



# NC UPDATE

AFA Negotiating Committee - Hawaiian Airlines

**DATE: MAY 6, 2020**  
**TO: ALL HAWAIIAN FLIGHT ATTENDANTS**  
**FROM: THE NEGOTIATING COMMITTEE**  
**RE: RATIFICATION BONUS TAX RATES & COVID MODS LOA CHANGES**

## **RATIFICATION BONUS TAX RATES**

Late this afternoon we confirmed that the Ratification Bonus payments were taxed at the supplemental rate of 22% instead of the normal rate for each Flight Attendant. The company apologized for the error and did not catch the issue until they went through to check on the paychecks.

They immediately went to work on correcting the problem. Here is how it will be corrected. They are reviewing each FA's pay and if they are owed money when they apply the correct amount for taxes the FA will be issued a "direct cash" check (nothing taken out) to their direct deposit account.

The company is currently working on sending a communication to each FA affected letting them know what has happened and they intend to have this issue resolved by Monday at the latest.

## **COVID-19 TEMPORARY CONTRACT MODIFICATIONS LOA CHANGES**

The Association and the Company have agreed to make changes to the **COVID-19 TEMPORARY CONTRACT MODIFICATIONS** letter of agreement (LOA) of March 2020. The changes were made by way of an addendum to the LOA. We have put together a list of the changes to make the changes clearer and easier to read. Other than the changes mentioned in this communication, the original COVID-19 Letter of Agreement stands (ex. the company will continue to pay 100% medical premiums for those on leaves of absence).

### **LOA BIDDING SCHEDULE – MAY 2020**

- May 1, 0900 HST Bidding for Sec 16.L. LOA, Low Time, & Voluntary Furloughs opens
- May 15, 1500 HST Bidding for Sec 16.L. LOA, Low Time, & Voluntary Furloughs closes
- May 16, 1700 HST Awards for Sec 16.L. LOA, Low Time, & Voluntary Furloughs will be posted

### **SCHEDULE BIDDING & AWARD MODIFICATIONS – MAY 2020**

- May 17 1200 HST PBS Bidding for the June 2020 bid month opens
- May 19, 1500 HST First PBS Practice Award
- May 21, 1200 LDT Deadline to cancel/cash-Out June Vacation
- May 21, 1500 HST Last PBS Practice Award
- May 22, 1500 HST PBS Bids close
- May 23, 1700 HST Preliminary Award posted
- May 25, 1700 HST Final PBS Award posted
- May 26, 1200 HST FLICA Opens for trades and open time (no secondary bid lines)

### **RESERVE GUARANTEE & RETURN TO WORK**

- The reserve guarantee will return to 75 hours for the months of June and July
- Leaves of Absence of 1 or 2 months shall have a **30**-day notice to return to work

### **NEW: PAY WHILE ON LEAVES OF ABSENCE & VOLUNTARY FURLOUGH**

- Pay adjustments and Barclays card incentives credited to Flight Attendants will be paid upon returning from Leaves of Absence or Voluntary Furlough