



July 9, 2020

### **Support the CARES Act Payroll Support Program Extension/WARN Notices**

COVID-19 is still very much a threat to our health, jobs, industry and entire country. Every airline is reviewing current staffing levels and predictions for the fall, as payroll support and no involuntary furlough requirements end October 1. That's why it's so important we continue fighting to extend the CARES Act Payroll Support Program and our job protections through March 2021.

While we fight for an extension, the airlines are notifying employees of potential furloughs as required by federal and state laws. Aviation workers have begun receiving "WARN notices" sent to employees who could be subject to furlough. These notices are a "warning" of a potential furlough, they are not notices that actually furlough employees.

A WARN Notice is a legal notice 60 days (minimum) in advance of mass layoffs. WARN notices are provided to all workers that may be furloughed. Section 16 in our contract requires the company to offer voluntary leaves, low-time lines, voluntary furloughs and early out options before involuntary furloughs. All of these options will lower the number of involuntary furloughs. The bottom line is WARN notices do not determine actual involuntary furloughs - but we should take these notices seriously and redouble efforts to extend the CARES Act Payroll Support Program. The most important action you can take for our jobs is to send letters and make calls. Stay informed, engaged and active. Together we can protect our jobs and our careers for the future too.

 **House - 1-888-907-9365**

 **Senate - 1-888-848-4824**

[A Video From your Government Affairs Activists](#)

### **Reserve RAP Inconsistencies**

A memo from crew scheduling dated June 25, 2020 outlined implementation of assigning Reserve flight attendants into a limit of three (3) Reserve Availability Periods (RAPs) referencing new language in Section 8.P.1. for the month of July 2020. These RAPs would be 02:00-14:00, 06:00-18:00 and 09:00-21:00. However, after noticing discrepancies for HNL Reserve FAs since the beginning of this month (some days with

more than the 3 RAPs up to 6-8 RAPs) the AFA began a day by day tracking and brought this to the company's attention. We are in the process of working out a solution.

## **Early-Out Meeting with Management Scheduled**

Minutes before this communication was scheduled to be posted, the company has reached out to AFA and scheduled a meeting on Monday, July 13, 2020 in regards to their Early-Out Proposal. We are unaware of what will be discussed in the meeting but we will keep you all posted as we get further information. Please know that we will need time to discuss with the AFA Leadership first before presenting anything to the members. You can expect an update by the end of next week.

## **Zoom Briefing**

If you have any questions about the information contained in this communication, the MEC leadership will be hosting a zoom briefing to answer any questions. The briefing will be 30 minutes long and moderated by Josh Aoki, LAX LEC President. If you have any questions please send them ahead of time to [josh.aoki@hawaiian47.org](mailto:josh.aoki@hawaiian47.org). We will only be addressing issues that are relevant to this MEC Update. All other questions will be directed to the appropriate resource and will be answered at a later time.

**Friday**  
**July 10, 2020**  
**12:00PM (HST) / 3:00PM (PST)**

Join Zoom Meeting

<https://zoom.us/j/4485821783?pwd=ZEtaQ2dSU29KVGZERDgyZkorS0ppdz09>

Meeting ID: 448 582 1783

Password: 6KbxXc

In Solidarity,

Joni Kashiwai, Scott Henton, Chasity Theno, Jaci-ann Chung, Joshua Aoki and the entire AFA Leadership