



December 21, 2021

Dear Fellow Flight Attendants:

The Company's January 4, 2022 vaccination mandate deadline is 2 weeks away and many of our Transitional Period Testing Program (TPTP) Flight Attendants (FAs) have questions on what they can expect from the company. While we wait for your questions to be answered by the Company, we wanted to provide you with information that we have today.

Notably, there have been two injunctions issued by federal district courts against enforcement of the Federal Contractor Mandate. Both are being appealed to the Sixth and Eleventh Circuits, respectively, and the Biden administration is seeking expedited consideration and stays of those injunctions pending appeal.

Note: The injunctions do not bar government contractors from adopting their own policies requiring employee vaccination...
– ALPA citation

Vaccine Mandate: HA Status Update

First, we will briefly reference what a potential Leave of Absence (LOA) would entail for any Flight Attendants. Second, we'll review the sequence of events that could occur if the Company pursues disciplinary charges (up to and including termination) against any Flight Attendants who have not submitted proof of vaccination by January 4, 2022 or applied for a LOA.

Over the past days, In-Flight management has been reaching out to TPTP FAs to ensure that the company information has been received. Not knowing exactly what is said during these calls, we know that many of you are frustrated, confused and disappointed with the information that is available. For those TPTP FAs who requested a Reasonable Accommodation (RA) and did not request the LOA, please email PRM.Inflight@hawaiianair.com to see if a LOA is still available to you.

For Flight Attendants Taking a Leave of Absence (LOA)

A summary of benefits was sent out by People Relations, including but not limited to: Seniority & Longevity, Sick Leave, Vacation, Retirement, Medical Insurance, Travel Benefits and Pay. If you have applied for the LOA, the company is asking that you complete your LOA acknowledgement no later than December 23, 2021. If you have any further questions, please email People Relations at PRM.Inflight@hawaiianair.com

For Flight Attendants Facing Disciplinary Charges

If the Company pursues disciplinary charges (up to and including termination) against Flight Attendants who have not submitted proof of vaccination by January 4, 2022 or applied for a LOA, the following is a general timeline and sequence of events that may occur:

- **Step 1:** Flight Attendant shall receive in writing the precise charge or charges against them. The Company shall send the written notification by certified mail.
- **Step 2:** A hearing shall be conducted within 10 days after the Flight Attendant receives notification of the precise charge or charges against them.
- **Step 3:** Within 10 days after the close of the hearing, the Company shall issue a written decision to the Flight Attendant.
- **Step 4:** If the Company's decision is not satisfactory to the Flight Attendant, the matter may be appealed to Inflight Services upon written request within 15 days.
- **Step 5:** If the Company's appeal decision is not satisfactory to the Flight Attendant, the matter may be appealed to the Hawaiian Airlines 3-member Flight Attendants System Board of Adjustment within 30 days.

The aforementioned is a summary of the grievance steps. Please [click here](#) to refer to Section 23 for complete contractual language.

This has been a difficult time for many Company employees throughout the ongoing pandemic. And while the Company has instituted their own vaccination mandate, the Council 43 Leadership has made every attempt to voice your questions and concerns to the Company – and will continue to do so. We know that you have additional questions, as do we, and we have posed them to the Company. While we wait to hear back, should you have any questions regarding this process, please do not hesitate to let us know.

In Solidarity,
Jaci-Ann, Kahea, Kerri
and the entire Council 43 Leadership