



January 12, 2022

Dear Flight Attendants,

On January 10, Inflight published updated guidelines to the CDC's new guidance for COVID-19 isolation after a positive test and for potential exposures. These guidelines follow the FAA Safety Alerts for Operators (SAFOs) and CDC research and guidance for airlines.

With the current surge of the omicron variant in the US and the increase of COVID-19 exposures and infections in the workplace, the AFA Leadership had major concerns hearing that Flight Attendants were being removed from trips, having to quarantine, and additionally being told you will not be pay protected and must utilize your sick bank. These points were also verified by the feedback from many of our Flight Attendants.

We took our concerns and your feedback to Inflight management and in response they have updated the guidelines to **include pay protection** for crew members that are fully vaccinated and have uploaded COVID-19 Vaccination Record Cards for up to 5 consecutive days if you are removed due to exposure at work. The Inflight team is in the process of notifying impacted Flight Attendants and restoring your sick banks.

If you have any questions about this update, please contact [InflightCRO@hawaiianair.com](mailto:InflightCRO@hawaiianair.com).

### **Comment Period Ended for 10 Hours Rest: FAA Moves to Finalize and Implement**



Our 10 hours rest is moving forward again. The 60-day comment period closed on Monday, Jan 3rd. AFA and other unions provided one set of unified comments in order to streamline the process.

The comments debunk management's argument about "significant costs."

*"There is no evidence of significant costs for implementation of the 10-hour irreducible rest rule. However, there is extensive evidence of the problems with the current safety loophole associated with Flight Attendant fatigue.*

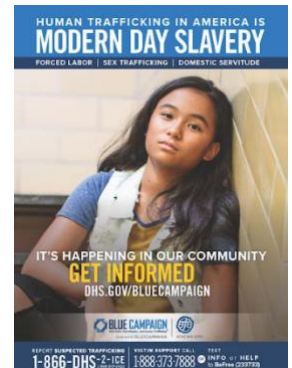
*These issues are only heightened in the wake of COVID-19 scheduling that has increased the duty time and reduced rest time, along with the stresses on the job including unruly, disruptive, and violent passenger events."* [10-Hour Rest Rule: Aviation Labor Comments](#)

Flight Attendant fatigue is real. COVID has only exacerbated the safety gap with long duty days, short nights, and combative conditions on planes. The last month of operational issues makes clear we need rest NOW, and FAA needs to implement what Congress mandated with a near unanimous vote in 2018.

### **January is National Slavery and Human Trafficking Prevention Month**

As Flight Attendants and aviation's first responders, we are uniquely positioned to identify human traffickers and assist their victims. We can take a stand against human trafficking by recommitting ourselves to end it on our planes. Human trafficking is a modern-day form of slavery. It is defined as:

- The recruitment, harboring, transport, provision or obtaining of a person by force, fraud, or coercion for the purpose of involuntary servitude, peonage, debt bondage, or slavery; or
- Sex trafficking, in which a commercial sex act is induced by force fraud or coercion – or the person induced to perform such acts is under age 18.



Human trafficking is a billion-dollar business, but Flight Attendants can be “100,000 Eyes in the Skies” to recognize and report it. We can be the ones to make the difference.

### **AFA Resources**

With all the recent changes in the workplace, please do not hesitate to reach out to an EAP Representative as we have resources that can help navigate you through these times.

AFA Employee Assistance Program: <https://www.hawaiianafa.org/eap>

AFA Navigating Change Guide: [Navigating Change Document](#)

HA Employee Assistance Program: [Life Matters](#)

And as always please send any questions to the Questions Form link: [TinyUrl.com/AFAQuestionForm](https://tinyurl.com/AFAQuestionForm)

In Unity,

Joni, Scott and Chasity

[AFA-CWA Mutual Respect Policy](#)