

## RECALL PAY CALCULATIONS - update, 4.20.17

Please know that the MEC and Council 43 met with the company Tuesday, April 18th in the afternoon reiterating that we are committed to ensuring that the FAs are paid correctly for recall.

As we move forward, it is imperative that you understand that the AFA did NOT make any changes to the Contract in terms of the recall pay calculations. What Council 43 did do, was ask the company (last year) what their calculation formula was so we could have a discussion. Now that we were able to confirm that a change was made in the calculation, the company is researching when exactly when that was made. We will let you know when they have the information.

As we wait to hear back from the company, we have learned that one of our AFA representatives has been singled out as the culprit for the company's change in the recall pay calculations. Please know that this is UNACCEPTABLE. This is not how the AFA works. This is not how interpretation of the Contract works. For those of you who have heard of an individual AFA representative's name being the basis for the pay calculation change, we would like to remind you that this was NOT the case.

Our SCR Team works together with the MEC to serve the membership. It is not - and never has been the case - where anyone from the Team has changed anything in the Contract.

For those of you who have concerns, please reach out to me - Jaci-Ann S. Chung (cell 808.382.5321) - to have a discussion on the history of this issue. I will make the time to talk to you!

Although we have addressed the group, it is important to know how things work and that this recall pay debacle is NOT due to anyone in the AFA. When the company changed the recall pay calculation, it was a mistake that has, to our understanding, been corrected the moment the MEC broached it with the company early April 2017.

We would like to apologize for ANY misconceptions, misinformation or misunderstandings. We are diligently working with the MEC and company to rectify the problems with recall pay but it will take time. Thank you for your patience and understanding. We are cognizant of the problems that this has caused, the anger from individuals affected, and the shift in how some of you view Council 43.

However, we ask that you be informed as to what happened, know that we are addressing it, and that we are making every attempt to continue to work with the company to resolve this and other FA concerns.

Thank You!