

## **October Staffing Shortage and Vacation Cash Out**

The company projected that October will be another month in which they will have a problem staffing our flights. In order to help alleviate the staffing concern, the company came to the AFA leadership to ask for help about two weeks ago.

The company's proposal to deal with this staffing shortage is to pay Flight Attendants an incentive to cash out their vacation for the month of October. They also proposed to make October a high fly, flex-up (79 to 110 hour) month borrowing one of the contractual flex up months from 2018. Crew planning believes that these two (2) changes will help to properly staff the operation.

Prior to arriving at this agreement, the AFA considered what the company could have done without our help. As discussed this past May, the company could have exercised their right to cancel all scheduled Flight Attendant vacations for October. Outlined in Section 18.L.6.a, when there are operational demands that make it necessary to cancel Flight Attendants' vacation, the company would pay each Flight Attendant one and a half hours (1:30) for each credited hour for any canceled vacation. This would mean that the Flight Attendants who were counting on vacation days would not be able to use their vacation days.

After reviewing the alternatives, the AFA agreed to offer Flight Attendants the option to help the company by cashing out their vacation days. In doing so, please know that there are no permanent changes to the AFA contract.

We certainly recognize that the company wants to properly staff our flights. We also understand that short-term proposals can help the company in the interim while reducing the negative impact on the entire Flight Attendant group. Please know that we received many of your concerns and we have relayed your concerns to the company regarding the October issue.

We greatly appreciate your patience and understanding as we make our way through this process. We are committed to keeping you informed about the different issues that the AFA leadership is dealing with on a daily basis. Please check us out at [halafa.org](http://halafa.org), FaceBook (Hawaiian LEC), look for our emails from the Negotiating Committee, MEC, Council 43 and 47 newsletters or email us with your questions and suggestions.

Mahalo,  
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