



SEPTEMBER 2015

*Stronger Together, Better Together*

# Hawaiian Airlines

FLIGHT ATTENDANT LEC 43 COUNCIL NEWSLETTER

## A Message From Your Officers

Greetings Fellow Flight Attendants:  
Here's the latest!

### **Team Transitions**

After more than a year of taking on two LEC Teams, we would like to thank Ray Wan for doing more than his share of work. He has helped us build the foundation for our leadership and we are grateful. Moving forward, Ray will continue to assist the Air Safety, Health and Security (ASHS) Team. However, his primary function will be the Language Team working with Donn Kashiwamura.

Stepping up as an ASHS Team Leader is Kerri Chow. Kerri worked with MEC Co-chair Elfi Stoddard years ago. In fact, Kerri's training includes basic, intermediate and various other ASHS training. She also has experience as a former In-Flight Instructor and more recently has been a part of our Membership & Benefits Team. Please help us welcome Kerri to this new role!

### **Policy Revision**

#### **Electronic Communication**

The company has revised their Electronic and Telephonic Communications Systems policy by updating and renaming it the Information Technology Acceptable Use and Protection Policy dated July 6, 2015. The policy is expansive and covers the use of the company's Internet Technology (IT) resources. It is necessary for you to review the policy by logging on to hapeople and reading through all 8 pages.

The policy not only provides definitions, but also covers the use and handling of it's IT resources and inappropriate use of said resources. We'd like to ask that you make the time to look at this revised policy as it pertains to all work groups and departments.

#### **Lower Deck Mobile Crew Rest**

Please know that we were asked to remind you about the A330 lower crew rest (LDMCR). As you know, it is a shared space and we all need

to be mindful of others. Although some pilots generously offer the additional bunk to Flight Attendants, this creates problems for the group. Therefore, kindly refrain from accepting the offer or asking the cockpit if the additional bunk is available. This will prevent any miscommunication and possible problems moving forward.

#### **In Closing**

As we celebrate Labor Day, we'd like to thank you for being wonderful Flight Attendants. In a competitive and demanding field, it is critical that we outshine our competitors because our Aloha Spirit cannot be duplicated. Our friendliness and hospitality is what makes us special and world-renown! We appreciate all that you do to help Hawaiian Airlines be the best we can be!

#### **Stronger Together, Better Together**

Jaci-Ann & Kahea  
844.4HALAFA, ext. 2  
[president@hawaiian43.org](mailto:president@hawaiian43.org)  
[vicepresident@hawaiian43.org](mailto:vicepresident@hawaiian43.org)

## SCR & GRIEVANCE ~ Understanding Legal Rest

Each Flight Attendant is entitled to one calendar day free of all duty in any seven consecutive days (a.k.a. "1-in-7"). The calendar day free of all duty is supposed to be taken at domicile. The FA has the option to take the calendar day free of all duty away from domicile. The FA also has the option to completely waive the calendar day entitlement either during monthly bidding or once the month begins.

However, each FA is required to have 24 hours free of duty in any seven

consecutive days (a.k.a. "24-in-7") or FAR rest. This rest period is required by the FAA and cannot be waived. This 24-hour rest period can be taken both at domicile or while away from domicile, and it does not need to correspond to a calendar day.

If you notice that you're running up against a possible "illegality," notify crew scheduling and attempt to have them resolve it. 1-in-7 issues can be resolved by removing a FA from a trip or reserve day - and pay

protected - in order to give him/her a calendar day free of all duty.

Similarly, 24-in-7 issues can be resolved by giving the FA more time off, either at domicile or by extending a layover. In some cases, the FA may be eligible for additional pay. So also remember to file a Scheduling Clarification Form.

SCR & Grievance Team  
844.4HALAFA, ext. 12  
[lec43grievance@gmail.com](mailto:lec43grievance@gmail.com)

## MEMBERSHIP & BENEFITS ~ HR Audit

Human resources has been conducting an audit of erroneous pay step increases for all employees. The department said that they started with the Flight Attendant group and will reconcile the other work groups later.

As a result, FAs who received premature pay increases are being asked to return/pay-back the overage. If you receive a letter from the company, we suggest that you to contact the Payroll department (808.835.3017). You are welcome to request the background and transaction history for a complete understanding of the accounting error.

Also, you have the contractual option of paying the overage in \$50 increments per paycheck or the total amount.

Membership & Benefits Team  
844.4HALAFA, ext. 9  
membership@hawaiian43.org

## RESERVE LIAISONS ~ Scheduling

When a Reserve Flight Attendant is called and assigned a trip from Stand-by, s/he can be put back on the schedule if that flight returns to domicile for mechanical or other operational reasons. So long as s/he is released from crew scheduling and has legal rest at domicile, that FA can be put back on the schedule to cover the remaining days of the initially assigned trip.

Similarly if an FA is assigned a trip and calls out sick, if s/he chooses to call in "well" within a specific time period, that FA can be put back on Reserve to cover the remaining days from that flight. The pay will only be credited for the portion of the trip that is covered by the sick call.

example:

An FA calls out "sick" for a 3-day trip and then calls in "well" before 9 am on the 2nd day; that FA will be put back on the schedule to cover the remaining/third day of the trip that was initially assigned.

Reserve Liaisons Team  
844.4HALAFA, ext. 10  
reserves@hawaiian43.org

## LANGUAGE ~ Language Advisory Board

We would like to invite our Language Flight Attendants to a newly created advisory board. We will host individual meetings for each language group starting in October.

Each destination is unique and has specific cultural characteristics. As such, it is important for us to address each group individually, then as a greater collective.

Our goal for the Language Advisory Board is to listen to your concerns and collaborate with you to find solutions when possible. We will also answer and direct your questions as it pertains to

the Contract and your work lives.

Please note our LAB meeting schedule so you can plan on joining us. Our tentative meeting room is the Airport Conference room located in the Inter-Island terminal on the 7th floor.

Tuesday, October 13:

Samoa: 1000 - 1130

French: 1230 - 1400

Japanese: 1400 - 1530

Tuesday, October 20:

Korean: 1000 - 1130

Mandarin: 1230 - 1400

Japanese: 1400 - 1530

## ASHS ~ Access To Sterile Areas

The company recently posted a security bulletin (7/29/15) regarding employee travel, more specifically pass traveling, commuting and waiving rest when assigned a deadhead flight.

As stated in the bulletin, when "you engage in any of these activities following a working flight, and if you leave the sterile area prior to your pass travel, you MUST BE SCREENED with any and all accompanying items prior to pass travel. However, if you stay in the sterile area following your working flight, you may then proceed to your flight without screening.

In order to help you best understand this policy, the company has also created a chart/"matrix" that is available on-line. Please heed this directive as it is critical that you comply rather than compromising your airport accessibility.

Air Safety, Health & Security Team  
844.4HALAFA, ext. 41  
safetyandsecurity@hawaiian43.org

## EAP ~ Professional Standards

One of the many facets of our Employee Assistance Program (EAP) is Professional Standards. Professional Standards deals with any conflicts between Flight Attendants and Pilots, Flight Attendants and Customer Service Agents, Flight Attendants and Flight Attendants.

Your EAP Representative can help you as an alternative to making a report to management when you have a conflict. We kindly ask that you allow EAP to help mediate and assist on your behalf. This is an important resource that we offer as it could be more conducive to problem solving and helping you cope with issues and incidents. Like all other EAP services, our contact and communication with you is confidential.

Please let us know if you have any questions about Professional Standards, what it is and how we help you.

Employee Assistance Program Team  
844.4HALAFA, ext. 51  
eap@hawaiian43.org

We will provide light refreshments from 1130 - 1230 between sessions as an opportunity to meet with you on an informal basis. We welcome you to join us!

If you are interested and have questions or concerns, please do not hesitate to contact us! We look forward to seeing you soon!

Language Team  
844.4HALAFA, ext. 8  
language@hawaiian43.org