



November 22, 2021
TPTP Progressive Discipline

Dear Fellow Flight Attendants:

For those members who are participating in the company's Transitional Period Testing Program (TPTP), it is imperative that you fully understand the company policy, process and what is expected from this program.

We are now at the start of the third week of testing and the company is sending out non-compliance letters. **Please know that the first step goes directly to a hearing.** It also appears that the next steps will also immediately go to hearings. Although the AFA-CWA adamantly disagrees with the company's version of progressive discipline, what we have learned is that in the first hearing, the company is seeking out a suspension equal to the days of non-compliance for the first step.

When the company articulated their 3-step progressive discipline, the MEC immediately tried to work and resolve our concerns based on our Collective Bargaining Agreement. We were not able to agree, so the MEC filed a grievance [46-99-2-22-21] that was supposed to be heard on November 18, 2021. That hearing was postponed, however, our grievance still stands. We have progressive discipline that is agreed upon in our Contract, Section 34 – 5. Our position is if the company does not agree to this language, then the MEC is open to discussion. We are not, however, open to implementation of a disciplinary process that partially refers to the Contract while ignoring the rest.

For any and all TPTP participants, we implore that you ensure that you understand TPTP and what it entails. There have been issues and miscommunications with the company and also their testing vendor. If you have ANY questions, please seek out your inflight manager and/or the People Relations group (PRM.inflight@hawaiianair.com) so that your testing can be timely.

Stronger Together, Better Together,
Jaci-Ann, Kahea, Kerri
and the entire Council 43 AFA Leadership Team