



April 14, 2021

Dear Flight Attendants,

Our MEC Zoom Briefing has been rescheduled for Friday, April 16, 2021 @ 10:00 HST/13:00 PDT to present the provisions of the **16.L. Payroll Support Program (PSP) 3 Contingency Letter of Agreement (PSP 3 LOA)** and answer your questions. We apologize for the last-minute cancellation of Monday’s Zoom briefing due to unforeseen circumstances. Thank you for your patience and understanding.

[MEC Zoom Briefing Link](#)

We have been receiving questions from some of you requesting clarification on some of the benefits – medical insurance, longevity and seniority – that are included with the different types of leaves, whether it be COVID or 16.L. Please see the chart below for a breakdown of leaves and the benefits associated with each type.

[Covid-19 Leaves, Temporary Contract Modifications and Contingencies LOA](#)

[16.L. Payroll Support Program \(PSP\) Contingency LOA](#)

Medical, Longevity and Seniority				
Leave Type by start date	Company Paid Medical	Longevity	Seniority	
12 month VF (beginning 10/1/20)	Ending 9/30/2021	Coverage through 4/30/21 7 Months Total	Continues	Benefits provided by the Covid-19 Leaves, Temporary Contract Modifications and Contingencies Letter of Agreement
14 month LOA (beginning 10/1/20)	Ending 9/30/2021	Coverage through 4/30/21 7 Months Total	Continues	
18 month VF (beginning 10/1/20)	Ending 9/30/2021	Coverage through 4/30/21 7 Months Total	Continues	
24 month VF (beginning 10/1/20)	Ending 9/30/2021	Coverage through 4/30/21 7 Months Total	Continues	
6 month VF (beginning 4/1/21)	Ending 9/30/2021	Coverage through 9/31/21 6 Months Total	Continues	Benefits provided by the 16.L Payroll Support Program (PSP) 3 Contingency Letter of Agreement

Note that there are other benefits afforded to all leave types but these are the most commonly asked

Return to Work Offer/Leave Cancellations

As we head into the traditionally busy summer season, the company has offered a “return to work” option for all FAs on 16L/COVID leaves/low-time lines to return in June due to the increase in our flight schedule and the need for more staffing. The offering is for 150 Flight Attendants to return effective June 1. The election period is from April 13 @ 09:00 HST through April 18 @ 17:00 HST. Per the Collective Bargaining Agreement (CBA) and PSP 3 LOA, this option is offered in seniority order and assigned in inverse seniority. If there are not enough volunteers for the 150 positions the company is needing to fill, the leaves/low-time lines will be cancelled in inverse seniority.

(We are in the process of obtaining a list of all FAs on 16L/COVID leaves/low-time lines in seniority order. We will publish the information as soon as we confirm the list.)

The increase of flying to our flight schedule is reflected in May's projected system bid hours of 77,000 hours and June's projected system bid hours of 90,000 hours. In comparison, pre-pandemic monthly bid hours were approximately 150,000 hours. As mentioned, the driving factor behind the company's need to bring FAs back to work is the increase in flying, which is great news. Let's hope we're on the road to a strong recovery with no more furloughs for Hawaiian and the entire airline industry after PSP 3.

As always, please send any questions to the Questions Form link:
[TinyUrl.com/AFAQuestionForm](https://tinyurl.com/AFAQuestionForm)

In Unity,
Joni, Scott, Chasity, Jaci-Ann, Josh
and the entire AFA Leadership
[AFA-CWA Mutual Respect Policy](#)