



## ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

HAWAIIAN AIRLINES HONOLULU LOCAL EXECUTIVE COUNCIL 43

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September 10, 2022

### Town Hall, Summary and Questions

Dear Fellow Flight Attendants –

We hosted a Town Hall meeting on Thursday, September 8, 2022 from 1030 – 1133 am at the Daniel K. Inouye International Airport's 7<sup>th</sup> floor conference room. This meeting format was modeled after various town halls where Members could ask questions of the leadership. The Council 43 Officers and Team Leaders were present; 23 Members joined us for this meeting with a total of 23 questions being asked.

#### ATTENDANCE NUMBERS

LEC Officers: 3 (President, Vice President and Secretary)

Leadership Team: 8 Chairs and Volunteers

Seniority of Members (not including Officers and Leadership Team)

40+ years seniority:	0
30 – 39 years seniority:	10
20 – 29 years seniority:	1
10 – 19 years seniority:	5
0 – 9 years seniority:	7

This was a less formal structure in terms of our meetings. Consistent with the AFA-CWA International meeting rules, we reviewed the Mutual Respect policy and no recordings (audio and/or video) policy. Wanting to cover as many questions as possible, we introduced the following parameters:

- 1) member must state her/his/their name; using the microphone was optional;
- 2) member may ask one question at a time with a maximum of 2 questions;
- 3) if there are no other Members asking questions, someone who asked earlier questions may ask another round of questions.

The town hall questions varied from the Reserve Self-Assignment (RSA) System, Reserve rules, the Company's COVID-19 Vaccination Mandate policy change, our C43 meeting format and other questions. Attendees were encouraged to stay after the meeting concluded to ask questions of the leadership.

Mahalo to those Members who submitted questions in advance as well as to those who attended in-person. For any Member who has a question and/or concern, please call, text or email us. In the meantime, please continue to take care of yourselves and be safe!

Stronger Together, Better Together,  
Jaci-Ann, Kahea, Kerri and  
the entire Council 43 Leadership Team

## **TOWN HALL QUESTIONS – 9.8.22, compilation**

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*note: the AFA-CWA International office advised us against using verbatim notes. This change is reflective of that policy so these notes are the questions and summarized answers.*

### **TIMELINE**

- 1030: Initial welcome and customary grace period for logistics and parking
- 1035: Meeting commenced with Council 43 LEC President Jaci-Ann Chung welcoming Members
- LEC Officer and Leadership introductions
- Moderator review of meeting format, Mutual Respect policy and other meeting procedures
- Review of questions submitted via email
- 1049: Open questions to the floor
- 1130: End of questions
- 1133: Meeting adjourned

### **Preface: Company COVID-19 Vaccination Mandate policy change**

As many of you know, the Company has changed their COVID-19 Vaccination mandate for all new and existing employees. They announced this change on September 8, 2022 at approximately 900 am and the Master Executive Council (MEC) sent out a subsequent email at approximately 300 pm the same day.

This policy affects line Flight Attendants, new hire Flight Attendant candidates, Flight Attendants who are on the Transitional Period Testing Program Leave of Absence (TPTP LOA), and Flight Attendants who separated from the Company (retired or terminated). Many of our Flight Attendants looked forward to the vaccine, others reluctantly chose the vaccine to continue employment and then there were those who were not able to get vaccinated. We all know of a Flight Attendant – who we worked along side for many years - who are no longer with us. This is a big issue and one that affects many.

You will have many questions, but the AFA-CWA International Office is now getting involved and they are working with the MEC Officers. They have met with and will continue to work with the Company to get answers for you in terms of how this will affect everyone. We ask for your patience as this policy just changed and there is a lot of work involved in wading through this process.

Knowing that you will have questions, please know that we will not be able to answer them if they are tethered to this issue. Again, thank you for your patience and understanding.

### **QUESTIONS SENT IN VIA EMAIL (Membership@hawaiian43.org):**

- Q1) What are the clear and concise guidelines for pairings that end between Reserve Assignment Period (RAP) times?
- A1) This answer is outlined in Section 8.P.4. Where the Flight Attendant will be placed within their Days of Availability (DOA) Bucket will also depend on the seniority of that specific FA on that particular day.

Q2) How can we determine which Reserve Self-Assignment Period (RAP) is appropriate?  
*i.e. If a Reserve had a WW ARC from 1200-1600 which RAP is appropriate? Are there specific rules that state the Reserve between this time to this time goes to 2-2 vs 6-6?*

A2) The contractual language in Section 8.P.4 explains how, if due to rest requirements, how a reserve will be placed into a specific RAP.

Q3) On the new reserve system, those good for 2 days are not allowed to bid for WWARC, but can be assigned only by Crew Scheduling. Why is that not an option if Reserves are good for the days?

A3) It is currently not an option because that was not the agreed-upon language when we negotiated this section. Also, ARC requirements and assignments are explained in Section 8.J.2.I, 8.J.6, 8.L.4, and 8.N.5. However, it doesn't mean that we cannot ask to bring this up as a request for our next negotiations. This is why negotiation surveys are extremely important to participate in.

Q4) Will the returning unvaccinated Flight Attendants be allowed to bid for International trips that require the vaccination? If so, how will they be removed and paid?

A4) [\[Please refer to the vaccination mandate preface above.\]](#)

In the Chief Operating Officer Jon Snooks' Snacks and Facts today, he mentioned bidding could be modeled like bidding for a PEK trip.

Q5) With the new iPhones (In-flight Manual) being distributed, will there be training? How many hours of training and what is the pay?

A5) These iphones were supposed to distributed in October; now, it may be closer to January. There will be training by the In-Flight Training department, but we don't know how long it will be or any other details.

Q6) Where is the MEC office? And what are their hours?

A6) The MEC officers aren't here today; they would be able to answer you. We don't know their office hours but they choose to work out of the Hawaiian Airlines corporate offices and not the AFA office.

MEC Q1) Why did the MEC leadership team ask the MEC Committee Chairs to sign a non-disclosure statement?

MEC A1) [\[The MEC Officers will answer this in their communications.\]](#)

Q7) Why are you not offering to attend the meeting also via Zoom?

A7) Through the pandemic, we hosted Zoom meetings. Now, as we are more endemic, we wanted to provide our Members an opportunity to meet with us, face-to-face rather than on flights or in the lounge. Some people wanted a different forum.

## IN-PERSON QUESTIONS

Q8) Is it possible in the future to do Zoom and in-person meeting? [\[a hybrid meeting\]](#)

A8) Before the pandemic, we chose the airport location so people could come to the meeting before or after work. This is also an affordable space compared to neighboring properties. Although we didn't have the wi-fi or tech capacity to do both in the past, it is something we can look into.

Q9) I know the MEC issued an alert regarding how crew scheduling is calling out Reserves. And I know there is a MEC grievance that will be going out. What is the process? I don't know what that means?

A9) These are 2 separate issues: the grievance process and the MEC grievance status. The Local Executive Council (LEC) will file a grievance for an isolated incident. One example is a Flight Attendant not getting short hotel rest. The Master Executive Council (MEC) will file a grievance for broader issues that affect both bases or is a contractual dispute.

This past Tuesday, the MEC had a conference call to go over two issues:

1. Call out order for the RAPs called out by RAP or by bucket
2. Where people are placed in the RAP, for example, senior most should be placed in the last bucket

They have indicated that they may file a MEC grievance. We can check with the MEC and see where they are in the grievance filing process.

Q10) Is there a time limit to filing grievances?

A10) There is, but there is also the understanding that you are working with the Company to resolve the issue. [The timeline can be found in the Contract, Section 23. Grievance Procedure.]

Q11) Crew Scheduling has been calling Reserves during their Reserve Assignment and has been releasing them from duty early to give them "24 hours." What are we going to do to resolve this?

A11) Scheduling is allowed to contact a Flight Attendant and release them from duty during their Standby period. Section 8.E.7 explains,

*"A Standby Reserve Flight Attendant may, when operationally practical, be released from duty for a period of time for the purpose of conducting personal matters. Once it is determined that a Standby Reserve Flight Attendant is no longer required, she/he will be released for the day."*

It is a FAR to be allowed 24 hours of rest. However, its implementation is strictly guided by the Flight Attendant and daily operations. What we need to remember in this situation is how you bid for the month. If you check that box that says, "Waive Calendar Day Free From Duty," this provision does not apply to you in the way it would to those who do not check this box when bidding for the month.

The 24 hours FAR rest was written into our contract. How it is applied in a Reserve's situation is strictly up to the Flight Attendant, and that is found in Section 8.F.2. *"All scheduled periods free from duty (days off) shall be at the Reserve Flight Attendant's domicile unless otherwise requested by the Flight Attendant."*

If you waive your days for the month (for example: bunch your working days together to be available for more than 6 days), your rest does not need to be at Domicile. It can be given both at and away from Domicile. Only the FA has the ability to waive this provision. If you waive this provision, you will not be required a calendar day off if working more than 6-days, but simply 24 hours rest between one Duty End Time to your next Report Time (again, at or away from Domicile). For example: If you come in from a pairing and your Duty End for that day is 0700 LDT. If your next Report Time is the following day at 0705 LDT, that is your contractual 24 hours off (technically 2405) free from duty because you "Waived Calendar Day Free From Duty" when bidding for the month.

If you do not waive this provision, your rest must be given at domicile. If you do not waive this provision, you cannot work more than 6 days without 24 hours off at domicile. If you do encounter exceeding 6 days on Reserve and do not receive your 24 hours rest at Domicile, please file a clarification ASAP.

Q12) With that, do they have to make contact with you to release you for the day? [Does crew scheduling have to make positive contact to notify you?]

A12) When a Flight Attendant is on stand-by during their stand-by period, the FA should answer any phone calls from Crew Scheduling. As a reminder, yes, the Flight Attendant is able to be released during their stand-by period by the company as stated in Section 8.E.7. Some of our Reserves are not answering Crew Scheduling's phone calls while they are currently on stand-by and that could lead to disciplinary issues brought on by the Company.

Q13) Giving 24/7 on day 6 going into day 7, shouldn't you be released by midnight?

A13) It is difficult to speak on this without knowing the entire situation of the specific Flight Attendant you are talking about. If, during bidding, the FA selected "Waive Calendar Day Free From Duty," the calendar day rule (0001-2400) is not applied as it would to a Flight Attendant that does not check that box during bidding. When an FA checks the "Waive Calendar Day Free From Duty" box during bidding, it is only 24 hours off from one Duty End to your next Report Time at or away from Domicile. It all depends on what the Flight Attendant did when bidding for the month.

Q14) Why in the last few months did crew scheduling change how they do things? In the past, they used to give full 24/7.

A14) We do not know the Company's internal process. We also had a surplus of Flight Attendants on Reserve, as we did during COVID, and you remember the Company already pre-plotting 24/7's. There could be many reasons why they are doing their own internal process. We do not know.

If you waive calendar days free from duty, crew scheduling is only required to give you 24 hours of rest somewhere in your stretch of 7 days. The FA is the sole person who is allowed to waive their rest as stated in Section 8.F.2 *"All scheduled periods free from duty (days off) shall be at the Reserve Flight Attendant's domicile unless otherwise requested by the Flight Attendant."*

There is no specific language in our CBA that states on what exact day the 24 hours rest needs to be given. Just that the Company needs to provide 24 hours of rest somewhere in a 7-day period.

We can ask crew scheduling if there was a process change, but they will ask for specific times/instances. [We can work with you separately on this if you have specific information to provide us.]

Q15) Our goal for you as AFA leadership is to work together with the Company. If a Reserve is scheduled at 900 am, how can you tell me that crew scheduling didn't know about 24/7 earlier than 900 am?

A15) The responsibility is on management. We do not have access to the Company's internal process. As a reminder, Crew Scheduling can release you for the day during your stand-by period, as explained in Section 8.E.7.

*"A Standby Reserve Flight Attendant may, when operationally practical, be released from duty for a period of time for the purpose of conducting personal matters. Once it is determined that a Standby Reserve Flight Attendant is no longer required, she/he will be released for the day."*

Q16) Do you know if the Flight Attendants that were terminated [because of the Company vaccination mandate] will be able to return to work?

A16) [\[Please refer to the vaccination mandate preface above.\]](#)

Q17) Will the union be seeking any compensation for the Flight Attendants that showed up during the entire pandemic by restoring any sick leave used for COVID-19? We should be credited back our sick time.

A17) We will send that suggestion to the MEC.

Q18) There is a lot of negativity and bashing on social media. What is the Company policy - is anything going to be done?

A18) The Company has a process investigating social media reports. When they get a screenshot/grab, they run their investigation by speaking to witnesses and then the person who posted the item in question.

This falls under professional standards too. If it is brought to the AFA's Employee Assistance Program (EAP) and not the Company, then we can have a discussion with the Flight Attendant and say it might be a good idea to take it down. Whether they do or not is up to them.

Q19) Supposedly there is security who goes through media in general. Are there bots that do this?

A19) This has been questioned in the past. When we asked the Company, they said they do not have a program that runs through social media. They said that they get reports from employees (not specifically Flight Attendants).

Q20) In the Transitional Period Testing Program (TPTP) contract they signed, are these Flight Attendants going to ask for back pay?

A20) [\[Please refer to the vaccination mandate preface above.\]](#)

Q21) LEC officers, what 3 things is the LEC working on now/goals that will be completed by the end of the year? Such as uniforms?

A21) Uniforms fall under the MEC and is a MEC issue. We were having uniform issues well before the pandemic where people were not getting uniform pieces and luggage.

A lot of what we do every day is putting out fires so there isn't a short list of three things by the end of the year. One priority for us is to put things in writing for our Members to keep us accountable as well as keeping ourselves accountable. For example, we think it is important for our Members to know where their dues are going; \$50 each month is \$600 a year per person. That is why we put out information about our local budget. We also want to ensure that you understand how we are compensated with Flight Pay Loss and how that works. We have our Master Executive Council Policy and Procedure Manual, but it does not elaborate on Flight Pay Loss. We need to have that in writing.

One of the things that has been years in the making is having a desk in the lounge. EAP has been working with in-flight to add that to the company budget whether it is used by EAP, an officer or any other AFA committee. Being able to get things is all due to relationships and how we work with each other.

Education is also important. The information is out there for our Members on the hawaiianmec.org website. We just need you to get used to finding the answers there rather than calling another Member or putting it on social media. Empowering the group through education and knowing where to find the resources is important to us.

Q22) Has the MEC been more receptive to changing the relationship with the LEC? How is the relationship?

A22) The structure of the AFA is an upside down triangle. At the bottom or largest part of the triangle is our Members and we serve our Members on the Local Executive Council level. Supporting us at both bases is the Master Executive Council. And then supporting all AFA Flight Attendants is the International office in Washington, D.C. Most of our Members don't understand the relationship of the AFA.

When we were smaller group of Flight Attendants of 200, it was easier for one person to vet all the questions but as we have grown, our Team needs to grow. We had about 1800 Members just at our base but we are growing. Yet, as you can see, many of us wear multiple hats because there is no line of volunteers out the door.

In terms of the MEC, they commute and choose to work remotely.

Q23) Is that a good working relationship?

A23) It's ongoing. I met with Chasity on an EAP issue yesterday. As long as you have the same goal, there is always work to be done.

### **1130 CLOSING**

Retirement Reminder: In our Contract, we have a side letter in Section 34-22-1. This agreement is for the Health Retirement Account (HRA). There is a "drop dead" date of April 2, 2025 where, if you want access to the HRA, you must be completely retired by then to receive this.

We are hosting a Retirement & Benefits meeting next month where we will go over this and other benefits. The date will be finalized soon.

### **1133 MEETING ADJOURNED**



**September 7, 2022**

# **MEC ALERT**

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Hawaiian Airlines management has announced they will be offering Flight Attendants on the TPTP leave of absence the ability to return from absence. They will be lifting the vaccine mandate both for current unvaccinated Flight Attendants and New Hires.

The Company instituted the vaccine mandate in 2021. With the relaxation of COVID-19 restrictions by the CDC, the Company has determined the mandate is no longer necessary. While we understand many Flight Attendants may have strong opinions on the matter, this is a policy that was instituted by the Company and is now being changed by the Company. AFA has and will continue to enforce our contract.

Your MEC will be working with the Company to ensure that issues related to the vaccine mandate are addressed including return from leave provisions and any seniority provisions affected by a Flight Attendant's decision to remain unvaccinated. The Company's decision does not address the terminations of flight attendants who did not go out on the leave of absence. Those cases remain active in the Grievance and Arbitration process.

We will keep you advised as we have more information.

In Unity,  
Chasity, Melissa, and Lea