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A Message From Your LEC Officers

Dear Fellow Brothers and Sisters –

The summer is fast upon us which means an increase in flying, graduations, holidays and other festivities! And, in the midst of this busy time, the MEC is preparing for our negotiations survey, forum schedule and updates.

In order for you to get any negotiations information, please help us by ensuring that your contact information is updated. This is important to get any e-mail communication, negotiations mailers (sent to your physical address), surveys and ballots!

Our challenge is that the company contact list (Ultipro) is NOT synchronized with the AFA-CWA list. In order to update the AFA-CWA list, we will kick-off a Membership campaign to ask you for your current contact information.

The AFA-CWA has a quick and easy way to update your contact profile. Please go on-line to afacwa.org and click on the “Our Union” pull-down menu. You will

then need to click on “Change of Address” and enter in all the required fields noted by the asterisks.

Please ensure that you fill-out the “Check What Has Changed” portion of the update. Include your Street Address, Email Address and Phone Number. When you click on the respective box, a new line will appear so you can enter your information. At this point, assume all your information is outdated and input each field. This is the best way to capture your current information.

Although our Contract is amendable at the end of this year, it is critical that we start the process now so that you have all the information you need before and during the negotiations process.

If you have any questions, please do not hesitate to contact us!

Better Together, Stronger Together,
Jaci-Ann and Kahea

Important Upcoming Dates

May 2

Council 43 Pre-Board of Directors Meeting

- This is a combined meeting with UAL Council 14 and HAL Council 43
- HNL Inter-Island Conference Room IIT #2, from 1130 - 1330

May 8

Mother's Day (Second Sunday)

May 9 - 13

NGP, AFA Supplemental Visit

- Please check the posters in the lounge for enrollment hours

May 23 – 25

44th Annual AFA Board of Directors Meeting

May 30

Memorial Day

AFTER AN INCIDENT

We are all different and handle situations in different ways. How we handle an incident, cope with it, and move on will differ person to person. There may be a situation when one Flight Attendant can move forward without any stress. While another may experience feelings of confusion, frustration or even something that is unrecognizable.

Incidents, emergencies, and challenging situations are part of our job. However, there is no “normal” in the moments and days following these situations. Please be aware of when you may need to take a break, cope with your feelings or even ask for help.

Please also know that we have a group of Employee Assistance Program (EAP) peers to help you! The EAP group is trained to assist you with resources for your needs. Although we are not therapists or counselors, we are available to support you while providing the resources at your option.

It is difficult to now exactly when or where we may experience challenging times, but whether in or out of the workplace, the EAP is here for you!

SAFETY & SECURITY

As safety professionals, we are mindful in accommodating a passenger's reasonable needs while continuing to comply with our safety-related functions and all applicable FARs.

A recent example includes a passenger who wanted to bring his medical device into the cabin. The item was packed in a full-sized, hard cased suitcase however it exceeded the carry-on baggage allowance (both weight and size). The CSA allowed the passenger to

board the aircraft with the carry-on placing the burden of acceptance upon the Flight Attendant.

Although we are not trained experts on ADA and/or ACAA compliance and standards, we need to be cautious and conscientious in these types of situations. If you find yourself in a questionable situation, request that a Complaints Resolutions Official (CRO) be contacted to resolve the issue.

While we comply with all safety, security

and hazardous materials rules, we confirmed with the company that we are not required to accept large and heavy items for transport if it does not meet cabin carry-on limitations.

There is NO incident that is too small or minor to document! It is vital that any incident that is out of the ordinary or questionable be documented through WBAT. This not only helps you to cover yourself but it can also be a good means of extending information to help educate our group.

DOCUMENTING FOR SCHEDULING CLARIFICATIONS

As a reminder, the more information that you are able to provide for your scheduling clarification (SC) forms, the better. This way, both the company and AFA has more complete information about your inquiry.

For example, dates, times, names and even screen shots can assist when researching an incident. When you help to provide this information, it reduces the amount of time it takes for both the company and AFA to respond back to you.

The normal process is that the electronic SC form is immediately distributed to the company and AFA. Once the company responds to your inquiry, the AFA then looks at the response. There

are three (3) possible outcomes: 1) the AFA agrees with the company response and finds no infraction or violation; 2) the AFA contacts the Flight Attendant to ask for additional information; and 3) the AFA may file a grievance on behalf of the Flight Attendant.

Each Grievance belongs to that particular Flight Attendant. Our SCR Team meets on Mondays and Tuesdays to work through the SC forms received, research when needed, file the proper paperwork or attend hearings on a Flight Attendant's behalf.

If you want to follow-up or have questions of the SCR Team, please e-mail them at:
lec43grievance@gmail.com

LANGUAGE

We have completed our recent Language meetings in April and have several issues to address. While we work on the current round of questions, we would like to thank you for your participation.

Our company is in the unique position of expanding into new markets. Through this growth, our Flight Attendant membership grows as well. Regardless of the opportunities that our expansion presents, we are grateful that you continue to support and help one another.

Each foreign destination has rules, cultures, and service nuances that differ. However, what has remained true is that our Flight Attendants care deeply about the company, it's product and brand. Your commitment and love for the company is appreciated as we continue this journey together.

Although we just wrapped up this round of meetings, we are planning for our next round of language meetings in 6 months. Please continue to reach out to us, air your concerns and make suggestions, and help one another. Thank you!

RESERVE

Our Reserve group is dynamic and ever-changing. With two new classes this year and another one currently in training, many of you will – hopefully – move on to securing bids. All this while our newest Flight Attendants learn the bidding system as Open/Reserves.

This is just a quick reminder to know our Contract. The most important and frequently referred to sections include: 3(Compensation), 7 (Hours of Service), 8 (Reserves), 10 (Awarding Flight Schedules Under PBS) and 12 (Pick ups, Drops, Trades and Exchanges).

The most significant concept for our Reserve group to be mindful of is that Reserve/Stand-by Flight Attendants are an integral part of the company. This group is utilized to cover the daily operation! If you are a Reserve FA, please ensure that crew scheduling is able to contact you to assign you a trip!

PARKING ALLOWANCE GLITCH

We have heard from several Flight Attendants who have not been getting their \$25 parking allowance on their paychecks. Since there has been a group of you who may also experience the same glitch, please check your paystubs and UltiPro. If the parking allowance doesn't or didn't show up, you will need to submit a receipt (or receipts) to HR for reimbursements.