



NC UPDATE

AFA Negotiating Committee - Hawaiian Airlines

Thursday, May 28, 2020

Dear Fellow Flight Attendants,

This is a friendly reminder to please join us tomorrow, May 29, @ 1000 HST for a Zoom meeting about the contract implementation. We will be hosting a two-hour meeting focused on the implementation schedule for contract provisions. Please see the attached, updated implementation table we will be using for the meeting. In order to facilitate the meeting structure, please review the list and email any questions to the NC at AFAContract2017@halafa.org. Questions will be taken during the meeting but having more questions before the meeting will help us direct the presentation to answer questions submitted.

AFA Zoom Meeting: Contract Implementation

Friday, May 29 @ 1000 HST

Link: <https://zoom.us/j/99652163783>

Phone: +1 669 900 9128 US (San Jose)

Meeting ID: 996 5216 3783

Your AFA Negotiating Committee has been working with the company on the anticipated implementation schedule for the various provisions of the tentative agreement, now that it has been ratified. The process is complicated, and we hold daily meetings with the NC and weekly meetings with all the company stakeholders for each item.

An updated chart outlining each change to our former Contract and the target implementation date is included in this document. Many items have already become effective.

We look forward to connecting with you as we all navigate the new landscape in the face of the pandemic that has so dramatically changed our lives, our work, and our interaction.

Mahalo,

The Negotiating Committee

Sharon Soper, Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke, and Paula Mastrangelo – AFA Senior Staff Negotiator



2020 Implementation Checklist

5/28/2020
Legend on page 7

ITEM	SECTION	SUBJECT	STATUS
SECTION 1: RECOGNITION, SCOPE AND JOB SECURITY			
1	1.B.	Scope: Codeshare, Joint Venture	4/3/2020
SECTION 2: DEFINITIONS			
2	2.V.	Update definitions section	4/3/2020
SECTION 3: COMPENSATION			
3	3.A.1.	Pay Chart (Pay Rates)	4/1/2020
4	3.A.3.	New: \$0.50 longevity increase at 25 YOS	4/1/2020
5	3.C.1.a.	Interisland FFA pay \$2.50	4/1/2020
		B787 FFA (Non-ER, under 14 hour duty period)	4/1/2020
		B787 (ER, over 14 hour duty period)	4/1/2020
6	3.C.2.a.	Add A320/B737 family into premium chart	4/1/2020
		B787 Coach Lead - \$2.50	4/1/2020
		B787 Galley - \$2.50	4/1/2020
7	3.C.2.d.	ER galley pay changed from ER flights to ER groupings	4/1/2020
8	3.C.4.	LQ Lead BC Premium \$4.00	4/1/2020
		LQ Lead YC Premium \$3.00	4/1/2020
		LQ Service Premium \$2.00	4/1/2020
		Samoan/French \$3.00	4/1/2020
		New: 'Olelo Hawai'i \$4.00 FC/\$3.00 YC	4/1/2020
9	3.F.	B787 Understaffing - \$10.50	4/1/2020
10	3.J.3.	International Average Minimum Daily Guarantee (4:10/day)	9/1/2020
11	3	New: \$0.50 Interisland duty premium	4/1/2020
12	3	New: Reasons Codes for Salary Adjust	In Progress...
SECTION 4: EXPENSES			
13	4.H.	Interisland water bottle	5/1/2020
SECTION 5: MOVING			
14	5.A.1, 3, 4.	"Stand Insteard" for Moving	4/3/2020
15	5.B.	One paid move in an 18-month period unless it involves displacement	4/1/2020
16	5.B.2.a.	Flat Rate Moves:	
		HNL to West Coast \$3,500	
		West Coast to East Coast \$3,500 HNL to East Coast \$7,000	4/1/2020
SECTION 6: UNIFORMS			
17	6.B.1, 2.	Updated Uniform Complement; include rollaboard, tote, cooler.	4/3/2020
18	6.C.2.	Uniform Points 650/year (starting with calendar year 2020)	6/1/2020
19	6.C.9.	Eliminate garment/duffle bag options.	4/3/2020
SECTION 7: HOURS OF SERVICE			
20	7.C.2.b.	Staffing Table: (Standard Crew)	
		a) Delete DC-10	
		b) LAX A330 Staffing Increase for FMASON	
		c) B787-9 Staffing (change from B787-9 LOA)	
		d) Crew to Load 90% (change from B787-9 LOA)	4/3/2020

ITEM	SECTION	SUBJECT	STATUS
21	7.C.2.b.	Staffing Table: (Standard Crew) - Add A321 Staffing Chart	1/1/2021
22	7.C.2.d.(5).	Staffing Chart: (Augmented) a) Delete DC-10 b) Add B787-9	4/3/2020
23	7.C.2.d.(5).	Staffing Chart: (Augmented) - Add A321neo	4/3/2020
24	7.C.2.f.	<i>New:</i> North America One-Way Staffing Carve Out for 787-9	4/3/2020
25	7.D.1.a. 7.D.2.a.(1).	Exempted rest requirement prior to AFA/Company Business and CBT Recurrent Homestudy	In Progress...
26	7.D.2.a.(2).	New example showing when the FA is pay protected for back-to-back ER flights with at least 1:30 between trips	In Progress...
27	7.D.2.b.(3).	<i>New:</i> Reduced notification window to 1:30 prior to roll time (from 2:15 prior to published departure)	5/15/2020
28	7.D.2.d.	18 hours free from duty after 20/48 or 24/72 only applies to reserves (not bid line holders)	In Progress...
29	7.D.2.f.(1).(a).	Incorporate and modify B787-9 rest seats provisions (mid-cabin); Add A321 rest seats provision	4/3/2020
30	7.D.2.f.(3)	Added A321 augmented/diurnal rest seats	4/3/2020
31	7.D.2.f.(13), (14),(15).	B787-9 Crew Rest bunk provisions (from B787-9 LOA)	4/3/2020
32	7.D.2.f.(19).	Add "in seniority order" for deadheaders Crew Rest access	4/3/2020
33	7.D.2.f.(20).	<i>New:</i> Add F/A pass rider access to Crew Rest facilities.	4/3/2020
34	7.E.	a) Heading change: "Delayed Trips" b) Add new sub-heading: "Removal from a Delayed Trip"	4/3/2020
35	7.E.7.	<i>New:</i> Added notification window and deadline for delayed trip in domicile.	5/15/2020
36	7.F.1.a.(1), (2).	Interisland minimum turn time to determine exceeding 12 hours on duty	5/15/2020
37	7.I.1.	Company ability to recall without using all available reserves	In Progress...
38	7.I.1.a, b.	Recall electronic notification and procedures	In Progress...
39	7.I.1.c.	Asia LQ Recall Bypass (to fill LQ Lead positions)	In Progress...
40	7.K.2.a.(2).	Vacation and Sick Leave make-up super seniority eliminated	5/15/2020
41	7.K.3.	Changed Open Time order of assignment following Trip Request and added reference to reserve self-assignment	In Progress...
42	7.K.4.a.(4).(d).	Change: Added "including" before "Interisland Reserve Desk Flight Attendants"	4/3/2020
43	7.U.1.	Added Interisland crew snack	5/1/2020
44	7.U.2.	Deleted Interisland FA requirement to pay for meal	4/3/2020
45	7.Z.2.	Deleted Categories I, II, III from charters	4/3/2020
46	7.Z.2.	Amended to electronic notification for charters	In Progress...
47	7.Z.3, 4.	Changed request and award procedures for charters	In Progress...
48	7.AB.	Company Business (COB) rest provisions	In Progress...
SECTION 8: RESERVES			
49	8.A.4.	Changed "Standby Duty" to "RAP"	4/3/2020

ITEM	SECTION	SUBJECT	STATUS
50	8.B.2.	Added reference to self-assignment process; Calling out at 85 hours: a) added FLICA option b) deleted FAX option	4/3/2020
51	8.C.2.	Reserve released after 0030 LDT not required to accept another duty day in the same calendar day	5/1/2020
52	8.F.4.	Memorialize ADOs can only be cancelled if assigned a trip	4/3/2020
53	8.H.	Reserves ending a duty period can only board trips if assigned to the trip.	4/3/2020
54	8.J.	<i>New:</i> Reserve Self-Assignment (RSA) process	In Progress...
55	8.K.	<i>New:</i> Pre-Assignment (manual)	In Progress...
56	8.M.	LQ Assignment (manual)	In Progress...
57	8.O.	<i>New:</i> Rescinding LQ Assignments (manual)	In Progress...
58	8.P.	Creation of the standby list: (3-RAPs), (3-Buckets)	In Progress...
59	8.Q.	Assignments from the standby list	In Progress...
SECTION 9: SENIORITY			
60	9	Seniority: No Changes	No Changes
SECTION 10: PREP., BIDDING & AWARDING OF SCHEDULES...			
61	10.C.3.a.	Raised bidding cap to 105/110	Pending...
62	10.C.6.d.	<i>New:</i> Added day stacks for unstacking	5/15/2020
63	10.C.6.e.	Added FA bid preferences to be considered for unstacking	In Progress...
64	10.C.6.e.	LQ Lock-in for new hires after DOS	4/3/2020
65	10.M.4.b.(3).	FA who becomes LQ prior to their 7th YOS is subject to 2-year LQ bidding requirement	4/3/2020
66	10.C.6.f.	No same-day pairings unless FA waives	In Progress...
67	10.D.1.	Increase monthly maximum to 105 hours	Pending...
68	10.F.	Hub Turn chart will be printed in monthly Bid Packet	4/3/2020
69	10.F.	Email monthly PBS Bid Packet	4/3/2020
70	10.H.1.a.	Replace "Test Award" with "Practice Award"	4/3/2020
71	10.H.1.a.	Practice Awards posted 1800 HST (was 1200 HST)	Pending...
72	10.H.1.c.	Final PBS Award posting 1500 HST (was 1200 LDT)	Pending...
73	10.H.1.f.	Average Bid Line Guarantee	Pending...
74	10.I.	Trip Search Database in PBS	In Progress...
75	10.J.	Blackout period for pickups, drops, trades (carry-over trips)	5/15/2020
76	10.M.2.	LQ Transition for Service LQ	Evaluating...
77	10.M.2.	LQ required fluency (after transition period only "fluent" may bid for LQ Lead positions)	Evaluating...
78	10.M.3.	Delete 1999 grandfather clause for language proficiency	Evaluating...
79	10.M.4.b.2.	New LQ hired after 4/3/20 eligible to be assigned an LQ position in Inverse Seniority Order	4/3/2020
80	10.O.	Updated and corrected prorated absence table	4/3/2020
SECTION 11: SCHEDULING POLICY			
81	11.C.5.	Electronic notification to FA of changes to Scheduling Policy	4/3/2020
82	11.D.	Delete requirement to attach Scheduling Policy to CBA	4/3/2020
83	11	<i>New:</i> AFA and company joint development of Scheduling Policy	Evaluating...
SECTION 12: PICK UPS, DROPS, TRADES AND EXCHANGES			

ITEM	SECTION	SUBJECT	STATUS
84	12.C.	Strike Email, FAX, Electronically, writing and replace with automated trading system	4/3/2020
85	12.D.1.	Pickups/Drops/Trades Deadline: 4 hours prior - foreign 2 hours prior - all others	5/1/2020
86	12.D.3.	Reserve Trades: Added net loss of day calculation and "not unreasonably withheld"	5/1/2020
87	12.G.1.	Interisland trade buffer: 12 hours when FA is in rest	5/15/2020
88	12.L.3.	Added 30 minutes with Customs Clearance for Duty Day/Per Diem	4/3/2020
89	12.L.6.	<i>New:</i> Restriction on using vacation for trips acquired through segment trades (issue of CS covering segments)	6/1/2020
90	12.L.7.	<i>New:</i> Restriction from dropping/trading segments into Open Time (issue of CS covering segments)	6/1/2020
91	12.L.8.	<i>New:</i> Restriction on FA who picked up/traded to obtain ER or foreign segment may not pick up/trade to obtain the other segment of original pairing (issue of loophole)	6/1/2020
92	12.N.2.a.	Delete "designated voice mailbox" and replace with "automated trading system"	4/3/2020
93	12.N.3.a.	Trip Request processed each day at 1030 HST; changed voice mailbox to automated trading system	4/3/2020
94	12.N.3.a.	Trip request remain in effect until Bid/GDO process complete (replaces 1600 LDT)	4/3/2020
95	12.N.3.b.	Reserve Open Time requests made via automated self-assignment	In Progress...
96	12.O.1.e.	a) ETCH folder locked at 1800 LDT. b) Unawarded groupings moved to Cleared ETCH	5/15/2020 In Progress
97	12.O.2.	ETCH Drops and Pick-ups processed before Open Time requests	5/15/2020
SECTION 13: LOW TIME AND REDUCED TIME OPTIONS			
98	13.C.1.	Change <u>Annual</u> LT bid closing dates	9/1/2020
99	13.C.2.	Change <u>Quarterly</u> LT bid closing dates	9/1/2020
100	13.C.4.a.	Balance of vacated <u>Annual</u> Low Time offered in seniority order from waitlist	4/3/2020
101	13.C.4.b.	Balance of vacated <u>Quarterly</u> Low Time offered in seniority order from waitlist	4/3/2020
102	13.C.4.c.	Time and dates changed to 1200 HST/10th, posted on the 11th	9/1/2020
SECTION 16: REDUCTION IN FORCE			
103	16.H.	Delete telegram option	4/3/2020
SECTION 17: LEAVE OF ABSENCE			
104	17.N.2.b.	Leave submissions 1st thru 10th at 1200 LDT (was 1st - 19th)	9/1/2020
105	17.N.2.e.	Leaves posted 11th at 1700 LDT	9/1/2020
106	17.N.2.f.	Leaves waitlist in seniority order	9/1/2020
107	17.O.1.	FMLA Eligibility	4/3/2020
SECTION 18: VACATIONS			
108	18.C.3.a.	Pop-up slots: minimum of 2/day at bases with 130 or more FAs	4/3/2020
109	18.C.3.b.	Calculation of Pop-up slots determined twice a year	8/1/2020

ITEM	SECTION	SUBJECT	STATUS
110	18.E.3.c.(2).(e).	Any portion of a trip carried into a new month will be blocked for PBS (pop-up has been awarded 16th of month prior)	5/1/2020
111	18.L.1.	Cancelled vacation slots reposted and awarded	4/3/2020
112	18.S.	Vacation cash-out 16th at 1200 LDT (was 5th)	4/3/2020
113	18.V.	FA option to count vacation days as minimum days off	In Progress...
SECTION 19: SICK LEAVE			
114	19.B.	Sick Leave accrual cap 1200 hours (was 1080)	4/3/2020
115	19.E.3.	Sick Cap (100/110) Eliminated	4/3/2020
116	19.F.6.	Sick leave for calendar month proration (currently only 100/110). Chart needs to be updated.	4/3/2020
117	19.G.2.a. 19.R.7.b.	Doctor's note 3 days before and after Christmas if on the Sick Leave Monitoring Program	4/3/2020
118	19.H.	Call in well moved to 1000 LDT with the implementation of Reserve Self-Assignment	In Progress...
119	19.P.	Limit sick leave accelerated accrual amount	4/3/2020
SECTION 20: PHYSICAL EXAMINATIONS			
120	20	<i>New:</i> Clarify no "Fitness to Fly" exams while on Medical LOA	4/3/2020
SECTION 21: ORDERS IN WRITING			
121	21	Orders In Writing: Electronic copy sent to MECF	6/1/2020
SECTION 22: ASSOCIATION PROVISIONS			
122	22.D.2.a.	AFA FPL increased to 900 hrs/month (was 600)	4/1/2020
123	22.D.2.b.	Company covers 4 Negotiating Committee Members for non-Section 6 negotiations (was 3)	4/3/2020
124	22.D.5, 6.	Exempt certain rest prior to Union Business	In Progress...
SECTION 23: GRIEVANCE PROCEDURE			
125	23.C.3.	Company will issue written decision	5/15/2020
126	23.C.4.	Appeal to VP of Inflight	5/15/2020
127	23.C.5.	Appeal meeting and written decision	5/15/2020
SECTION 24: SYSTEM BOARD OF ADJUSTMENT			
128	24.H.1.	Amend panel of arbitrators	4/3/2020
SECTION 25: ASSOCIATION MEMBERSHIP & DUES CHECK-OFF			
129	25.A.	Amend Association Membership language to reflect AFA Constitution & Bylaws	4/3/2020
130	25.D.	Payroll deduction for dues in arrears	4/3/2020
SECTION 26: TRAINING			
131	26.C.3.a.	New Aircraft Training Pay Options: a) hourly rate no credit b) 5 hours with credit	4/3/2020
132	26.C.3.b.	New Aircraft Training, 2+ Days: a) hourly rate no credit/no additional time off b) 1/2 hourly rate (PBS pay and credit 5 hours)	4/3/2020
133	26.C.4.c.	Computer Based Training (other than recurrent): pay 1 hour at hourly rate for every 3 hours	4/3/2020
134	26.D.1.b.(3).(a).	Request to change recurrent training dates: up to the 16th of month prior at 1200 LDT	4/3/2020
135	26.D.1.b.(3).(b).	Request to change recurrent pay option: up to the 16th of month prior at 1200 LDT	4/3/2020

ITEM	SECTION	SUBJECT	STATUS
136	26.J.	Homestudy paid at hourly rate for 1 hour (will not exceed 3 hours)	4/3/2020
SECTION 27: GENERAL			
137	27.H.2.a.	Reformat paragraph to create crew complement chart	4/3/2020
138	27.H.2.b.	Add crew complement (A321/B787-9)	4/3/2020
SECTION 28: SAFETY			
139	28.H, I, J, K.	Complete rewrite of provisions in the event of a serious safety incident or accident (F/A support and pay provisions).	4/3/2020
SECTION 31: DEADHEADING			
140	31.G.	Deadhead FAs who transit customs in uniform may not consume alcohol in flight	4/3/2020
SECTION 32: INSURANCE AND BENEFITS			
141	32.C.2.a.	Medical Plans - ACA Compliant	1/1/2021
142	32.C.2.h.(3).	FA monthly contribution % of premium and new chart	1/1/2021
143	32.C.2.h.(5).	Company to meet with AFA to share information for following year's Medical Insurance premium rates. (Note: renumber to 5)	4/3/2020
144	32.C.3.	Medical Waiver Program for Medicare only enrollees	Evaluating...
SECTION 33: RETIREMENT			
145	33.L.1.	<i>New:</i> Create Retiree Health Reimbursement Account (RHRA) available anyone retiring after 1/1/2017.	In Progress...
146	33.L.2.	<i>New:</i> Company will meet with AFA to agree to provisions of RHRA	In Progress...
SECTION 34: LETTERS OF AGREEMENT			
147	34+	LOA Disposition	4/3/2020
148	LOA 34-1	Sibling Passes: <i>pre-dates FTP program, provides protection and the ability to grieve a change to the company policy.</i>	Keep
149	LOA 34-2	Zulu Time: AFA Grievance 46-43-02-17-99: <i>requires HA to track schedules in HST vs. Zulu time and to meet with AFA if changed.</i>	Keep
150	LOA 34-3	Grievance Mediation: <i>provides alternative to grievance process.</i>	Keep
151	LOA 34-4	Grievance Review Board: <i>provides an alternative to arbitration.</i>	Keep
152	LOA 34-5	DC-10-30: <i>allowed HA to acquire and use DC-10-30.</i>	Eliminate
153	LOA 34-6	Exhibit F from 2003 Agreement: <i>progressive discipline policy.</i>	Keep
154	LOA 34-7	American Eagle Code Share: <i>allowed HA code share.</i>	May not keep
155	LOA 34-8	Reserve Focus Groups: <i>reserve evaluation of scheduling process. Will be executed after RSA implemented, then eliminated.</i>	Execute Eliminate
156	LOA 34-9	Bonus Compensation Provisions: <i>replaced by LOA dated 5/2020, which will be reissued.</i>	To be replaced
157	LOA 34-10	Interisland Jumpseat Procedure: <i>keep in the event the A330 operates Inter-Island (weight and balance restrictions).</i>	Keep
158	LOA 34-11	LAX Domicile: <i>modified LAX work rules to manage costs.</i>	Consolidate
159	LOA 34-12	PBS Letter of Agreement: <i>rules for the implementation and ongoing support of PBS. Incorporating then eliminating.</i>	Incorp. into CBA Eliminate
160	LOA 34-13	Modified Light Duty Letter of Agreement: <i>light duty schedules when in the Crew Resource Office. Incorporating then eliminating.</i>	Incorp. into CBA eliminate
161	LOA 34-14	Language Qualified Flight Attendants for Asia: <i>created LQ positions, addressed staffing and work rules for flights to Asia.</i>	Incorp. into CBA Eliminate
162	LOA 34-15	2011-2012 Contract Negotiations: <i>drafter error protection.</i>	Update

ITEM	SECTION	SUBJECT	STATUS
163	LOA 34-16	JetBlue Codeshare Letter of Agreement: <i>allowed HA code share.</i>	May not keep
164	LOA 34-17	SLMP Modifications Letter of Agreement: <i>Sick Leave Monitor Program rules.</i>	Keep
165	LOA 34-18	2013 New Equipment Acquisition: <i>will keep as LOA because of the A320 and 737 family provisions.</i>	Keep
166		2005 Reorganization Agreement (2006): <i>already incorporated.</i>	Eliminate
167		Doctor's Notes (2008): <i>already incorporated.</i>	Eliminate
168		Light Duty Hourly Rate Calculation (2001): <i>already incorporated.</i>	Eliminate
169		Reserve FAs Checking-Out (2014) - 8.H: <i>provides reserves the ability to check out away from the lounge. Revocable by HA.</i>	Keep for Files
170		Pick-ups, Drops, Trades, and Exchanges (2013) - 12.A: <i>incorporating into CBA, then eliminating.</i>	Incorp. into CBA Eliminate
171		LAX Domicile (2013): <i>duty period, low time, staffing, and moving.</i>	Consolidate
172	NEW	Interim Scope Letter of Agreement (2019): <i>incorporating into CBA, then eliminating.</i>	Incorp. into CBA Eliminate
173	NEW	Joint Venture Letter of Agreement (2019): <i>allows HA to enter Joint Venture agreements with other airlines.</i>	Keep
174	NEW	A321 Service Letter of Agreement (2020): <i>will be referenced in the CBA but the letter will not be in the CBA.</i>	Keep for Files
175	NEW	Commuter Policy Letter of Agreement (2020): <i>commitment to negotiate an industry standard commuter policy. To be written.</i>	Keep
176	NEW	Los Angeles Domicile Letter of Agreement (2020): <i>replaces previous LAX domicile LOAs.</i>	Consolidate
177	NEW	Northern California Domicile LOA (2020): <i>creates OAK or SFO domicile with alternate check-in provision.</i>	Keep
178	NEW	Ratification Payment Letter of Agreement (2020): <i>provisions of the 2020 TA Ratification Bonus Payments.</i>	Keep
179	NEW	Contract Implementation LOA (2020): <i>execute then eliminate.</i>	Eliminate
180	NEW	Scheduling Policy Development: <i>create written Scheduling Policy.</i>	Keep
181	NEW	Bonus Compensation Provisions (2020): <i>replaces LOA 34-9.</i>	Keep
SECTION 35: DURATION			
182	35	Duration: April 3, 2020 to April 3, 2025	4/3/2020

Implementation Checklist Legend	
STATUS	NOTES
Evaluating...	Implementation date has not been set because the issue is still being evaluated.
Pending...	Task is complete. Waiting for an appropriate time to implement.
In Progress...	Programming or training required. Once completed implementation date can be set.
No Changes	Currently in effect.
Dates:	4/1/2020: Used for compensation that is retroactive to 4/1/2020.
	4/3/2020: Used for contractual issues effective on the date of ratification.
	Other Dates: The date or bid month when a change will be implemented.