



January 13, 2022

Separation Hearings, Council 43 Process

Dear Flight Attendants,

Please know that in the weeks leading up to January 4, 2022, the Council 43 Leadership had been asking the company to sit down and discuss what our Flight Attendants could expect following the company's vaccination mandate deadline. The hope was to learn what would be communicated, how information would be disseminated and what our members could expect.

As of this afternoon, this is what we know:

Council 43 hearing dates: January 18 – February 10, 2022

Hearing Times: 30-minute blocks with a 30-minute buffer, if needed

On January 6, 2022, the company mailed certified letters to those Flight Attendants who are at risk of being separated. As of January 11, 2022 for the total number of Flight Attendants at risk of being separated is 101 members. We do not have an exact number for each base, but at last check, there are approximately 92 Honolulu-based members who are in this group.

For those of you who have a scheduled hearing, please know that we will work with you based on your assigned date and time. This means that we will start working with those members who have requested AFA representation and scheduled on Tuesday, January 18th, then Wednesday, January 19th and so forth.

For those of you who have sent representation requests or intend to request AFA representation, please email us at our dedicated email: Council43Hearings@gmail.com
This will ensure that we have one point of contact for our team.

The current hearings support team is made of Council 43 volunteers who have worked on grievances. We work in pairs so you will have two AFA representatives in the hearing with you.

The following are some questions and our responses:

Q1) I would like AFA representation, who do I contact?

A1) Please contact your respective base/council representatives. For Council 43 members, please email: Council43Hearings@gmail.com

Q2) What can I expect from this process?

A2) The Hearings Support Team will work with you and present a case on your behalf. We will reach out to you, so please ensure that we have your current personal (non-HA/work email) as well as current phone number.

Q3) When can I expect a call from the support team?

A3) This depends on when you are scheduled for your hearing. We will work with Flight Attendants starting from the earliest scheduled hearings (dates and times). Example: if you are scheduled in January, we will work with you before those scheduled in February.

Q4) The letter says that I have to return my company badge and IDs within 5 days upon receipt of the letter. What does this mean? [I did not find anything speaking to this in the Contract.]

A4) The company requires this of Flight Attendants who are Held Out of Service (HOS). There is no verbiage that speaks to this in the Contract; it is a company policy. We suggest that you comply with their request. If you have questions on what to do or if you need additional time, please reach out to an in-flight performance manager for assistance.

Q5) I know that the company mailed certified letters on January 6, 2022, but I did not get a letter. What do I do?

A5) Please contact an in-flight performance manager to assist you. They have all the certified letter tracking numbers and should be able to help you.

Q6) The company did not confirm a location, date and time for the hearing. When will they provide me this information?

A6) Our best understanding is that they started calling all affected Flight Attendants on Tuesday, January 11, 2022. They said they are continuing these calls and hope to reach everyone on their list by end of business today, Thursday, January 13, 2022.

Q7) I do not live on O`ahu and want to fly in for my hearing however, the company suspended my Pass Travel. What can I do?

A7) The MEC is working with the company since we have recently learned that the pilots - who are in like positions - continue to have Pass Travel privileges. We look forward to resolving this issue based on the Contractual provision in Section 30. Benefits, A. No Less Favorable Pass Policy. An update following these conversations should be forthcoming.

We will have additional information once we receive the company's final schedule in the next days and weeks. Thank you for your consideration as we work to help all Flight Attendants.

With Deep Regard,
Jaci-Ann, Kahea, Kerri and
the entire Council 43 Leadership