

To: All HNL Flight Attendants  
From: Doreen Lawrence  
Date: April 25, 2013  
Subject: ETCH Folder Pairings

I have recently been made aware of a situation in the HNL base where Flight Attendants are circumventing the intent of the AFA collective agreement by posting and then deleting pairings from the FLICA ETCH Folder. The Company is aware that this is being done to actively avoid the following language of the CBA:

***Procedures for Dropping Groupings with Extended Range Flights, Turns or Charters.***

Groupings with Extended Range Flights, Turns or Charters must be posted for a period of twelve (12) hours beginning at 6 a.m. local domicile time and will then be awarded in seniority order among those flight attendants requesting the grouping. Flight Attendants must be legal and available for the entire grouping in order for it to be awarded. If the grouping is not awarded via this process the grouping may be dropped directly to another flight attendant

The Company has been monitoring this activity and denying trades that are not consistent with the CBA, and we will continue to do so. However, I want everyone to be on notice that this practice is not acceptable, and that it must stop.

Flight Attendants who attempt to circumvent the CBA via this procedure may be subject to discipline up to and including termination of employment.

Thank you for your cooperation!