



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

WEBSITE: HAWAIIANAF.A.ORG \* FACEBOOK: HAWAIIANLEC \* APP: BY INVITATION

June 1, 2020

Dear Fellow Flight Attendants:

The following are items and resources for our group. Please continue to reach out to us with your questions and concerns. Our AFA leadership makes every attempt to answer your questions with expediency.

### **FLIGHT ATTENDANTS - 50<sup>th</sup> ANNIVERSARY, Celebration!**

We have 13 Flight Attendants who marked 50 years of service in our company on January 5, 2020. Another 11 joined the ranks last Monday, May 25, 2020. These EXTRAORDINARY women have been through quite a bit in their time. From monthly furloughs to demanding grooming checks, inter-island flying to war-time military charters, extensive and complex catering/meal service to streamlined TSU drops and much more. We honor and celebrate the challenges, sacrifices, compassion and grace they all exude. Congratulations ladies...we love, admire and appreciate you!

The AFA leadership was fortunate to spend some time with each celebrant over the past week while observing social distancing. Here is our small tribute to these remarkable women:

<https://drive.google.com/file/d/1WVQ042ZB6cS280fQfoQ2rAUIA-Vycu3T/view?usp=sharing>

### **AFA PRESIDENT SARA NELSON**

*We often say in our unions "an injury to one, is an injury to all." That statement is a moral imperative to all who believe in the promise of a free society. As American author Emma Lazarus wrote, "Until we are all free, we are none of us free." Our union will begin discussions on the actions we must take to defend our members' rights, safety and freedom. Acting for our members means that we act to defend the freedoms of every person, especially those who face systemic oppression and state-sanctioned violence. We ask all Americans to join us and contribute to the solution.*

For the complete media release:

[https://www.afacwa.org/afa\\_president\\_sara\\_nelson\\_george\\_floyd\\_attacks\\_protestors\\_press](https://www.afacwa.org/afa_president_sara_nelson_george_floyd_attacks_protestors_press)

### **COMMUNICATIONS WORKERS OF AMERICA (CWA)**

*As we reach a tragic milestone of 100,000 deaths due to COVID-19, we find ourselves confronting the other plague that has been rampaging through our communities since long before the pandemic: Racism. Compounding the devastation of a global pandemic, which has disproportionately impacted Black communities, Black people in America continue to face threats, brutality, and death for going out jogging. For being poor. For sleeping in their own bed. For watching birds in a park. For being Black.*

For the complete media release:

<https://cwa-union.org/news/releases/statement-cwa-executive-board-on-need-dismantle-racism-plagues-our-communities>

### **LAX TURNS and HNL RESERVES – flights 3/2, Effective June 1, 2020**

Starting Monday, June 1, the LAX domicile will be flying the only LAX grouping throughout the month. In order to facilitate and keep the turn crew and flight on time, the company will staff HNL

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Airport Reserves who will be available to help board the flight if need be. According to the company, ground time for turn flights is usually 1 hour and 40 minutes; however, this pairing is scheduled at 1 hour 20 minutes of ground time. The company said they will make every effort to make sure the LAX crew is able to work their flight back to LAX.

Should the crew "time out," they will lay over in HNL and the HNL Airport Reserves will take the flight. The company has made arrangements both in HNL and LAX should this become necessary. The MEC confirmed with crew scheduling that there will be no change to the way HNL Airport Reserves are assigned and paid.

#### Contractual References

Section 3: Compensation, R. Pay and Credit, 2. International, d.

(1) A Reserve Flight Attendant who reports to the airport for Airport Reserve but does not fly shall receive four (4) hours pay and credit.

(2) An Airport Reserve who is assigned a grouping/trip shall receive the following:

- (a) Pay and credit of one (1) flight hour for each two (2) hours on airport reserve duty, plus
- (b) The scheduled or actual pay and credit for the assigned grouping/trip whichever is greater.
- (c) If the total of (a) and (b) above is less than four (4) hours, the Airport Reserve shall receive four (4) hours pay and credit.

#### Section 8: Reserves

A. Reserve Categories, 2. "Airport Reserve" means a Reserve Flight Attendant who is assigned to duty at the airport without a specific flight assignment for the purpose of covering an International grouping in order to prevent a delay.

D. Reserve Duty At The Airport, 2. Airport Reserve Flight Attendants. A.

"The Company may schedule Reserve Flight Attendants to Airport Reserve duty. Such duty shall be scheduled for four (4) hours from report to release. The duty periods, along with the names of the Reserves assigned to such duty shall be printed on the Daily Flight Schedule. Nothing herein shall restrict Crew Scheduling's ability to replace an Airport Reserve with a Standby Reserve.

#### **MEMBERSHIP DUES – 16.L Leaves, Low Time and Voluntary Furloughs**

As a reminder, for those of you who are on Leave of Absence including Voluntary Furlough, please know that there is a 90 day obligation (3 months of dues) per the AFA-CWA Constitution & Bylaws. Dues are deducted from your 7th paycheck. For those who started their LOA/VF in April you likely had your dues for the first month of the obligation period deducted. However, beyond that, the International (INTL) office will invoice you for any remaining obligation balance. There has been a delay in billing because the DC office is shut down until at least June 15, 2020. Although you can pay your dues on-line, we recommend that you wait until your statement comes in the mail to avoid miscalculations or overpayments. Once you do receive your invoice you can remit payment online. Should you have further questions and/or concerns, please do not hesitate to email: [membership@hawaiian43.org](mailto:membership@hawaiian43.org)

#### **UNEMPLOYMENT INSURANCE (UI) - reminder**

Some of you have reached out with specific questions about applying for UI. Please note that there are far too many variables person to person. This makes it entirely too difficult to answer questions for each Flight Attendant. The recommended route is to either reach out to the company's designated coordinator to help answer questions. You can also hope to ask your questions directly of the UI department in the state that you are filing. As a friendly reminder, the AFA is not authorized to speak to the policies and practices of the UI office. This is outside of our purview and we appreciate your understanding.

Designated Company Coordinator: Alana Goo [alana.goo@hawaiianair.com]  
Phone number: 808.222.9397 (Mondays through Fridays, 800 am – 500 pm)

### **WINGS OF SOBRIETY – Support**

Telephonic meetings are open to all Flight Attendants who are exploring their need for or seeking recovery from substance use disorders. Each meeting will last between forty-five (45) minutes to one (1) hour.

Meeting times are scheduled on:

*Wednesday* at 3:00 pm EST & *Sunday* at 5:00 pm EST.

The conference call in number is

1-855-544-2320.

As we kick-off the summer, many of you have children and relatives who are graduating from High School, Colleges and other programs. Congratulations to you all during this happy occasion!

Regardless of the quarantine restrictions, we know that this is a joyous time for you and your loved ones.

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