



August 20, 2020

Dear Members,

Today's communication continues to focus on the Section 16.L. Offset Leaves and options provided by the company on Monday, August 17<sup>th</sup>. We have received questions and requests for clarification – the most frequent outlined below. We have also attached an updated chart from last week's presentation "Understanding Section 16" outlining the 3 options being offered per Section 16.L. We know there's so much information out there with many moving parts. All of this can change if we are successful in legislating the extension to the CARES Act Payroll Support Program.

Why is the company capping the 6-month voluntary furlough at 20 positions?

This is one of the first questions we asked in our discussions with crew planning knowing that the 6-month voluntary furlough would be one of the more popular options. The company explained that unfortunately looking forward to the recovery for Hawaiian was projected to take longer than originally anticipated. The current situation of the continued extension of the 14-day quarantine, the delay of the COVID testing requirement for travelers, the inability of the company to book future travel and generate income – all of these factors have contributed to the company needing flight attendants to remain off the line for a longer period of time.

If the company were to offer for example an unlimited amount of 6-month voluntary furloughs it could potentially trigger a second wave of involuntary furloughs in March 2021 when FAs start to return to the line. It would be a short-term solution to a long-term problem. Involuntary furloughs are an emotional roller coaster and the company is trying their best to project staffing furloughs. October 1<sup>st</sup> is the anticipated date for involuntary furloughs to begin and working back from that target date requires the company to officially notify all FAs by September 1<sup>st</sup>. The voluntary options – total number of FAs taking the VEOP and the total number of FAs taking one of the 16.L. Offset Leaves – will offset the total amount of FAs that will be involuntarily into 2021 and avoid an ongoing wave of furloughs.

Why is the company doing the 16L leaves for October when we are only in August?

The purpose of Section 16.L. Offset Leaves is to reduce the number of impending involuntary furloughed. Because of this timeline these leaves need to be offered and awarded by the end of August so the company can get an accurate number for involuntary furlough.

### Why is the company allowing COVID LOA to bid for the 16L Furlough Leaves?

Initially, the company considered canceling all COVID LOA effective October 1<sup>st</sup> which AFA felt would be disruptive to FAs that planned around having this time off. The company agreed to allow the COVID LOA to run through December 31, 2020. The only month that is affected or canceled is January 2021. FAs on a COVID LOA can transition to a 16.L. Offset Leave if a FA bids for one of the options and has the seniority to be awarded the option of their choice.

- If a FA on a COVID LOA bids and is awarded a 16.L. Offset Leave they will transition to the 16.L. Leave effective October 1<sup>st</sup>.
- If a FA on a COVID LOA bids and is not awarded a 16.L. Offset Leave they will remain on their COVID LOA.

### How many positions are being offered for the 12-month, 18-month, and 24-month voluntary furlough? The company's posting that says "no limit" is confusing.

The 16.L. Offset Leaves that are capped are as follows:

- 14-month Leave of Absence – 10 positions
- 14-month Low-Time Line – 10 positions
- 6-month Voluntary Furlough – 20 positions
- 12-month, 18-month, 24-month Voluntary Furlough – 635 positions total

The total amount of 16.L. Offset Leaves being offered is 675. If the 40 positions outlined above are subtracted from 675 that will leave 635 positions on the remaining options of 12, 18 or 24 months in any combination.

### **MEC Zoom Meeting**

As a reminder we will be hosting our weekly MEC Zoom Meeting tomorrow. The meeting will be one (1) hour long. We will be discussing everything in this Communication. We will be answering questions at the very end of the meeting. We look forward to seeing you and hoping to shed some light on the many questions we have received.

MEC Zoom Meeting, Friday, August 21, 2020 @ 1200 pm/HST

<https://us02web.zoom.us/j/83789994110?pwd=MDAyRWtUZVhBR3ptTzFITlpNNEpsZz09>

Meeting ID: 837 8999 4110

Passcode: 124207

Call in: (669)900-6833

### **Updated 16.L Offset Leaves Chart**

Below you will find an updated comparison chart for 16.L Offset Leaves. As the chart below may not answer all the questions you have, we do hope the chart will help answer some of them.

## 16.L Offset Leaves \*revised 8/19/20\*

	Low Time	Leave of Absence (LOA)	Voluntary Furlough
Who can apply?	<b>All Flight Attendants, except those on OCC, can apply for a 16.L Offset Leave</b>		
Duration (A total of 675 available awards)	<b>14 MOS</b> (10 Awards)	<b>14 MOS</b> (10 Awards)	<b>6 MOS</b> (20 Awards) <b>12 MOS</b> (No Limit) <b>18 MOS</b> (No Limit) <b>24 MOS</b> (No Limit)
Longevity to continue for (30) days	✓ Continue at 1/2 thereafter	✓	✓
Maintain and accrue seniority	✓	✓	✓
Cash out or bank unused vacation	N/A	✓	✓
Recall notification **Recall from leaves cannot be done until all Involuntary Furlough FA's have been called back	Can be canceled by the company only after the LOA have been recalled	Can be canceled by the company only after all IVF and VF have been recalled	30 Day Notice
Recurrent Training while on 16.L Leave	✓	✓	✓
Non-rev travel for spouse, dependents and buddy passes for (1) year	N/A No changes to travel benefits	✓	✓
Unemployment	N/A	Will not contest	Will not contest
Company Paid Medical Premiums	(6) Months company paid premium. After (6) Months FA continues medical contribution as if a full time employee unless FA falls below (35) hours.	(6) Months	(6) Months

Please continue to access the resources provided to you on our website: [hawaiianafa.org](http://hawaiianafa.org) which has complete information including the most recent version of “Navigating Change”. Any questions can be sent to our MEC Communications Chair Andrew Ferreira at [andrew.ferreira@hawaiianmec.org](mailto:andrew.ferreira@hawaiianmec.org).

In Solidarity,  
Your AFA Leadership