



August 31, 2020

Dear Hawaiian Flight Attendants:

**It goes without saying that these are very tumultuous times for all of us and our industry.** March, when all this started, seems like a lifetime ago. Adding to everyone's concern was the recent last-minute change to the "uncapped" awarding of all of the leaves, voluntary furloughs (VF) and low-time lines (16.L. "Off-set" leaves) and Peter Ingram's statement that the need to increase the number of Flight Attendants from the payroll has expanded along with other employee groups.

Throughout all of this, AFA has been advocating for all of you so that your rights are protected, our Contract is followed, and involuntary furloughs are reduced as much as possible.

**The Company has increased its projections for Flight Attendant headcount reduction from 675 to 816.** That is a significant increase and translates to almost 40% of our seniority list. Our industry has never faced a situation like this before. Travel demand has dropped off a cliff, and across the industry, carriers are announcing drastic involuntary furloughs that they project will last a significant amount of time. Nothing is static in this difficult period; anything could change without notice.

#### **COVID Leaves vs 16.L. "Off-set" provisions...What's the difference?**

Basically, the offered COVID Voluntary Furloughs and low-time lines mimicked the 16.L. provisions, but the leaves were limited to 1 and 2 months. The contractual 16.L. "Off-set" provisions can only be offered prior to an impending involuntary furlough. Because the CARES ACT prohibited involuntary furloughs before October 1, but the company still had the need to reduce headcount, AFA agreed to the COVID Leave provision Letter of Agreement in March. Essentially, AFA allowed the company to post 16.L. "Off-set" provisions even though there was no pending involuntary furlough.

**Our Contract contains a requirement to post voluntary options to decrease the number of involuntary furloughs.** Section 16.L. spells out the steps the company must take in seeking "off-set" VFs, leaves, and low-time lines. This was done and now must be conducted a second time because the company has significantly increased the number of headcount reduction.

#### **Round #1 of the 16.L. "off-set" provisions: CAPPED/UNCAPPED...Confusion**

AFA advocated for "NO Caps" on the bid posting. However, management disagreed and put out the posting with limits on the number of certain categories. After bidding closed, it became apparent that if awards were done without limits, many more Flight Attendants would avoid involuntary furlough. At that point, the decision to award without caps was made.

The first round of 16.L. Leaves (awarded 8/27) will remain as awarded except for those who were awarded a 12-month VF who would rather have held a 6-month VF. **Because the original bid information stated that the 6-month VFs would be capped at 20, AFA has advocated with management that a Flight Attendant who desired a 6-month VF, but did**

**not bid one and instead bid was awarded a 12-month VF, will be considered for a 6-month VF.**

In order to be considered for a 6-month VF, a Flight Attendant already awarded a 12-month VF must email [fapbs@hawaiianair.com](mailto:fapbs@hawaiianair.com) and cc [Joni.Kashiwai@hawaiianmec.org](mailto:Joni.Kashiwai@hawaiianmec.org) (AFA MEC President) by September 8, 2020 with the request. There is no guarantee that a Flight Attendant requesting this will transition from a 12-month VF to a 6-month VF – AFA will be working with management on processing these requests, and all changes will be made in seniority order. Please note that those requests will be awarded if the number does not disproportionately erode the total number of 12-month leaves, and if awarded, will be processed in seniority order.

### **Why does management care about 6-month vs 12-month (or longer) leaves?**

Management's goal is to get as many Flight Attendants as possible on leaves and VFs for longer durations. The 6-month VF is a contractual requirement and must be offered. The long-range staffing numbers are an assumption at best and with the continued decline in travel demand and the closing of Hawaii, anticipation is that flying will be reduced. One of the biggest factors for the company is the state safely re-opening to tourism.

### **Round #2 of the 16.L. "off-set" provisions: UNCAPPED!**

Bidding will open tomorrow, September 1 on another round of 16.L. "Off-set" provisions - required because the company dramatically increased the headcount reduction target. There are NO CAPS on awarding any of these "off-set" categories. Anyone bidding them will be awarded. Bids open September 1<sup>st</sup>, and close on September 9<sup>th</sup>. Awards will be posted by the 11<sup>th</sup>.

### **Per Vice President Sparling's letter:**

All previously awarded VEOPs and 16.L awards will not be changed, unless a FA who was awarded a 16.L leave of any kind, wishes to apply for a VEOP, or anyone who bid for a 6-month or a 12-month leave may bid for a longer leave.

**If you did not originally bid for a 6-month leave and bid a 12-month leave because you didn't think you could hold the 6-month leave based on the cap, but would have bid for a 6-month leave had you known that availability was uncapped, please send an email to [fapbs@hawaiianair.com](mailto:fapbs@hawaiianair.com) and cc [Joni.Kashiwai@hawaiianmec.org](mailto:Joni.Kashiwai@hawaiianmec.org) by September 8, 2020.** Those requests will be awarded if the number does not disproportionately erode the total number of 12-month leaves, and if awarded, will be processed in seniority order.

### **How does this work with involuntary furloughs?**

The 16.L. "Off-set" provisions (and the Voluntary Early Outs (VEOPs)) are designed to reduce the number of Flight Attendants who will be involuntarily furloughed. The more Flight Attendants awarded these provisions, the fewer will be involuntarily furloughed. The final number of those subject to involuntary furlough effective October 1<sup>st</sup> will not be known until the final awarding of this round of 16.L. "Off-set" provisions. However, furlough notices were sent out today, August 31<sup>st</sup>, because of the contractual 30-day notice. **In all likelihood, some Flight Attendants**

**receiving an involuntary furlough notice will have their involuntary furloughs rescinded before October 1st.**

### **Voluntary Early Out Program (VEOP)... Round #2**

AFA has requested that the company put out the VEOP for bid once again. All provisions are the same. Bids will open on September 1<sup>st</sup>, and close on September 7<sup>th</sup>. Those awarded will have until September 9<sup>th</sup> to rescind their award.

### **Uncertain and Anxious Times**

As we navigate this situation, AFA is doing everything possible to support our members and mitigate furloughs. We realize that we all suffer from the stress of these uncertain times – union leaders and volunteers are not immune to the situation. Your **AFA EAP** <https://www.hawaiianafa.org/c43-eap> is always ready to assist and will respond to your outreach.

### **Payroll Support Program (PSP) Extension...Call Now!**

One way to feel more in control is by taking action and encouraging others to do the same. One of the most important things you can do to help is to **contact your congressional representatives**. Please call the AFA Action line and enter your zip code to press for the extension of the Payroll Support Program (PSP). This extension will save jobs and eliminate involuntary furloughs for another 6 months.

AFA Action Line: 888.848.4824

Necessary Information: Give them your name, you are a flight attendant and constituent

*Say you are “calling the Senator to tell them an Executive Order will not save my job as an essential worker in aviation! The Senate needs to pass a COVID relief bill that includes a CLEAN extension of the Payroll Support Program. The Payroll support Program has overwhelming bipartisan support in Congress and they NEED TO ACT NOW, preventing massive job and healthcare losses not only in the state but across the nation come October.”*

These are challenging times for all of us. There will be additional questions that arise; know that we are still working with the company to resolve them and will keep you apprised.

In the meantime, to help streamline communications, we have created a new MEC Questions form. This electronic form will help to coordinate your communication with the leadership. Please use this form for any future questions rather than emailing our MEC Communications Chair. Andrew Ferreira has done a fabulous job transitioning us to this new tool. Please know that we will continue to monitor and assess our processes to make it easier for the membership to communicate with the leadership.

[MEC Questions Form](#)

In Solidarity,  
Joni, Scott, Chasity, Jaci-Ann, Josh  
and the entire AFA Leadership