



NC UPDATE

AFA Negotiating Committee - Hawaiian Airlines

Monday, May 25, 2020

Dear Fellow Flight Attendants,

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. Oftentimes, we have small group meetings with management to nail down specific items. Sometimes items involving programming or automation just take longer to develop and may take an extended period to implement. But we wanted to give you the target date for each provision so you will know when to expect its implementation.

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

Please join us for Membership Zoom Meeting on Friday, May 29th at 1000 HST/1300 PDT. The NC will be hosting a two-hour membership meeting focused on the implementation schedule for Contract provisions. Please see the attached implementation table we will be using for this 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. The Zoom invite information will be sent out shortly.

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

5/25/2020
Legend on page 7

SECTION	SUBJECT	STATUS
	SECTION 1: RECOGNITION, SCOPE AND JOB SECURITY	
1.B.	Scope: Codeshare, Joint Venture	4/3/2020
	SECTION 2: DEFINITIONS	
2.V.	Update definitions section	4/3/2020
	SECTION 3: COMPENSATION	
3.A.1.	Pay Chart (Pay Rates)	4/1/2020
3.A.3.	New: \$0.50 longevity increase at 25 YOS	4/1/2020
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
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
3.C.2.d.	ER galley pay changed from ER flights to ER groupings	4/1/2020
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
3.F.	B787 Understaffing - \$10.50	4/1/2020
3.J.3.	International Average Minimum Daily Guarantee (4:10/day)	9/1/2020
3*	New: \$0.50 Interisland duty premium	4/1/2020
3*	New: Reasons Codes for Salary Adjust	In Progress...
	SECTION 4: EXPENSES	
4.H.	Interisland water bottle	5/1/2020
	SECTION 5: MOVING	
5.A.1, 3, 4.	"Stand Instead" for Moving	4/3/2020
5.B.	One paid move in an 18-month period unless it involves displacement	4/1/2020
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	
6.B.1, 2.	Updated Uniform Complement; include rollaboard, tote, cooler.	4/3/2020
6.C.2.	Uniform Points 650/year (starting with calendar year 2020)	6/1/2020
6.C.9.	Eliminate garment/duffle bag options.	4/3/2020
	SECTION 7: HOURS OF SERVICE	
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
7.C.2.b.	Staffing Table: (Standard Crew) - Add A321 Staffing Chart	1/1/2021

SECTION	SUBJECT	STATUS
7.C.2.d.(5).	Staffing Chart: (Augmented) a) Delete DC-10 b) Add B787-9	4/3/2020
7.C.2.d.(5).	Staffing Chart: (Augmented) - Add A321neo	4/3/2020
7.C.2.f.	<i>New:</i> North America One-Way Staffing Carve Out for 787-9	4/3/2020
7.D.1.a. 7.D.2.a.(1).	Exempted rest requirement prior to AFA/Company Business and CBT Recurrent Homestudy	In Progress...
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...
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
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...
7.D.2.f.(1).(a).	Incorporate and modify B787-9 rest seats provisions (mid-cabin); Add A321 rest seats provision	4/3/2020
7.D.2.f.(3)	Added A321 augmented/diurnal rest seats	4/3/2020
7.D.2.f.(13), (14),(15).	B787-9 Crew Rest bunk provisions (from B787-9 LOA)	4/3/2020
7.D.2.f.(19).	Add "in seniority order" for deadheaders Crew Rest access	4/3/2020
7.D.2.f.(20).*	<i>New:</i> Add F/A pass rider access to Crew Rest facilities.	4/3/2020
7.E.	a) Heading change: "Delayed Trips" b) Add new sub-heading: "Removal from a Delayed Trip"	4/3/2020
7.E.7.*	<i>New:</i> Added notification window and deadline for delayed trip in domicile.	5/15/2020
7.F.1.a.(1), (2).	Interisland minimum turn time to determine exceeding 12 hours on duty	5/15/2020
7.I.1.	Company ability to recall without using all available reserves	In Progress...
7.I.1.a, b.	Recall electronic notification and procedures	In Progress...
7.I.1.c.	Asia LQ Recall Bypass (to fill LQ Lead positions)	In Progress...
7.K.2.a.(2).	Vacation and Sick Leave make-up super seniority eliminated	5/15/2020
7.K.3.	Changed Open Time order of assignment following Trip Request and added reference to reserve self-assignment	In Progress...
7.K.4.a.(4).(d).	Change: Added "including" before "Interisland Reserve Desk Flight Attendants"	4/3/2020
7.U.1.	Added Interisland crew snack	5/1/2020
7.U.2.	Deleted Interisland FA requirement to pay for meal	4/3/2020
7.Z.2.	Deleted Categories I, II, III from charters	4/3/2020
7.Z.2.	Amended to electronic notification for charters	In Progress...
7.Z.3, 4.	Changed request and award procedures for charters	In Progress...
7.AB.	Company Business (COB) rest provisions	In Progress...
SECTION 8: RESERVES		
8.A.4.	Changed "Standby Duty" to "RAP"	4/3/2020
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

SECTION	SUBJECT	STATUS
8.C.2.	Reserve released after 0030 LDT not required to accept another duty day in the same calendar day	5/1/2020
8.F.4.	Memorialize ADOs can only be cancelled if assigned a trip	4/3/2020
8.H.	Reserves ending a duty period can only board trips if assigned to the trip.	4/3/2020
8.J.*	<i>New:</i> Reserve Self-Assignment (RSA) process	In Progress...
8.K.*	<i>New:</i> Pre-Assignment (manual)	In Progress...
8.M.	LQ Assignment (manual)	In Progress...
8.O.	<i>New:</i> Rescinding LQ Assignments (manual)	In Progress...
8.P.	Creation of the standby list: (3-RAPs), (3-Buckets)	In Progress...
8.Q.	Assignments from the standby list	In Progress...
SECTION 10: PREP., BIDDING & AWARDING OF SCHEDULES...		
10.C.3.a.	Raised bidding cap to 105/110	Pending...
10.C.6.d.*	<i>New:</i> Added day stacks for unstacking	5/15/2020
10.C.6.e.	Added FA bid preferences to be considered for unstacking	In Progress...
10.C.6.e.	LQ Lock-in for new hires after DOS	4/3/2020
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
10.C.6.f.	No same-day pairings unless FA waives	In Progress...
10.D.1.	Increase monthly maximum to 105 hours	Pending...
10.F.	Hub Turn chart will be printed in monthly Bid Packet	4/3/2020
10.F.	Email monthly PBS Bid Packet	4/3/2020
10.H.1.a.	Replace "Test Award" with "Practice Award"	4/3/2020
10.H.1.a.	Practice Awards posted 1800 HST (was 1200 HST)	Pending...
10.H.1.c.	Final PBS Award posting 1500 HST (was 1200 LDT)	Pending...
10.H.1.f.	Average Bid Line Guarantee	Pending...
10.I.	Trip Search Database in PBS	In Progress...
10.J.	Blackout period for pickups, drops, trades (carry-over trips)	5/15/2020
10.M.2.	LQ Transition for Service LQ	Evaluating...
10.M.2.	LQ required fluency (after transition period only "fluent" may bid for LQ Lead positions)	Evaluating...
10.M.3.	Delete 1999 grandfather clause for language proficiency	Evaluating...
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
10.O.	Updated and corrected prorated absence table	4/3/2020
SECTION 11: SCHEDULING POLICY		
11.C.5.	Electronic notification to FA of changes to Scheduling Policy	4/3/2020
11.D.	Delete requirement to attach Scheduling Policy to CBA	4/3/2020
11*	<i>New:</i> AFA and company joint development of Scheduling Policy	Evaluating...
SECTION 12: PICK UPS, DROPS, TRADES AND EXCHANGES		
12.C.	Strike Email, FAX, Electronically, writing and replace with automated trading system	4/3/2020
12.D.1.	Pickups/Drops/Trades Deadline: 4 hours prior - foreign 2 hours prior - all others	5/1/2020

SECTION	SUBJECT	STATUS
12.D.3.	Reserve Trades: Added net loss of day calculation and "not unreasonably withheld"	5/1/2020
12.G.1.	Interisland trade buffer: 12 hours when FA is in rest	5/15/2020
12.L.3.	Added 30 minutes with Customs Clearance for Duty Day/Per Diem	4/3/2020
12.L.6.*	<i>New:</i> Restriction on using vacation for trips acquired through segment trades (issue of CS covering segments)	5/1/2020
12.L.7.*	<i>New:</i> Restriction from dropping/trading segments into Open Time (issue of CS covering segments)	5/1/2020
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)	5/1/2020
12.N.2.a.	Delete "designated voice mailbox" and replace with "automated trading system"	4/3/2020
12.N.3.a.	Trip Request processed each day at 1030 HST; changed voice mailbox to automated trading system	4/3/2020
12.N.3.a.	Trip request remain in effect until Bid/GDO process complete (replaces 1600 LDT)	4/3/2020
12.N.3.b.	Reserve Open Time requests made via automated self-assignment	In Progress...
12.O.1.e.	a) ETCH folder locked at 1800 LDT. b) Unawarded groupings moved to Cleared ETCH	5/15/2020 In Progress
12.O.2.	ETCH Drops and Pick-ups processed before Open Time requests	5/15/2020
SECTION 13: LOW TIME AND REDUCED TIME OPTIONS		
13.C.1.	Change <u>Annual</u> LT bid closing dates	9/1/2020
13.C.2.	Change <u>Quarterly</u> LT bid closing dates	9/1/2020
13.C.4.a.	Balance of vacated <u>Annual</u> Low Time offered in seniority order from waitlist	4/3/2020
13.C.4.b.	Balance of vacated <u>Quarterly</u> Low Time offered in seniority order from waitlist	4/3/2020
13.C.4.c.	Time and dates changed to 1200 HST/10th, posted on the 11th	9/1/2020
SECTION 16: REDUCTION IN FORCE		
16.H.	Delete telegram option	4/3/2020
SECTION 17: LEAVE OF ABSENCE		
17.N.2.b.	Leave submissions 1st thru 10th at 1200 LDT (was 1st - 19th)	9/1/2020
17.N.2.e.	Leaves posted 11th at 1700 LDT	9/1/2020
17.N.2.f.	Leaves waitlist in seniority order	9/1/2020
17.O.1.	FMLA Eligibility	4/3/2020
SECTION 18: VACATIONS		
18.C.3.a.	Pop-up slots: minimum of 2/day at bases with 130 or more FAs	4/3/2020
18.C.3.b.	Calculation of Pop-up slots determined twice a year	8/1/2020
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
18.L.1.	Cancelled vacation slots reposted and awarded	4/3/2020
18.S.	Vacation cash-out 16th at 1200 LDT (was 5th)	4/3/2020
18.V.	FA option to count vacation days as minimum days off	In Progress...
SECTION 19: SICK LEAVE		
19.B.	Sick Leave accrual cap 1200 hours (was 1080)	4/3/2020
19.E.3.	Sick Cap (100/110) Eliminated	4/3/2020

SECTION	SUBJECT	STATUS
19.F.6.	Sick leave for calendar month proration (currently only 100/110). Chart needs to be updated.	4/3/2020
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
19.H.	Call in well moved to 1000 LDT with the implementation of Reserve Self-Assignment	In Progress...
19.P.	Limit sick leave accelerated accrual amount	4/3/2020
SECTION 20: PHYSICAL EXAMINATIONS		
20*	<i>New:</i> Clarify no "Fitness to Fly" exams while on Medical LOA	4/3/2020
SECTION 21: ORDERS IN WRITING		
21	Orders In Writing: Electronic copy sent to MECF	6/1/2020
SECTION 22: ASSOCIATION PROVISIONS		
22.D.2.a.	AFA FPL increased to 900 hrs/month (was 600)	4/1/2020
22.D.2.b.	Company covers 4 Negotiating Committee Members for non-Section 6 negotiations (was 3)	4/3/2020
22.D.5, 6.	Exempt certain rest prior to Union Business	In Progress...
SECTION 23: GRIEVANCE PROCEDURE		
23.C.3.	Company will issue written decision	5/15/2020
23.C.4.	Appeal to VP of Inflight	5/15/2020
23.C.5.	Appeal meeting and written decision	5/15/2020
SECTION 24: SYSTEM BOARD OF ADJUSTMENT		
24.H.1.	Amend panel of arbitrators	4/3/2020
SECTION 25: ASSOCIATION MEMBERSHIP & DUES CHECK-OFF		
25.A.	Amend Association Membership language to reflect AFA Constitution & Bylaws	4/3/2020
25.D.	Payroll deduction for dues in arrears	4/3/2020
SECTION 26: TRAINING		
26.C.3.a.	New Aircraft Training Pay Options: a) hourly rate no credit b) 5 hours with credit	4/3/2020
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
26.C.4.c.	Computer Based Training (other than recurrent): pay 1 hour at hourly rate for every 3 hours	4/3/2020
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
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
26.J.	Homestudy paid at hourly rate for 1 hour (will not exceed 3 hours)	4/3/2020
SECTION 27: GENERAL		
27.H.2.a.	Reformat paragraph to create crew complement chart	4/3/2020
27.H.2.b.	Add crew complement (A321/B787-9)	4/3/2020
SECTION 28: SAFETY		
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		

SECTION	SUBJECT	STATUS
31.G.	Deadhead FAs who transit customs in uniform may not consume alcohol in flight	4/3/2020
SECTION 32: INSURANCE AND BENEFITS		
32.C.2.a.	Medical Plans - ACA Compliant	1/1/2021
32.C.2.h.(3).	FA monthly contribution % of premium and new chart	1/1/2021
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
32.C.3.	Medical Waiver Program for Medicare only enrollees	Evaluating...
SECTION 33: RETIREMENT		
33.L.1.*	<i>New:</i> Create Retiree Health Reimbursement Account (RHRA) available anyone retiring after 1/1/2017.	In Progress...
33.L.2.*	<i>New:</i> Company will meet with AFA to agree to provisions of RHRA	In Progress...
SECTION 34: LETTERS OF AGREEMENT		
LOA 34-1	Sibling Passes	Keep
LOA 34-2	Zulu Time: AFA Grievance 46-43-02-17-99	Keep
LOA 34-3	Grievance Mediation	Keep
LOA 34-4	Grievance Review Board	Keep
LOA 34-5	DC-10-30	Extinguish
LOA 34-6	Exhibit F from 2003 Agreement	Keep
LOA 34-7	American Eagle Code Share	Keep
LOA 34-8	Reserve Focus Groups	In Progress...
LOA 34-9	Bonus Compensation Provisions	Keep
LOA 34-10	Interisland Jumpseat Procedure	Keep
LOA 34-11	LAX Domicile	Consolidate
LOA 34-12	PBS Letter of Agreement	Extinguish
LOA 34-13	Modified Light Duty Letter of Agreement	Keep
LOA 34-14	Language Qualified Flight Attendants for Asia	Incorp. into CBA
LOA 34-15	2011-2012 Contract Negotiations	Update
LOA 34-16	JetBlue Codeshare Letter of Agreement	Keep
LOA 34-17	SLMP Modifications Letter of Agreement	Keep
LOA 34-18	2013 New Equipment Acquisition	Keep
	2005 Reorganization Agreement (2006)	Eliminate
	Doctor's Notes (2008)	Incorp. into CBA
	Light Duty Hourly Rate Calculation (2001)	Incorp. into CBA
	Reserve FAs Checking-Out (2014) - 8.H.	Incorp. into CBA
	Pick-ups, Drops, Trades, and Exchanges (2013) - 12.A.	Incorp. into CBA
	LAX Domicile (Costing/Duty Times/Staffing)	Consolidate
NEW	Interim Scope Letter of Agreement (2019)	Incorp. into CBA
NEW	Joint Venture Letter of Agreement (2019)	Keep
NEW	A321 Service Letter of Agreement (2020)	Keep
NEW	Commuter Policy Letter of Agreement (2020)	Keep
NEW	Los Angeles Domicile Letter of Agreement (2020)	Consolidate
NEW	Northern California Domicile LOA (2020)	Keep
NEW	Ratification Payment Letter of Agreement (2020)	Keep
NEW	Contract Implementation LOA (2020)	Keep

SECTION	SUBJECT	STATUS
NEW	Scheduling Policy Development	Keep
	SECTION 35: DURATION	
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.