



# Hawaiian Forty-Seven

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## Local Executive Council 47 LAX

Melissa Hooper, President; Craig Iwasaki, VP; Maile Hernandez, Secretary

### The President's Message...



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Summer is quickly approaching, and time just seems to be flying right by. Although one of the most impactful things to have happen to us this year so far is sadly, seeing Kathy Lee retire. Let's remain hopeful for whoever becomes our next LAX Supervisor. We are such a small, close-knit group here that we look out for each other and support one another, on and off the aircraft. So as your leadership and fellow flight attendants, we are confident that when the new Supervisor position is finally filled, we can welcome them and show them just that.

Recently transferred to LAX, we welcome back Wainani Young and Toby Tokunaga. We'll also welcome Eddie Anderson, Heather Sanchez and Shanel Isip when they arrive to LAX in July. We hope all of your transitions are smooth and we wish those leaving, A hui hou kakou,

until we meet again. If you need any assistance, please feel free to contact any one of us. More information can be found on our website:

[www.Hawaiian47.org](http://www.Hawaiian47.org)

More recently, there have been inquiries regarding transferring to HNL and the "actual paid move" versus the "flat rate" language with recent MEC Grievances filed. We assure you that what is stated in our contract, we will uphold if the Company does not agree to reimburse you. So if you're planning to take a future transfer offer to HNL Base, regardless of what the trade form states, if you choose the "actual move" reimbursement, you will need to file a Grievance and still sign the transfer form. If you prefer to further secure your stance in seeking reimbursement for "actual" moving expenses, you could write on the bottom of the

trade form "pending an MEC Grievance filed on my behalf." We can assist you when the time comes.

Lastly, we would like to recognize someone who has taken on the tremendous task of being our interim supervisor when we have none, Mr. Kekona Yamamoto. We are so grateful for all the hard work that you do. Besides flying your normal work schedule, ensuring that the daily operational needs of LAX are met, and for the out-of-pocket expenses for treats you leave for us to enjoy, it is your genuine dedication and support which we appreciate the most! On behalf of this membership, we extend to you our warmest aloha, endless gratitude and a very big **THANK YOU** for the amazing job you're doing for us all.

Safe flying!

In Solidarity,  
Melissa

## Critical Incident Response Training

By Val Halili and Bev Mendoza-Rezzara, LEC EAP Committee Members



LEC EAP Committee Reps Val Halili and Bev Mendoza-Rezzara at Critical Incident Training in Baltimore, MD

**“As Flight Attendants, we have been trained to be properly equipped and prepared for such situations ranging from irate passengers to planned evacuations. However, what happens after a high stress situation?”**



Every year AFA EAP members are fortunate enough to participate in several training classes. These conferences further help us understand how to better assist our fellow flight attendants. Being that we have been part of the program for less than a year, we feel that it is very important that we do whatever it takes to provide assistance for everyone and thoroughly educate ourselves in the different ways that we can be of assistance.

Last year we attended a conference that specifically dealt with drug and alcohol use. Last month, we were lucky enough to attend the Critical Incident Response Training Conference in Baltimore.

The Crisis Intervention Training was very informative and we were able to gain more insight on how to best assist our fellow Flight Attendants in need. As Safety Professionals, we are typically at a higher risk of experiencing traumatic events in the workplace. These events can produce

a stressful reaction, which people react to in various ways. The International Critical Incident Stress Foundation states, "Critical Incidents are usually challenging events that have the potential to create significant human DISTRESS and can overwhelm one's usual coping mechanisms."

As Flight Attendants, we have been trained to be properly equipped and prepared for such situations ranging from irate passengers to planned evacuations. However, what happens *after* a high stress situation? Because we are exposed and frequently reminded of our duties as flight attendants, we think that we have a resiliency to high stress situations.

We are a very strong group of individuals who sustain blows quite frequently but how does that have an effect on us over the long run? Not only do we juggle the everyday stress of our personal lives, we have an obligation to maintain a strong front at work. Luckily enough we do work at a smaller carrier and we have a greater

sense of camaraderie than most other airlines, so we have a support system that is very unique in our industry.

However, over the years, experiencing medical incidents, dealing with stressful in-flight situations, and witnessing other airlines and their unfortunate situations on the news, it may subconsciously be taking a toll on us and we don't even know.

As EAP members, we acknowledge that this type of stress does exist. Not only that, we recognize that as flight attendants, we are really good at masking such stress with a veil of normalcy. Stress can be very real, it could lead to physical and psychological problems, we are here to help you find a path to deal with those situations.

The confidential Employee Assistance Program exists so that if you are going through something personal and have no idea where to go, we are here. Many times as flight attendants we have our methods of "decompressing".

## Critical Incident Response Training (Cont'd.)

By Val Halili and Bev Mendoza-Rezzara, LEC EAP Committee Members

But if we don't get a complete handle on them we may be doing damage than help. We both feel extremely lucky to have experienced such an eye opening conference. Through the Critical Incident Stress Management, research has shown "that prompt

intervention by peers can prevent or significantly lessen the severity of later disturbances."

During a Critical Incident, our role could be to provide peer support, stabilization, symptom reduction, social sup-

port or even positive coping skills. If you ever find yourself in a situation where you feel alone or don't know who to turn to, call an EAP Representative. Just talking to someone could make all the difference.



## Air Safety, Health & Security Update

By Mike Rizarri, ASHS Committee Member

I attended the Intermediate Air Safety, Health and Security training in Baltimore, Maryland. The training was very informative. We covered a lot of materials like hazard recognition, how to be an effective ASHS member, how to work with the FAA and more.

If you haven't noticed already I left a few hand outs and brochures from the training in the LAX FA Lounge. Some of the interesting items would be the brochure on fatigue and of course the cabin crew safety training that is taught by Federal Air Marshalls. They will only take a number of people so

please sign up early. I highly recommend everyone to take this training it is free and it shows you want would happen in the event Air Marshalls have to take control and teach each crew member how to defend themselves in case of an emergency.

I'm currently working on a few projects in LAX. The first would be cart safety. If you happen to find a cart that the brakes are not working correctly please write it up and either take a picture of the card (with the serial numbers) and send it to [ASHSLAX@GMAIL.COM](mailto:ASHSLAX@GMAIL.COM).

I will also be following up with HNL to make sure these carts

are being addressed.

The second project is looking to get ear plugs installed in our LAX FA Lounge for those who would like to have ear plugs on take-off and landing.

If you have any safety issues please feel free to contact me with anything, and I mean ANYTHING you think is important towards SAFETY for not only the A/C but also for the fellow F/A sitting in the jump seat next to you. Again you can contact me at [ASHSLAX@GMAIL.COM](mailto:ASHSLAX@GMAIL.COM) or cell 510-734-5798. Look forward to hearing from you all.



## When Jury Duty Calls

By Maile Hernandez, LEC Secretary



You pull that jury summons from your mailbox and your response is a) YES!!! b) silent sigh c) loud groan. However you look at it, it's time for your civic duty and our contract outlines how it's addressed in Section 27.M.

There may be some locations that still have you report on a specific date, though most areas around CA have the "on call" system where you are given a date range (a week or month) and must call in (each day or week) to see

whether you need to report. Usually you call the jury number between certain hours the day before, and if you fail to call you must reschedule and start the entire process over again. This is an important consideration if you have a scheduled turn and will be unable to call in during the specified time.

Our contract states that you will be released when you are asked to report, not when you are on call. So once you dial that jury number and it says you need to show

up the next day, you notify scheduling.

Scheduling will refer to the jury summons you turned in earlier and release you. Make sure you turn in your jury summons when you receive it! You also need to notify scheduling once you have completed your jury service, and turn in the paper the court provides stating the dates you served.

Hopefully you enjoyed watching the justice system at work...or at least found the process interesting!

## Grievance Committee Update

By Joni Kashiwai, LEC Grievance Committee

With the departures of Josh Aoki and Brad Nozoe the local grievance committee is going through some restructuring. The local officers are putting out a call for new volunteers to fill the positions of Reserve Liaison and Scheduling Review Committee - positions that Josh and Brad held respectively.

Want to become more knowledgeable about our contract, want to assist your fellow

flight attendants, want a better understanding of how the grievance process works? Think about applying for one of these positions and getting involved!

### Grievance Update

#46-47-01-25-15 - Section 7.L., 12.J.1. Picking up grouping from a FA at another domicile, grievance heard on May 11, awaiting decision from the Company.

#46-47-02-41-15 -

Section 7.E.1., 7.F.a.(1) and (2), and MOU dated November 21, 2013. Failure of positive notification of delayed flight, requesting 2<sup>nd</sup> hour of OV14 pay.

### Scheduling Clarification Update

02-19-15 Section 7.L. & 12.J.1. FA picked up grouping from a HNL FA and was removed for failing to notify Crew Scheduling of not taking the deadhead flight from HNL. The above griev-



## Grievance Committee Update (Cont'd.)

By Joni Kashiwai, LEC Grievance Committee

ance was filed asking for the FA to be compensated for this trip.

**03-14-15 LAX Side Letter 2013** HNL FA picked up LAX grouping scheduled for over 14 hours on duty which should have been denied per the language of the 2013 LAX side letter.

**03-25-15 Section 7.E.1., 7.F.a.(1) and (2), MOU dated November 21, 2013** Failure of Crew Scheduling to positively notify FAs of a delayed flight resulting in crew checking in at the scheduled time and working into the 2<sup>nd</sup> hour of OV14 which is being denied. The above grievance was filed asking

for the 2<sup>nd</sup> hour of OV14 compensation.

**04-08-15 Section 12.D.3.** Trade request for groupings operating on the same day was denied. The trade should have been allowed and the Company has compensated the affected FA with the pay difference between the 2 groupings.

**04/27/15 Section 8.F.4.** Non-red circle day was changed by Crew Scheduling with the affected FA not being notified or consulted as to preference of replaced day. Per Section 8.F.4. we are asking

for 4:00 hours compensation for failure to notify.

**05/02/15 Section 7.I.1.a.** Affected FA was legal and available for voluntary recall. Grievance pending.

**05/02/15 Section 18.L.6.a.** Affected FA worked into a scheduled vacation day and was not allowed to reschedule for another time.

### Arbitration Update

**Termination Without Just Cause** -- We are still waiting on the final decision from the arbitrator in this case.



## My BOD Experience

By Brad Nozoe, Scheduling Review Committee

From April 28-30, 2015 your AFA Officers attended the 43<sup>rd</sup> Annual AFA-CWA Board of Director's Meeting in Las Vegas, NV. Each year, our Union leaders at every AFA-represented carrier come together to discuss mutual concerns, receive industry updates, approve an annual budget and vote upon changes to the AFA-CWA Constitution and By-laws.

The Association of Flight Attendants-CWA is the world's largest flight attendant labor union or-

ganized by flight attendants for flight attendants. AFA represents over 30,000 flight attendants at 19 airlines.

Josh and I were lucky enough to be able to sit in on the first day of the BOD. It's pretty amazing to see Union leaders from each airline there with one common goal - to negotiate better pay, benefits, working conditions and work rules for their airlines, and to im-

prove on the job safety.

We at Hawaiian Airlines are truly lucky to be able to have such strong union representation. Also realizing that we have it pretty good in comparison to other airlines. In some aspects they are still trying to fight for what we already have. It's due to all the hard work from past, present, and I'm sure union leadership in the future.



## Calling For Volunteers!

We are seeking volunteers for our Grievance Committee. We'd like to thank Brad Nozoe and Josh Aoki for their service and wish them well as they embark on new adventures in HNL. We continue to work closely with our MEC, and also want to thank Joni Kashiwai for her role as advisor to this committee.

The Grievance Committee is responsible for the enforcement of our Collective Bargaining Agreement (CBA, commonly known as our Contract) and protecting against arbitrary and unjust disciplinary actions by the Company. In the representation of any Flight Attendant, the Union's purpose is not to judge or condone improper behavior or any violation of Company Policy. Rather, our purpose is to insure proper process, as well as equal and fair treatment of all Flight Attendants. Through your work you

will have the opportunity to educate yourself, as well as others, about our Contract and obtain a better understanding of how things work.

### Reserve Liaison

Serve as an intermediary between FAs, LEC Officers and the LEC Grievance Committee. Be available as the "go to" person for Reserve FAs. Assist in bringing reserve issues to our attention and ensure those issues are addressed. Assists the Grievance Committee with follow up to Reserve issues and help ensure Reserve FAs are included in the process. Preferably a Reserve FA would apply for this position as you would assist with Reserve flying experiences.

### Scheduling Review Committee

Serve as an integral part of the Scheduling Clarification Request (SCR) process

by keeping track of all SCRs filed and ensuring a timely response from the Company. Assist the Grievance Committee regarding SCRs that develop into Grievances. Ensure proper communication with the FAs that filed the SCRs and keep them updated on the status of each.

Applying for either of these positions falls under the umbrella of the Grievance Committee. Although your titles are specific, we would have you involved in most, if not all, aspects of Grievance for a broader range of understanding and experience. There will be trainings and learning opportunities, so no previous experience is necessary.

If you are interested in applying for the positions listed above please contact Melissa at [hooper182@hotmail.com](mailto:hooper182@hotmail.com) by **June 17, 2015**. Tentative start date is **July 1, 2015**.



**"In the representation of any Flight Attendant, the Union's purpose is not to judge or condone improper behavior or any violation of Company Policy. ...our purpose is to ensure proper process, as well as equal and fair treatment..."**

## Implementing a Dues Adjustment

In compliance with the AFA-CWA Constitution and Bylaws, monthly dues are set in line with the "CWA Dues Average," which is the average of the dues paid by all members.

In April of this year, the AFA Board of Directors met and agreed

that dues would adjust to the current dues average, which is \$50.00 per month. This change will take place for June dues and is in conformity with the "CWA Dues Average" provision of our C&Bs.

The International Of-

fice has taken steps to contact our Payroll Department to inform them of this new amount and to take the necessary steps so that this change will be seamless to you, and the correct amount will be deducted without requiring you to take any action.

