

Stronger Together, Better Together

Hawaiian Airlines



FLIGHT ATTENDANT LEC 43 COUNCIL NEWSLETTER

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A Message From Your Officers

Dear Fellow Flight Attendants –

As we continue to work, learn and grow together, we are presented with new opportunities. For example, when we encounter things that are not routine on the job, we are instructed to “write it up.” Although this directive can be useful for tangibles such as emergency equipment, catering items and safety issues, this is – perhaps – not the best route when it comes to relating with peers.

Therefore, we would like to suggest a different means of working out issues especially between co-workers. In past newsletters, we have introduced the concept of Professional Standards (a.k.a. “Pro Stan”). Pro Stan is an alternate and often successful approach to problem resolution between peers. It is also one of the services offered through our Employee Assistance Program (EAP).

We all have different ways of addressing and coping with issues especially when it comes to a disagreement with another person. Some people choose to discuss one-on-one what happened, how s/he felt and possible solutions to move forward. While others prefer to avoid

a confrontation or the person/people involved. And, in recent years, with the popularity of social media, others find support and encouragement through private and public posts. There is a myriad of ways that people deal with concerns, however, when it comes to you and your job, we would like to ask that you take a more private and solution-driven approach.

By seeking out EAP, we can help to resolve issues through a supportive and collaborative form. EAP is here to listen to you, discuss options and even work with co-workers in a confidential and safe manner. We also work with pilot and agent representatives to help shed light on misunderstandings while offering healthy options to improve our communication and work together.

Due to the importance of this topic, we will dedicate this monthly newsletter to EAP and Pro Stan as it is a crucial spoke for the betterment in our workplace.

Thank you for the opportunity to serve you!

Stronger Together, Better Together,
Jaci-Ann and Kahea

National Breast Cancer Awareness Month

October is Breast Cancer Awareness Month which is an annual campaign to increase awareness of the disease. While most people are aware of breast cancer, many forget to take the steps to have a plan to detect the disease in its early stages and encourage others to do the same.

Please find additional information
<http://www.nationalbreastcancer.org/breast-cancer-awareness-month>

EMPLOYEE ASSISTANCE PROGRAM (EAP)

EAP

AFA EAP assists members in accessing appropriate medical help around issues involving family crises, work-related trauma and chemical imbalance, as well as conflict resolution services and response to critical incidents. Please call upon us...we are here for you!

PROFESSIONAL STANDARDS

We would like to ask that you continue to seek out EAP when you experience uncomfortable situations with fellow co-workers. Whether it is another Flight Attendant, pilot or agent, we are available to assist you in resolving issues with others in the company. Asking for help can be daunting, but please know that any contact or help through EAP is strictly confidential.

When you reach out to the EAP, we listen to your concern then help discuss options in coping and moving forward. One option is to ask an EAP representative to reach out to another co-worker. Another option is to help empower you to address a co-worker. And yet another option is to help bring both parties to the table and facilitate problem solving. There are different ways to resolve issues and we are here to help you in that process.

SOCIAL MEDIA

Please heed a word of caution when you use social media especially when it comes to our place of employment. Regardless of public or private settings, venting any frustrations or problems in the work place can have a domino effect on work morale and potentially disciplinary action when

posts are linked to Hawaiian Airlines. We'd like to ask that you refrain from posting work related issues both good and bad using social media. Perhaps general posts that do not infer or discuss Hawaiian Airlines would be a conservative and safe route in sharing your experiences.

FADAP



Our EAP Representatives at the September conference: Namabana Lota, Malia Tokioka, MEC Co-Chair Tracy Thompson, LAX's Beverly Mendoza-Rezzara, EAP Team Leader Kahea Ching and Beryl Tyau (seated).

The advancement of the Flight Attendant Drug and Alcohol Program (FADAP) has been endorsed by Flight Attendant peers and managers from 25 carriers. FADAP was conceived by the Association of Flight Attendants-CWA (AFA-CWA) for the Flight Attendant profession and began in September 2010 with funding from the Federal Aviation Administration for all Flight Attendants regardless of employer or affiliation.

FADAP's mission is to support a culture of safety while helping Flight Attendants reclaim their personal and professional lives through substance abuse awareness, referral for assistance and a Flight Attendant-specific recovery support system.

FADAP is available to all FAA certified Flight Attendants no matter what status you currently hold: active, furloughed or leaves.

Our EAP Team is committed to learning more about how to best serve our membership; FADAP is yet another resource and tool that we have to help! This September, several of our EAP representatives from the MEC, Council 43 and Council 47 attended the 5th annual FADAP seminar in Baltimore. Our time was well spent learning about the resources available to Flight Attendants, how to best work with management to support the group while encouraging new relationships with other air carriers' representatives. We look forward to sharing the FADAP resources with you.

RESOURCES

www.afacwa.org/employee_assistance
www.fadap.org
www.halafa.org/#!c43-eap/ctmz

The FADAP Wellness App
(available via the App Store or Google Play)

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Our dear friend and LAX Flight Attendant Linda Correia passed away this fall. A memorial gathering in homage of Linda's life and sparkle will be on Monday, November 9th, 2015 in Los Angeles, California. Additional information is posted on our halafa website.