



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

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

August 18, 2020

Aloha Members,

We have received questions regarding the status of the COVID Leaves that were awarded now that the 16.L. Offset Furlough Leaves have been published. Please know that the AFA leadership has been actively meeting with the company to resolve your questions and concerns. The AFA and company believe it is important to cause the least amount of disruption to FAs currently on a COVID Leave, while still allowing the opportunity to transition to a 16.L. Offset Leave, should that be your choosing, (and allowed for according to seniority).

Notably, there was disagreement in preserving the COVID LOA so after much discussion, the following has been agreed upon by both parties:

1. The existing COVID Leaves will be honored and continue as awarded **with the exception of Voluntary Furloughs that end through January 2021**. Unfortunately, these VFs will now end on December 31, 2020.
2. Flight Attendants who are on a COVID Leave that wish to bid for a 16.L. Offset Leave will be allowed to do so. If you bid and are awarded a 16.L. Offset Leave, your COVID Leave will end and you will transition to the 16.L. Offset Leave on October 1, 2020.
3. Flight Attendants who are on a COVID Leave that bid for a 16.L Offset Leave and are not awarded it due to seniority will continue with the COVID Leave. This may occur because some 16.L. Leave options are capped (have a limited amount of slots).
4. All 16.L. Offset Leaves will start the 6 months of medical benefits paid for by the company starting October 1, 2020.
5. Going forward the company does not plan to offer additional COVID Leaves beyond October 1, 2020. This could change if the CARES Act Payroll Support Protection extension is passed. If the PSP is extended, involuntary furloughs would be delayed and consequently the 16.L. Offset Leaves would also be delayed.
6. The number of COVID Leaves do not impact the number of Flight Attendants that will be involuntarily furloughed.

We hope this clears up any question you may have. If you have any further questions, please email our MEC Communications Chair [Andrew.Ferreira@HawaiianMEC.org](mailto:Andrew.Ferreira@HawaiianMEC.org).

Mahalo,  
Your AFA Leadership

**INFLIGHT SAFETY PROFESSIONALS**

INTERNATIONAL TRANSPORT WORKERS FEDERATION

## 16.L. Offset Furlough Questions & Answers

1. Can you clarify if we are required to be “Active” to bid for the 16.L Offset Leaves? For example, I am on OCC, and I want to bid for 16.L. Offset Leaves, am I allowed to?

**FAs must be active to bid for 16.L. Offset Leaves. OCCs are not on active status and will not be able to bid for Offsets.**

What does “Active” mean when bidding for 16.L. Offset Leaves and how does that affect me currently being on the COVID VF? Does this disqualify me?

**The company is allowing Flight Attendants on COVID Voluntary Furloughs (VFs) to bid for Section 16.L. Offset Leaves. If awarded, on October 1, 2020, your COVID Leave would be cancelled and your Section 16.L. Offset Leave will begin.**

2. According to the 16.L. Offset Leaves post it states under Voluntary Furlough 6 months (20 maximum) 12 months, 18 months, and 24 months. Does that mean the company will only offer 6 months at the maximum of 20 spots and no cap on the 12, 18, and 24 months? Or is it a total of 20 VF spots?

**The company has stated that they will cap the number of 6 month Offset VF, but not the longer term VFs (12, 18 and 24 months).**

3. I am on a COVID Leave until January and I want to apply for the annual SEC 13 Low Time starting in December. Am I able to get off my COVID Leave at the ending of November so that I can apply for the low time starting December?

**No. As of now, you will need to complete your COVID Leave. However, if you wanted to bid for the Section 16.L. Offset Low-Time and get awarded that, your COVID Leave would be cancelled on October 1, 2020 and you would go then on the Offset Low-Time status.**

4. Does this mean that company is planning to reduce 675 of us as of now instead of 730? [I understand it could be changed but just want to know if 675 is the count as of now.]

**Yes.**

5. There are FAs who have taken VF and LOA and will have already used 6 months of medical coverage from the company under the COVID LOA. Come Oct 1, should the company recall everyone (not affected by IF) then offer VF, will those who already took a “COVID” VF be eligible for another 6 months of company paid medical? I believe that’s where a lot of confusion lies. It seems it would penalize those who wanted to help the company and took the “COVID” VF, if they’re not able to qualify for another 6 months of medical.

**The Section 16.L. Offsets are a completely different program from the Covid Leaves. If you are awarded an Offset of any kind, your 6 months of medical coverage for the Offset Program would begin October 1, 2020; regardless of how many months of previous medical coverage you had under the Covid Leave Program.**

6. Do FAs who were on COVID LOA VF now have to “re-bid” for VF because of the 16.L Off-Set memo?  
**No. FAs already on a COVID Leave will remain on those.**
7. Can you please provide the 16.L Offset timelines?  
**8/17/20: Bids Posted**  
**8/26/20: Bids Close**  
**8/27/20: Offset Awards Posted**