

HAWAIIAN FORTY-SEVEN

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MELISSA HOOPER, PRESIDENT; CRAIG IWASAKI, VICE PRESIDENT; MAILE HERNANDEZ, SECRETARY



Message From the Leadership...

Although the Summer months are coming to an end and Fall slowly approaches, it seems as though the hot summer weather still remains. With record high temperatures and humidity, hopefully you're all staying hydrated and trying to keep cool!

It's been over a month since we welcomed Gina Lorenzo to LAX, and as we continue to openly communicate so that we may strengthen our work relationships for the success of our base, we hope that you are doing the same. During that time we said Goodbye (*for now*) to Susie Dunham and Justinn Yamamoto, and welcomed Albert Lee and welcomed back Brooke Takeguma.

As you know, the Company has announced their hiring of more Flight Attendants, two classes, each with 35 candidates, the first to start in January 2016

and the second to follow in February. At that time, the HNL base will again open. If you plan to transfer, and decide to take the Actual Move versus the Flat Rate, please be aware you'll need to file a Grievance. You may not necessarily receive your reimbursement of funds right away, dependent of the outcome. The next step, Arbitration, is a lengthy process taking months, or maybe years before a decision is granted.

However upcoming Section 6 Negotiations will address these issues. If you have any further questions regarding the Actual Move please contact an LEC officer.

Our re-introduction to Service Training will continue until the end of 2015. By now, some of you have completed the training. We're hoping the Company will receive countless feedback and comments

from Flight Attendants prior to implementation in January 2016, so there is a clear understanding as to what will be required of us going forward. If you didn't have a chance to fill out the Mana'o forms during your Service Training, below is an email address to Product Development, who is responsible for the contents of this Service revamp and Training curriculum.

Productdevelopment@Hawaiianair.com

We encourage you to express your concerns, feelings, and opinions about any aspect of the Service. Provide them with your own experiences of what you think and believe they should be made aware of regarding this Service before permanent effectuation.

Safe Flying!

In Solidarity,
Melissa

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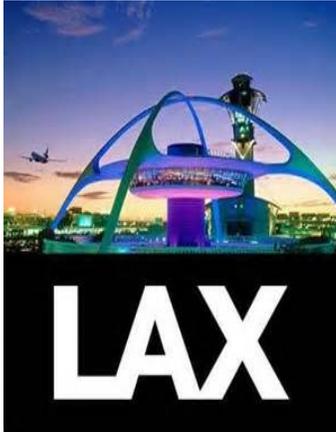
Our very own Kupono Award winner!
Congratulations Kekona Yamamoto!



Service Training in LAX on August 14, 2015

LAX AIRPORT EVACUATION TRAINING

BY MAILE HERNANDEZ, LEC SECRETARY



“AFTER GOING TO A 1-DAY TRAINING FOR GRIEVANCES, I CAME AWAY WITH A NEW UNDERSTANDING OF HOW LUCKY WE ARE TO HAVE THIS SYSTEM IN PLACE FOR US...”

BETH HAYES,
GRIEVANCE
COMMITTEE MEMBER



We’ve been trained for aircraft evacuations, but what do we do if we are headed to the gate in Terminal 2 and suddenly we need to evacuate the terminal? The Airport Police take the lead role in evacuations, but what if they haven’t arrived yet?

People may naturally look to airport personnel for direction, and even if they don’t we want to keep ourselves safe.

The primary assembly area is curbside between the affected terminal and a non-

affected terminal. So for T2 everyone would head out to the curb either between T2 and T1 or between T2 and T3, both upstairs and downstairs.

As we all know there has been a lot of construction lately, and it will be continuing next year. The alternate assembly area would be the parking structure across from the terminal. In the event that all terminals need to be evacuated, Lot C is the assembly area.

If you need to report an emergency, the direct num-

ber to the Los Angeles Airport Police is:

(424) 646-7911

Or you can call the Airport Response Coordination Center:

(424) 646-5292 Ext. 5

Of course, you can always call 911. However keep in mind that the call will first be answered by the California Highway Patrol. Their call center could be in some other part of the state, so make sure to specify that you are at LAX International Airport in Terminal 2.

WELCOME GRIEVANCE COMMITTEE MEMBERS!

Aloha LAX FAs!

So after 27 years I am finally stepping up to assist with the Grievance Committee! Why this committee? Because I believe that we all deserve to be treated fairly and in accordance with our Contract.

After going to a 1-day training for grievances, I came away with a new understanding of how lucky we are to have this system in place for us—providing we ourselves are following the contract.

I have a lot to learn in regards to this process so please bear with me.

If I don't have the answer to your question, I will get back to you asap!

Aloha...Beth Hayes

Aloha my LAX Ohana!

It is my sincere pleasure to formally introduce myself as the new Reserve Liaison, and a part of your Grievance Committee. With 17 years in the industry, 2 1/2 years with Hawaiian, I am excited to apply my experience in this new opportunity, and to help be your voice in the union.

I recently attended the AFA Basic Grievance Training along with Craig and Beth. I

walked away with helpful knowledge and training to better understand our contract, how to assist you when irregular situations arise, to help educate our members on the grievance process, and how to represent you when necessary.

It is my hope, that along with Melissa, Joni and the other committee members, I will be someone you can rely on, respect, and turn to when in need of advice or assistance. Mahalo and I look forward to this new opportunity!

Sincerely,

Alvin Dajano

LEC GRIEVANCE COMMITTEE UPDATE

By JONI KASHIWAI, LEC GRIEVANCE COMMITTEE

Please join me in welcoming new Grievance Committee Members Beth Hayes and Alvin Dajano! Both Beth and Alvin completed a comprehensive online grievance training and also attended an AFA sponsored 1-day Basic Grievance Training here in Los Angeles. Beth will hold the title of Scheduling Review and Alvin will hold the title of Reserve Liaison. Both of these positions fall under the umbrella of the LEC Grievance Committee. Thank you to both Beth and Alvin for stepping up to be a part of the leadership team!

Grievance:

#46-47-02-47-15 – Section 7.I.1.a., Section 7.I.3.a., Section 9.B.3. and Section 11.E.3. FA was bypassed for a recall assignment.

#46-47-02-48-15 – Section 7.I.1.a. Bid FA was offered a recall assignment in violation of “legal for the entire grouping on their day(s) off”.

#46-47-02-52-15 – Section 8.F.3. Reserve FA’s duty day extended into a GDO. Requests for a replacement GDO in the following month has been denied.

#46-47-02-53-15 – Section 7.E.1.a. Failure to notify crew of a delayed flight, requesting 1:00 hour OV14.

All 4 of these grievances

were originally scheduled to be heard on August 26, 2015 and were rescheduled per the Company’s request due to a scheduling conflict. They will all be heard on September 18, 2015.

Scheduling Clarification:

08-12-15 LAX Side Letter 2013 A HNL FA was approved pick up of an LAX grouping (scheduled over 14:00 hours) from an LAX FA. Company admits error and agrees to cease and desist.

08-17-15 Section 8.E.6. Reserve FA requesting “last call” was given an assignment over 2 Reserve FAs with lower seniority. The Company admits error in assigning also saying that if a Reserve FA catches an error before the printing of the Daily Flight Schedule at 1600 HST to inform Crew Scheduling so they can make changes as necessary.

08-20-15 Section 7.E.1.a. Bid FA was not notified by Crew Scheduling of a delay in departure of flight resulting in exceeding 14 hours on duty. 1 hour of OV14 pay was approved, issue resolved.

08-28-15 LAX FA was mistakenly assigned a Service Training class in HNL. FA will receive pay, no credit for 5 hours for training due to the Company’s error.

At times it may seem a lengthy process for a grievance to be filed or heard. As a committee it is always our goal to try to resolve an issue BEFORE filing an actual grievance. Also know that we have a great system in place for communicating within our Committee as well as with the affected FAs to keep you informed of where we are in the process.

That’s why filing a Scheduling Clarification is so critically important! It allows us to get an official answer from the Company which then allows us to determine if we: a) continue to communicate with the Company to clarify or resolve the issue, b) move forward with filing a grievance or c) accept the Company’s response and have documentation of the incident for future reference. We can also use this information to track common or recurring issues as we head into negotiations.

Thank you for doing your part in helping us uphold our agreement and maintaining the quality of our work life for the entire LAX FA membership.



“... KNOW THAT WE HAVE A GREAT SYSTEM IN PLACE FOR COMMUNICATING WITHIN OUR COMMITTEE AS WELL AS WITH THE AFFECTED FAs TO KEEP YOU INFORMED OF WHERE WE ARE IN THE PROCESS.”



NEW! EMPLOYEE SHIPPING PROGRAM



The HA Employee Shipping Program has been expanded to include most of our west coast airports. Beginning August 1, 2015, employees will be able to send packages up to 46 pounds to or from our U.S. Mainland gateways for a flat rate of \$30 and 65 cents for each additional pound up to 500 pounds. [SJC and JFK, as well as international routes are not included in the program.] Shipments within the Hawaiian Islands carry a flat rate of \$15 per item shipped up to 50 pounds each. This program applies to shipment of personal items and is on a space-available basis. For more information, including instructions, rules and restrictions, refer to the Employee Shipping Program page provided below.

1.20 - Employee Shipping Program

Interisland and Mainland Shipping - Mainland Shipping - Effective August 1, 2015

What is the Hawaiian Airlines Employee Shipping Program?

This Program allows employees to transport cargo on Hawaiian Airlines at **discounted rates on a space available basis**. The program is approved and regulated by the Transportation Security Administration.

Who can ship under this program?

Active employees with one year or more of service are eligible to ship. Employees may begin shipping the first day of the month following their anniversary month (*Example: An employee is hired July 15, 2013. He/she is eligible to ship on August 1, 2014*). Retirees, and employees on voluntary leave, are not eligible.

Where can I ship cargo?

- Within the State of Hawaii
- To/From Hawaii to the U.S. Mainland (West Coast)
- Shipping To/From JFK, SJC, or any International station are not available.

How do I ship?

The employee must tender the cargo at the cargo facility during operating hours (hours of operations and Cargo facility locations available at our NEW upgraded website:

hawaiianaircargo.com

presenting a valid Hawaiian Airlines I.D. and one government-issued photo I.D. It is highly recommended that the employee complete and bring an Employee Shipping Information Form with the shipment to expedite the process found on HA Pass Travel website.

How do I pay for shipments?

The employee must pre-pay using a debit/credit card or personal check in his/her name.

What am I allowed to

ship?

- Personal property only
- Perishable food items within the State of Hawaii only

What items are restricted?

- Live Animals
- Someone else's cargo.
- Sports equipment that exceeds 90 linear inches (L + H + W)
- Restricted items or items requiring special handling (i.e., dangerous goods, human remains)

What are the size, weight and quantity limitations?

Neighbor Islands. Each single piece is limited to 150 pounds and 90 linear inches. There is no limit to the number of pieces an employee may ship. Shipments must meet all packaging, labeling and other regulatory requirements.

Trans Pacific. The maximum quantity per shipment is 500 pounds in chargeable weight*.

How much does it cost to ship?

Neighbor Islands. The cost is a flat, all-inclusive \$15 charge for each shipment up to 50 lbs. and \$0.30/lb. thereafter (plus taxes).

Trans Pacific. The cost is a flat, all-inclusive \$30 charge for shipments up to 46 lbs. and \$0.65/lb. thereafter (plus taxes).

Please visit:

hawaiianaircargo.com for terms, packing requirements.