



MEC Alert

Hawaiian Airlines Master Executive Council

October 22, 2021

Re: Section 33 Retirement Benefits

Dear Flight Attendants,

Many of you have reached out to AFA with inquiries on how the terms of the vaccination mandate aligns with the retirement provisions outlined in the Collective Bargaining Agreement (CBA). For example, if you opt into the Transition Period Testing Program or the Unpaid Leave of Absence are you eligible for the Flight Attendant (FA) retirement benefits in the CBA? If you choose to retire and meet the thresholds for age and years of service – age 60 for “Normal Retirement Age” and age 40 for “Early Retirement Age” w/ 10 years of service – the answer is YES. The provisions/benefits outlined in Section 33 and Section 34 will not apply to FAs that are separated/terminated.

If retirement or early retirement is something you may be considering, you will need to notify the company of your decision to retire before the dates below depending on your individual circumstances:

- **November 1, 2021** – COVID-19 vaccination mandate in effect, you have not completed the Attestation Form, do not have an approved reasonable accommodation and are unvaccinated
- **December 8, 2021** – Transition Period Testing Program ends, you completed the Attestation Form opting into the testing program, do not have an approved reasonable accommodation and are unvaccinated
- **December 8, 2022 or the end of the Leave of Absence**– Leave of absence ends, you opted for the 12-month unpaid leave, do not have an approved reasonable accommodation and are unvaccinated

The following provisions in Section 33 and Section 34 are available to FAs meeting the age/years of service thresholds:

- **Section 33.H. Retirement travel benefits** – In accordance with company policy, interline reciprocal agreements and federal regulations, shall be extended on-line and interline free and reduced rate transportation privileges.
- **Section 33.K.1. Sick leave hours conversion** – At age 60 or older, all unused sick leave hours that the FA has accumulated shall be converted into extended medical premium coverage under the company group plan, at no cost to the FA, for the FA, her/his spouse, and eligible dependents.
- **Section 33.K.2. Continuing coverage** – Upon reaching age 60, a FA may purchase at her/his own expense health, dental, drug and vision coverage through the company's group insurance programs for herself/himself and eligible dependents if she/he remains in service and retires on her/his normal retirement date.

- **Section 33.K.3. Basic life insurance** – FAs who retire on or after their Normal Retirement Date may, at their expense, purchase from the company \$25,000 of basic life insurance. Thereafter, once each year on the retirement anniversary date, the amount of life insurance shall be reduced by \$3,000. However in no event will such retiree life insurance be less than \$10,000.
- **Section 33.K.4.a. 50% company paid insurance cost** – If a FA retires between the ages of 55 and 60 with 30 or more years of service, the company will pay ½ the cost of the medical insurance for the FA and her/his spouse until the FA reaches age 65.
- **Section 33.K.4.b. 100% company paid insurance cost** – If a FA retires between the ages of 60 and 64 with 30 or more years of service, the company will pay all of the cost of the medical insurance for the FA and her/his spouse until the FA reaches age 65.
- **Section 33.K.5. Retiree death benefit** – The company will provide death benefit coverage of \$5,000 for FAs who remain in the service of the company and on the FA system seniority list until on or after their normal retirement age and retire.
- **Section 34-19 Retiree Health Reimbursement Arrangement (HRA)** – The company will credit the following dollar amounts into an individual Retiree Health Reimbursement Arrangement (RHRA) for eligible FAs who terminate employment between January 17, 2017 and April 2, 2025. FAs will receive the applicable credit according to their Years of Service (YOS) as a FA threshold at the effective date of their retirement:

Years of Service (YOS) Requirement	Credit
30 - 35 YOS	\$10,000
35+ - 40 YOS	\$20,000
40+ YOS	\$30,000

Again, please keep in mind the highlighted dates provided above. 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](#)
