



JUNE
2022



Happy Pride!!!!!!!

June is LGBTQIA+ Pride Month and we are waving our flag high and proud. Many people ask why we have pride month and it really is a time to acknowledge how far our community has come in regards to human rights and equality. Last year, we interviewed Alvin Dajano and he explained what pride month meant to him. You can watch that interview by [clicking here](#).

The rainbow flag, which has been a symbol of pride, has developed over the past few years. To read up on the history of the pride flag, [this article](#) dives into how it all came about. Looking at the pride flag now, you notice that there are added colors and this was done to be more inclusive of trans and people of color who are also a part of the LGBTQIA+ community.

Though we have accomplished much, there is still so much more that needs to be done. Although we strive for equality in many aspects, one alarming issue we wanted to highlight is protecting our LGBTQIA+ Youth who are at higher risk of suicide due to bullying.

- Suicide is the second leading cause of death among young people aged 10 to 24 (Hedegaard, Curtin, & Warner, 2018) — and lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) youth are at significantly increased risk.
- LGBTQ youth are more than four times as likely to attempt suicide than their peers (Johns et al., 2019; Johns et al., 2020).
- The Trevor Project estimates that more than 1.8 million LGBTQ youth (13-24) seriously consider suicide each year in the U.S. — and at least one attempts suicide every 45 seconds.
- The Trevor Project's 2022 National Survey on LGBTQ Youth Mental Health found that 45% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.



If you or someone you know is struggling with the above issues, [The Trevor Project](#) offers counselors 24 hours of the day, 7 days a week.

Reserve Self Assignment

As mentioned in our last newsletter, the Reserve Self Assignment (RSA) is slated to launch in August of this year. Our AFA Team has been working diligently to create training modules and classes to prepare our reserves for this new program. We wanted to acknowledge the hard work of this team who consists of Ka'imi Lee who heads this committee with the assistance of Nate Genovia, Paul Ikioka, as well as other HNL representatives. Please expect more updates to come.

PRIDE PINS AND TAGS

There is a major delay in our pin order and we will do our best to get pins out before the end of the month. We encourage those who have AFA Pride Pins to where theirs above their name tag. We do have a limited supply of AFA Pride Bag Tags. If you would like one, please contact [Nate](#) or [Beth](#) who will get one into your file as soon as practical.



Irregular Flight Operation!! Layover or Deadhead??

If you are on a flight with irregular operations (i.e. a delayed flight or minimum crew) and are illegal to work your return flight home, will you layover or will they deadhead you??? Well... it depends on the situation. The company has a few factors in deciding your options.

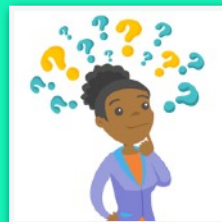
Minimum Crew on any Aircraft

Due to FAA regulations, a crew flying over 14 hours at minimum crew must have an extra flight attendant to fly up to 16. On the A321, that would be 5 flight attendants to fulfill this FAA requirement and 7 flight attendants on the A330. If your flight goes out with the minimum (4=A321 or 6=A330), that is considered minimum crew and you would not be able to work back because your duty day is projected to be over 14 hours. In this scenario, Crew Scheduling can deadhead you back so long as you make it back to domicile within the printed duty day plus 2 hours. If you do not fulfill that requirement you must layover. The alternative is if the return flight that you were supposed to work is sold out or overbooked, the company can make you layover and deadhead you on a later flight due to no seats available.

Any Delayed Flight Projected Over Your Legal Duty Day

With any delayed flight on either aircraft, if you are projected to go over your legal duty limit, you must layover.

With more of these scenarios taking place, we wanted to clarify what warrants a layover or a deadhead back and it really just depends on the issue. If you are in an irregular operation scenario, please feel free to contact any of your union reps and we will do our best to assist you.



California Rest Law

Some of you may be aware of California Legislation that requires a 10 minute uninterrupted break for every 4 hours of work and 30 minute lunch breaks for every 8 hours of work. Flight Attendants, who worked for the late Virgin America, sued the former airline saying that the California Law should apply to them as well because they are based in California. The Flight Attendants were successful in their suit and the state courts have said that this law does apply to CA based employees. The Airlines for America (A4A) who represent all American-based airlines including Hawaiian Airlines, appealed this decision to the higher courts saying that FAA rest requirements are already factored into flight attendant fatigue and that this law can negatively affect bases in California as some airlines may choose to relocate out of California due to them not being able to accomplish the requirements of the law.

Your officers have had many discussions with management since the lawsuit was filed to discuss how this would affect our LAX base if the law was upheld. In our most recent discussion, there is no looming threat as the company feels they are able to meet the requirements of the legislation however, this may affect the opening of the Bay Area base but it's too soon to tell.

We understand that a Bay Area Base is something that some of you are in support of. Know that your LAX Officers are advocating for this to happen which is why we have called on our AFA International Staff to analyze the data.

We have involved our AFA Staff Attorney - Richard Wrede who has solicited the help of our AFA Financial Analysis - Theresa O'Donnal to factor in the cost of the Bay Area Base versus laying over a Honolulu based crew. We will keep updated on anything related to this.

A Message From Your Safety Committee Kyle Chang

IFM Compliance:

FAA will continue to ensure IFM familiarity compliance checks through the month of June. Spot checks and compliance coaching are being conducted by HAL Management during pre-flight briefing at the CRO and departure gates. Please take it upon yourself to ensure your IFM is updated with the most current bulletins. [Click here](#) to see the most recent Revision and Bulletins. Use the Log of Effective Pages to do a page-by-page check of your IFM.

Safety Reminders:

Our new aluminum water bottles being sold on the plane present a couple safety concerns. Please take caution as the metal ring below the cap is sharp and have been known to cause papercut-like lacerations. Also, the aluminum bottle is NOT insulated; therefore, hot water should never be dispensed into it. Hot water will make the aluminum bottle HOT and unsafe to touch.

COVID:

Lastly, Covid is still very much present, with our busy season coming up please continue to take the necessary precautions to protect yourself.



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