



March 20, 2020

Dear Fellow Flight Attendants,

This has been a difficult time for each and every one of us, to say the least. Please know that we all grasp how challenging it is to hear something on the news that sends shockwaves through our communities and world. Simply stated, it has been impossible to prepare for what has been happening not on a daily basis, but within hours. Amidst this chaos, we hope that you are safe and taking care of yourselves and loved ones.

Today's communication is focusing on the revised April 2020 bid packet, Leaves, Low Time Lines and Voluntary Furloughs. Many of you have questions and rightly so. As prepare to bid, we encourage you to first read the attached [COVID-19 Temporary Contract Modifications Letter of Agreement](#). Then, please read through the Q & As that we have compiled from the questions that you have brought to us. If you have questions after that, please continue to reach out to your AFA leadership.

As you look at our pared down bid packet, the company initially thought that we would have to reduce our flying by 10% in April. Since that announcement, an avalanche of city, state and country closures have forced the company to reduce our flying by 40%. While these numbers are shocking for obvious reasons, the company asked that our members consider temporary staffing reductions in April and May. As noted in President/CEO Peter Ingram's webcast, the company is making every effort to prevent involuntary furloughs.

Attached please find the Letter of Agreement (or "side letter") between the company and Association of Flight Attendants dated March 18, 2020. Please note that this language prevails over the existing contractual language should there be a dispute. As you look at the side letter, you will note that Item I is the April and May 2020 agreed upon timeline. Item II outlines the Leaves of Absence, Low Time Options and Voluntary Furloughs. Of note is that the Leaves of Absence, Low Time and Voluntary Furloughs shall be awarded in domicile seniority order.

Item II.3.B. is new language that helps to guarantee our Reserve lines. This is a welcome relief not knowing how things will change given the State of Hawai'i's possible 14-day mandatory quarantine. And finally, Item III addresses COVID-19 and our employees' health and safety.

Please continue to read the important company communications and any/all AFA-CWA communications. As a reminder, if you are not receiving our emails, we tandem post on our AFA website (hawaiianafi.org) to make it easier to look for resources. We are doing our best to work with the company to help support our Flight Attendants and also company.

Once again, we see and hear about instances where you continue to take care of one another. We appreciate a wonderful group of peers...this has been an unpredictable and awful time for all of us. Please know that as we go through this, our EAP volunteers are here to assist and help to provide you resources.

In Solidarity and With Aloha,
Sharon, Scott, Joni, Jaci-Ann, Josh
And the entire Hawaiian Airlines AFA Leadership

QUESTIONS & ANSWERS

These questions are culled from your calls, texts and emails. Please know that there are similar and additional questions from yesterday's MEC communication. We will apologize in advance as there are times when information changes and therefore answers may change. Also, if a correction is necessary, we will let you know. You can find more information on the hawaiianafa.org website under FAQs and also our Master Executive Council News.

APRIL BIDS

Q: Difference between seniority and longevity.

A: Seniority is one's rank on the Flight Attendant roster based on Date of Hire. Longevity is the number of years you actively work.

Q: How does seniority affect pay? And Longevity?

A: Longevity is the one that really affects pay. If you actively worked for 10 years, but had been off-line for 3 years, your pay rate is based on the 7th year of the pay scale.

Q: Crew scheduling said that the HNL slots is only for the 550 Voluntary Furloughs.

It this correct?

A: 550 is the number of people they want off the schedule, in some combination of Leaves, Low Time Lines and Voluntary Furloughs

Q: Do I bid for a schedule, Leave or Low time because I don't know what I am going to get?

A: This is a difficult time for all of us and we are not able to predict how many people will apply for Leaves, Low Time or Voluntary Furloughs. Each individual must make that determination his/herself.

Q: What happens if I have a bid line or Reserve and April and the company cuts more flights. Will I be able to take a Leave of Absence (LOA) or Voluntary Furlough (VF) at that point?

A: If you are a Reserve Flight Attendant, you are going to be pay protected for the minimum guarantee. Although it is set at 75 hours, it could improve based off of the language in II.3.B. If we understand you correctly, if you want to take a Leave or Voluntary Furlough mid-month, that is not possible, However, if it is opened again in May, then that is a possibility following the parameters set forth.

Q: What state do I apply for unemployment if I am based in HNL but reside outside?

A: You would apply for unemployment in the state that you are based out of. So if you HNL is your base, then you would apply for unemployment in Hawaii.

LEAVE OF ABSENCE (LOA)

Q: Why can't the company award the leaves BEFORE we bid?

A: The difficulty is that we have no projection on who will volunteer to take a Leave, Voluntary Furlough or Low Time Flying. In order to give our peers time to carefully weigh out their options during this unpredictable period, all Flight Attendants can put in a PBS bid not knowing who is going be awarded a Leave, Voluntary Furlough or even Low Time Flying. We absolutely understand the concerns, but this process best helps people assess their options with the limited time that we have given the global crisis.

Q: If the company doesn't get 550 people volunteering, am I going to be furloughed?

A: Our President/CEO shared in his webcast yesterday (3.19.20) that the company was taking every possible step to prevent involuntary furloughs. If they believe things have changed for the worse and they do need to furlough, they must provide 30 days notice per our contract language.

Q: I want to take a Voluntary Furlough, but am I able to get unemployment benefits?

A: Yes. You can apply for unemployment benefits and the company will not contest your application.

Q: If I take a Leave of Absence, will the company continue to pay my dental and medical premiums?

A: Yes.

Q: How are the leaves awarded?

A: Leaves, Low Time lines and Voluntary Furloughs are awarded by Flight Attendant preference, in order of Flight Attendant seniority.

Q: If I take 2 months leave, but then encounter a hardship, am I able to return to work?

A: The company handles hardships on a case-by-case basis. That is under normal operations. With everything that is going on, this is best asked of In-Flight Management.

Q: Will we be able to apply for Leave or Voluntary Furlough at a later date, like May?

A: This is a possibility. With all that is going on in the world, things have been unpredictable.

Q: I came from customer service. If I am furloughed, can I return to that department?

A: Please check with the IAM. We believe that one factor is how long you have been in the In-Flight Department.

VOLUNTARY FURLOUGH

Q: Can the company just extend us past the 6 months if they want to without giving us a choice???

A: No.

Q: Do I still get dental and medical for my family if I do the Voluntary Furlough?

A: Yes. The company will cover the plans that you were enrolled in prior to starting your Voluntary Furlough.

Q: Am I able to return to work once the 6 months is up?

A: Yes.

Q: Is the Voluntary Furlough available in 2 month blocks?

A: No. It is based on a 6-month block.

Q: Any idea how much unemployment pays?

A: There is a calculation based on your income that is available on-line. What is available to you is specific to you so it is difficult to speak in broad terms. It is best to work with the Unemployment Agency but please know that within the state, they have communicated that they were unprepared for the thousands of applications that have been coming in. They said that they are currently working on how to improve their over-loaded system.

Q: After the 6 months of furlough, at its expiration, can you elect to return instead of extend?

A: As of this writing, this has not been discussed. With things changing by the day, it is best to wait and see what happens as the next months unfold.

INVOLUNTARY FURLOUGHS

Q: Can the company furlough me if I am on a Leave of Absence (LOA)?

A: There is specific language outlining the steps for furloughing Flight Attendants. The company needs to adhere to these protections in the contract. Depending on the timeline and where you are in your leave, it is possible. It is important to pay attention and understand the company communications. Our President/CEO Peter Ingram addressed the employees yesterday in his webcast. He affirmed that the company is doing everything they can to prevent involuntary furloughs.

Q: At my seniority, is it better to take a voluntary furlough ahead of being involuntarily furloughed?

A: It is really difficult to know what is happening day to day let alone in the next months or years. President/CEO Peter Ingram has messaged that the company is doing all that they can to prevent involuntary furloughs company-wide. Rather than immediately preparing for something that might not happen, please review what is available to you now and bid (or apply) accordingly. This is a difficult time for all of us and we are not comfortable suggesting that a Flight Attendant do anything specific mostly because this is a personal choice for each individual. Involuntary Furlough does receive Furlough Pay based on years of service. Read Section 16.M of our contract for more information.

Q: What happens if you are on voluntary furlough and the company needs to use involuntary furlough while you are out?

A: Your voluntary furlough gets converted to an involuntary furlough and all 16L provisions for involuntary furlough apply.

Q: With all that is going on in our negotiations, is the contract applicable for the furlough language?

A: Our contract is still in effect, in cases of conflict between the contract and the COVID-19 side-letter, the side-letter controls.

Q: If the company cuts more flights in April, are we just going to get furloughed?

A: We don't know but it's possible

MEDICAL/HEALTH

Q: Do I return my full medical coverage if I take the 1 – 2 month voluntary furlough?

A: Voluntary Furlough is for 6 months and qualifies for company-paid medical coverage. [It is NOT offered for 1 or 2 months.]

Q: If I do the voluntary furlough for 6 months, does the company cover my full medical benefits?

A: Since you are helping to off-set the furlough, yes, the company covers all dental and medical benefits that were intact before the leave.

Q: If I am on OCC now, will my pay be impacted in any way by the insurance company?

Will those on OCC be forced into furlough?

A: The company is working on addressing all Workman's Comp issues during this time. They have not gotten back to the AFA, but some Flight Attendants are reaching out directly to the Hawaiian Airlines Human Resources Department.

COVID-19

Q: I choose to do COVID-testing on my own, will the company pay protect me?

A: This is a great question. Please contact In-Flight Management as they can speak to this.

Q: If choose to test on my own, am I obligated to notify the company that I am awaiting results?

A: Again, please contact In-Flight Management so they can address this.

TRAVEL BENEFITS

Q: If I am on a voluntary furlough, am I able to use my flying benefits?

A: Yes, you are able to maintain your flying benefits on Hawaiian Airlines. Other carriers may have different rules. You can find a complete listing on non-revenue travel on HApeople.com in the OA (Other Airlines) tab.

Q: Am I able to jumpseat while on leave or voluntary furlough?

A: No, but you can pass travel on HA. You cannot jumpseat on other airlines.

AFA DUES

Q: If I take a voluntary furlough (April through September), what are my dues obligations?

A: You have to pay your dues for 90 days.

Q: Do I have to pay my dues while on leave/furlough in order to vote?

A: All members are required to pay union dues for 90 days during leave. Please ensure that you are current with your dues as this will ensure that you are able to participate in any voting in that duration. You can pay your dues on-line: https://secure.unasecure.net/afanet/dues_payment.cfm

Q: If so, if my dues are automatically deducted, is someone going to send me a bill?

A: If your dues are currently deducted and you take a Leave, you are responsible for dues the next 90 days. Please ensure that you keep up with your monthly payments utilizing the link above.

DAILY BUSINESS

Q: If I am on maternity leave through mid-May, am I still able to apply for the Voluntary Furlough?

A: Our understanding is that you have to complete your leave before applying for a new one. We will look into this and if we learn different, we will get back to you.

Q: What is the status for recurrent if I am on Leave or Voluntary Furlough?

A: The company sent out a memo addressing this very question and you can find it on the ifs website. If you are unable to go to recurrent because of Leave or Voluntary Furlough, please make arrangements with In-Flight training. Communication is the key to ensuring that you are in compliance.

Q: Can I vote on the TA while on leave/furlough?

A: All members are required to pay 90 days of union dues during any leave. During this period, you are able to vote on the ratification of our Tentative Agreement. However, you will need to ensure that you are caught up in your payments. One way to pay for your dues is on-line.

https://secure.unasecure.net/afanet/dues_payment.cfm