranges.



#### Quick Reminders to Keep Us Safe:

- When the captain makes an announcement to be seated, we must ensure all passengers are seated and take your jump seats immediately.
- Secure the galley to minimize spills and breakage. Keeping the countertops clear and secure bins and carts as much as possible upon completion of each service.
- If we encounter **severe/extreme** turbulence, immediately secure carts, in the galley if possible. Sit down in the nearest jumpseat or empty passenger seat. Do not attempt to rush and finish service.
- Do not take turbulence for granted. Your safety is always number one priority.

#### December – 3 Quick Reminders

- During takeoff/landing compliance checks, tablet holders on the A321 Neo must be in the closed/locked position to avoid head injuries due to sudden stops.
- Serving hot drinks and ramen by pouring in front of yourself and away from the passengers. Only fill beverage cups up to 2/3 full.
- PAX with animals including service animals are not allowed to be seated in an exit row.

## Happy Holidays

On behalf of your Council 47 Officers and all of the volunteers who work to help support our base, we'd like to wish you all a safe and happy holiday season. Take the time to count your blessings and know that the best is yet to come for you in 2022.

The holiday season also means that travel will most likely increase. While you take passengers to see their families, know that you also have your Hawaiian Air family flying beside you. Let's all work together to support each other during this busy travel season.



Josh, Nate, Beth and all of the Council 47 Volunteers

### Membership Meeting

We'd like to thank everyone who attended our last annual membership meeting on December 3rd. Our Local and MEC chair's gave us an update on what has been happening in their committees and what is to be expected in the future. Flight Attendants were also able to voice their questions and concerns. We hope that next year we will be able to have our first membership meeting of 2022 in person.

### TPTP Program

This a reminder to those of you who are participating in the TPTP Program to conduct your COVID Test's in a timely manner. Doing so will avoid any potential disciplinary action.

# MEC Grievance Regarding Progressive Discipline

Please be advised that among the many MEC Grievances on file, one of the grievances recently filed speaks to the progressive discipline the company has chosen to implement regarding those who are participating in the TPTP Program. AFA's stance is that we already have language written in our contract that speaks to how progressive discipline is to be applied. The company's progressive discipline outlined in the TPTP Program is a direct violation and disregard of Section 34-5 which is why the grievance has been filed. Please continue to read the MEC weekly updates for any process on where the grievance stands.

## Labor Arbitration Conference in Chicago

Written by Gary Mano'i

The Labor Arbitration Institute puts on an annual Labor Law and Labor Arbitration Conference held at various cities around the country. This conference hosts labor groups, as well as management and legal teams representing different industries, with the purpose of gaining a better understanding of the arbitration process. A distinguished panel with a history in law, teaching and arbitrating, reviews relevant case scenarios and how to best approach them using tools to produce the best outcome.

I was invited to attend this year's conference held in Chicago last month without any knowledge of arbitrating grievance cases but with the interest of learning the process and gaining the foundational skills needed to represent our base. Some topics presented and discussed which were of interest to me were FMLA and Marijuana. These two topics introduced me to some of the challenges both employees and employers face in regards to how the law is written, coverages, types of tests, disputes and even exemptions protecting both parties. I hope this experience serves as a catalyst for me to continue to learn about the arbitration process, to be well versed in our contract, so as to identify any violations and how to best represent you using the tools available to produce the best outcome in cases.



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## Uniform Alterations

Tarpy's, the company approved alterations, no longer provides alteration services. The company has been recently made aware of this and will be working on securing an alternative alterations place.

## Holiday Doctor's Note

### 3 Days Before and After Christmas

#### Section 19.G.2

A Doctor's note is required for all absences in excess of seven(7)calendar days and for sick occurrences on the following specified "Holidays": Super Bowl Sunday, July 4th, Labor Day, Thanksgiving, and the three days before and after Christmas Day. Christmas Day is not included in the Doctor's Note requirement. Such doctor's note must be provided by the Flight Attendant upon her/his return to work or within ten (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 six (6) months shall be exempt from the Holiday requirement.

