

March 27, 2024

Right to Union Representation

- Leadership has noticed an uptick in discipline and investigations by the company
- Report irregularities, deviations from service and issues using Intelex. Ensure to set up your Intelex App to enable offline mode reporting
- HSAP is also available to report safety related issues
- You are entitled to union representation whenever interfacing with management

Recently, we have noticed an **uptick in discipline and investigations by the company**. We would like to remind you to familiarize yourself with policy and procedures. We would also like to encourage you to continue to report irregularities, deviations from service and issues using the company's reporting system, [Intelex](#). You are also able to use the Intelex app on your FAMD – be sure to sign-in to Intelex prior to the flight, go to settings and toggle the “offline mode” to create a report during the flight.

Use the HSAP option on your FAMD to report any safety related violations or safety concerns. HSAP is the Hawaiian Airlines equivalent of ASAP (Aviation Safety Action Program). Your HSAP report can also be duplicated into an incident report. After filing a report to HSAP all identifying information is redacted. If more information is necessary identifying information will be made available to an AFA safety representative who will contact you. The report is then reviewed by the Event Review Committee (ERC) which is composed of a representative from the AFA, the company, and FAA. The ERC will then vote to accept a report and determine a safety action plan and corrective actions.

As a union member, **you are entitled to union representation whenever interfacing with management**. These provisions are outlined in Sections 23.A.1. and 23.B.1. of the Collective Bargaining Agreement. If you have engaged in possible misconduct or violation and are approached for questioning by the company, remember it is your right to request for a union representative to be present. This action must be initiated by you and the company is required to honor the request.

In Solidarity,

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If you have any questions or comments, please submit your questions here: tinyurl.com/AFAQuestionForm