



## Hawaiian Airlines Master Executive Council

November 4, 2021

### **Re: Understanding Call-Me-First (CMF) and Call-Me-Last (CML)**

Dear Flight Attendants,

To provide some background, our 2020 Collective Bargaining Agreement (CBA) was ratified in April 2020. Since then, with the chaos created by the pandemic there have been delays implementing the new language. For the past few months, crew scheduling has been placing CMF Flight Attendants directly on the standby list and then, when there were still flights available, assigning Reserve Flight Attendants who were CMF in inverse seniority. This information was brought to crew scheduling's attention, and they remedied the error.

Other than updating the company's Reserve guide, the Flight Attendant group was not notified thus creating confusion once the company reverted to the correct CBA language and its intent.

Old CBA (but current application) section 8.B.2. " *On Reserve duty days, Reserve FAs shall be scheduled or assigned in such a manner as to afford them, in order of seniority, an opportunity to be credited as close to maximum as possible, unless she/he has indicated otherwise in section 8.C.2 (e.g. call me last).*" This is the guiding language on CMF. The CMF Reserve wants to fly and shall be assigned the highest credit grouping available at the time of assignment. CML is the opposite of this. CML Reserve should be assigned the lowest credit grouping available at their seniority at the time of assignment.

As a reminder, all Reserve FAs have defaulted to CML. Therefore, the only way for the most junior of the CML Reserve FAs to be assigned a pairing during the assigning process is when all the available CMF Reserve FAs are assigned pairings, and there are still open pairings remaining.

For example, there are 5 open groupings to be assigned and only 3 CMF Reserve FAs. All 3 CMF FAs will be assigned pairings, in seniority order and highest credit. The remaining 2 open pairings will go to the first 2 most junior CML FAs on the list because they are contractually next in line to receive an assignment. Once all Reserves in the CMF have been assigned, scheduling needs to continue to assign open pairings, which is what they are doing. They are moving on to the next legal FA, which is the most junior of CML.

Another example would be 5 open groupings still needing to be assigned and 8 CMF Reserve FAs. The five most senior CMF Reserves will be assigned pairings in order of seniority and credit. The remaining three CMF will be placed on the standby list because there are no available open pairings.

On a Reserve Day the company will schedule and assign Reserve FAs in order of seniority as close to their maximum as possible. We understand the past practice of crew scheduling was one that many Flight Attendants preferred. However, after discussions with management, the company agreed to comply with the intent of the language and how they process all remaining open pairings.

Change is hard, especially when we all have a current expectation from past practices on property. Please feel free to reach out should you have any other questions or concerns. Also, please visit [hawaiianafa.org/reserve](http://hawaiianafa.org/reserve) for access to the Reserve Guide and other important information.

Sincerely,

Andrew Ferreira  
MEC Reserve Chairperson