

Stronger Together, Better Together

# Hawaiian Airlines

FLIGHT ATTENDANT LEC 43 COUNCIL NEWSLETTER



## A Message From Your LEC Officers

Dear Sisters and Brothers:

As the MEC Negotiating Committee prepares to send our Contract survey via personal e-mail, we have several opportunities to learn more about the negotiations process.

Please join us in meeting the members of the Negotiating Committee and our AFA Senior Staff Negotiator, Paula Mastrangelo. Learn about the Section 6 negotiations process under the Railway Labor Act. This is a great opportunity to provide feedback and ask questions; share what's important to you this time around. Light refreshments will be provided and parking validation (\$3.50 for up to 8 hours in the Airport Parking Structure) will be available.

Tuesday, August 16, 2016 and Wednesday, August 17, 2016

Morning: 0930 – 1130

Afternoon: 1300 – 1500

These informal meetings will be held at the Honolulu International Airport Conference rooms located on the 7th floor of the Inter-Island building (mauka-side of building). We hope that you can join us as we look forward to starting the negotiations preparation process!

During these often challenging times with weather and mechanical delays, we are proud to represent you...the Best Airline Staff in North America! Thank you for all that you do to continue bringing our special culture to the world!

Stronger Together, Better Together,  
Jaci-Ann and Kahea

## Important Upcoming Dates

### Monday, August 15

- Contract Survey, begins\*

### Tuesday, August 16

- Membership Meeting

### Wednesday, August 17

- Membership Meeting

### Friday, August 19

- Admissions Day holiday

### Monday, August 29

- Contract Survey, ends\*

\*Tentative

## SCHEDULING CLARIFICATION & GRIEVANCE

### CONTRACT CLARIFICATIONS

We have highlighted some provisions that are not necessarily known through our group. Please note that it is imperative that you read the provisions, in their entirety, to ensure that you have the best possible understanding.

### LEAVE OF ABSENCE...THE IMMEDIATE FAMILY

Life presents challenges for us with little or no notice; please know that there is a provision in the CBA for such occasions. If you need a leave of absence as outlined below, please contact your manager to assist you; the manager may ask for verification when requesting such leave.

#### **Section 17. Leave of Absence, E. Leave of Absence Occasioned by Death or Critical Illness in the Immediate Family.**

*A Flight Attendant shall be granted a leave of absence up to five (5) consecutive days for any absence which is occasioned by death or critical illness or critical injury in the immediate family, and she shall be credited and paid for what she normally would have earned. The Company may,*

*at its discretion, request appropriate confirmation of such emergency...For the purposes of this Paragraph, the immediate family shall include her parents, grandparents, brother, sister, spouse, mother-in-law, father-in-law, legal dependents, domestic partners (same sex) and children.*

### DEADHEADING AND WAIVING LEGAL REST

When you waive your rest to deadhead (DHD) home, the company is required to put you on a DHD list. Although the company has been suggesting that a FA pass-travel, the CBA permits you to request a higher priority.

#### **Section 31. Deadheading, D. International – Waiving Legal Rest, 1:**

*A Flight Attendant may waive legal rest as provided in Section 7 Paragraph D.2. of the Agreement in order to deadhead to her/his domicile. The Flight Attendant shall be paid and credited as if she/he deadheaded home as scheduled. Such Flight Attendants will be provided with [DHSA or its future equivalent] positive space travel authorization on her/his desired return flight(s) to her/his domicile.*

## AIR SAFETY, HEALTH & SECURITY (ASHS)

### THE TSA SELF-DEFENSE TRAINING PROGRAM

We are pleased to announce that after a successful round of training in March, the TSA has agreed to partner with us to host another round of Self-Defense Training this October!

The Self-Defense Training Program provides training to prepare active crew members of all domestic scheduled carriers for potential physical altercations both on and off the aircraft.

This 4-hour, voluntary course is an option available to you at no cost. Please note that this is NOT a HAL training so there is no pay involved.

There will be four (4) days with both a morning and afternoon session as follows:

- Session A: Monday, October 3 from 0800 – 1200
- Session B: Monday, October 3 from 1230 – 1630
- Session C: Tuesday, October 4 from 0800 – 1200
- Session D: Tuesday, October 4 from 1230 – 1630
- Session E: Wednesday, October 5 from 0800 – 1200
- Session F: Wednesday, October 5 from 1230 – 1630
- Session G: Thursday, October 6 from 0800 – 1200
- Session H: Thursday, October 6 from 1230 – 1630

Registration will open on August 5 and is based on a first-come, first-served basis. The training is available to all active flight crew and our invitation has been extended to ALPA, UAL's HNL-based Flight Attendants, CMI's Guam-based Flight Attendants and any other flight crew that qualifies for this program.

Please go to the [halafa.org](http://halafa.org) website to complete the form and register for your desired session. Once we receive your form, we will confirm your session via e-mail ([hnlcrewmembertraining@gmail.com](mailto:hnlcrewmembertraining@gmail.com)).

## MEMBERSHIP & BENEFITS

We'd like to thank you for assisting us with our contact information update. After more than two months of working to ensure that we have your current contact information, we have a majority of the group's information and are processing it to send to our International office.

Moving forward, you can continue to update your contact information through our [halafa](#) app under the "Online Forms" tab. The "Membership Contact Update" link will forward your information to us, and we will then send it to the International office for the time being.

As the International office continues to improve their technology, this process may change; we will keep you apprised. Again, thank you for helping us in being connected with you!

### Council 43 CONTACT

Website: [HALAFA.ORG](http://HALAFA.ORG)  
Ring Central: 844.4HALAFA

#### President

[president@hawaiian43.org](mailto:president@hawaiian43.org)

#### Vice President

[vicepresident@hawaiian43.org](mailto:vicepresident@hawaiian43.org)

#### Air Safety, Health & Security (ASHS)

[safetyandsecurity@hawaiian43.org](mailto:safetyandsecurity@hawaiian43.org)

#### Employee Assistance Program (EAP)

[eap@hawaiian43.org](mailto:eap@hawaiian43.org)

#### Language

[language@hawaiian43.org](mailto:language@hawaiian43.org)

#### Membership & Benefits

[membership@hawaiian43.org](mailto:membership@hawaiian43.org)

#### Reserves Liaison

[reserves@hawaiian43.org](mailto:reserves@hawaiian43.org)

#### Scheduling Clarification & Grievance

[schedulingclarifications@hawaiian43.org](mailto:schedulingclarifications@hawaiian43.org)

## EMPLOYEE ASSISTANCE PROGRAM

Starting this August, our EAP representatives will be in the lounge to share what we do and to help inform you on the resources that are available to our group.

### PROFESSIONAL STANDARDS

Although Professional Standards is somewhat unfamiliar with our group, it is helpful for you to learn more about this important avenue to resolve conflict or issues especially at work. "Pro Stan" is a process where you are empowered to address workplace conflicts with help from an EAP representative.

Rather than "writing up" a co-worker, we'd like to ask for the opportunity to listen to your concerns and work with you to help resolve them. Managing conflict, working together and moving forward can be a healthy alternative in an often stressful environment. Please let us know how we can help!

### ASSISTANCE FOR YOU AND YOUR FAMILIES

Some of you may know that our program has resources that are available to you. However, we have resources that are available to your family and loved ones as well. Please contact an EAP representative for more information.



These are our LAP 2016 attendees meeting with other Flight Attendant members who are involved in the administration of employee assistance programs (EAP)

Standing: Ka'ula Kamahale, Beverly Mendoza-Rezzara (LAX), Tom (SWA), Eileen (SWA), Deb Mc Cormick (FADAP), Heather Healy (International), and Jeffrey Myles (former AA).

Seated: Craig Iwasaki (LAX), Namahama Lota, Tracy Thompson (LAX), and Natalie (SWA).

Not pictured: Kahea Ching