



## FROM THE DESK OF THE MEC PRESIDENT

AUGUST 7, 2023

Dear Fellow Flight Attendants,

I feel horrible that we are all being dragged through the hatred and darkness that appears to be the style cues of the new LECP HNL. Note to us all, it is not becoming. The ridiculousness of all this, is that any recall of an MECP can just be done without any cause. In other words, any LECP can just do it and be done. So why all the angry and mean spirited messages? Clearly, Martin needs an audience.

**Communication.** I was going to just write a nice farewell, so long, auf wiedersehen, goodbye message, but someone told me that there were those who want to know the full story on his accusations towards me and deserve a response. So even though I hesitate to engage in their latest episode of the Housewives of Honolulu, I will do my best to address these salacious allegations. Ok, exhale.

**Allegation #1: As the MEC President, he withdrew a Flight Attendant's disciplinary grievance without the Flight Attendant's consent while talks were ongoing to remedy said grievance.** This is huge and gets to the issue of the Union's Duty of Fair Representation. There was no explicit need to withdraw the grievance at the time, or even to this day, and it was done without the consent of the Flight Attendant. We have an obligation to represent Flight Attendants and they get to decide what happens to their grievance.

- No single individual has the ability to withdraw a grievance. I know what grievance he is referring to, and it has not been withdrawn. It is inactive. Due to the confidentiality of the open grievance I cannot comment further. All he needs to do is check with AFA Legal.

**Allegation #2: After writing extensively about poring through decades of grievances, and creating a master grievance log, he has not provided a copy of the log after I requested it on July 2nd. The log and archiving were a project done using AFA funds and it belongs to the AFA. When I asked about the physical location of the grievance files for Honolulu Council 43, he told me, on July 26th, that he had them moved from the LEC office to the MEC office.**

Ok, he's packed a lot of angry rants in here. Let me try to break it all down.

- The official grievance logs are located in the AFA-CWA office in Chicago, Illinois. Every AFA leader has access to those logs for their airline. The grievance log that I was working on was to provide a more substantive account of each grievance for our AFA Legal staff in order to provide them with background information on all past cases. By hyperlinking the files, our legal team and our leadership have access without getting the physical file. This will be critical for all future grievances. I also made a modified version of the log I worked on, along with a team of volunteers, to post on our AFA website allowing all members to see them for the first time. This was part of my commitment to transparency. I would never share this sensitive information with him over email. There is no security sending files like this over the internet.
- So where's the log I worked on? The AFA Legal Department has it and uses it to screen grievances that have been denied and are waiting for their next step. I put in place a new monthly screening process. This will keep your grievance from languishing for long periods of time. Martin would have seen this grievance log used by our attorney when our attorney, Megan Havern, Josh, Martin and myself met to move the grievances along. Instead of carrying out his duty as LECP to do the grievance work before us, he used the occasion to call me a liar and just ranted on and on. We were unable to deal with the grievances awaiting our action and to those members whose grievances are still sitting there, I apologize on behalf of the AFA for not getting the job done. It was also embarrassing having it happen in front of our attorney. Josh said nothing. Clearly, Martin needs an audience.

- Now to the archiving project. Of course I realized this was done using Union dues and that it belongs to the AFA. Again the archives are available for all to see in the MEC Office and span the years from 1964 to the present. It was a pain staking endeavor that would enormously benefit our future negotiations. There was no way this information was going to be sent to him online by email as an attachment. It's a complete library!
- Now as to my Herculean task of personally moving the grievance files out of the LEC Office over to the MEC Office, the decision was made prior to when I showed up as your MEC President to consolidate all the grievance files in one place under the MEC. That makes perfect sense to me, but was not my decision. I was originally working out of the HNL LEC Office as it had windows as opposed to the windowless MEC Office. So when I needed to vacate that space, I merely told him the files were in the MEC Office and he was welcome to come in anytime he needed anything. I even offered to separate all the files and send the HNL ones over to him. No response.

**Allegation #3: As the MEC President, he has not provided a digitized copy of the contract and bargaining notes I had requested.**

Over the past several years Ka`imi spent a great deal of time and money on a project to digitize the Hawaiian contract and related bargaining notes. I notified him in writing that my concern is he may think that the work product is his intellectual property. It is not. It belongs to the AFA and it needs to be shared with the Local Council Presidents.

- Umm, the digitized copy of the Contract is on everyone FAMD so that would be an odd request. The project I worked on for the Negotiating Committee was to take all the notes from the AFA negotiators: Sharon Soper, Diana Huihui, Martin Gusman, Jeff Fuke and myself and consolidate them into a day by day accounting for 2 ½ of the almost 3 years we were in negotiations. There's a lot of days my friends. Next I inserted all the documents and exhibits that went across the table and added Contractual Citations so that the files could be searched for every single day. The notes can be searched by Contract sections, topics, days, etc. There is also a complete set of every proposal that went back and forth and organized by Contract Sections for the entire 3 years. In the past we would just have everyone's notes lying around. But when directly read the words alone often make no sense. They needed to be placed into context. That is why I wanted to make it a more useful resource than just a stack of notebooks. This is super detailed work. I will tell you that I spent a week or 10 days each month this past year on this. I would start at 6:00 am and work until 10:00 pm. It was grueling. It's still not complete, but I would say it's about 80% complete. This is all available in the MEC Office to anyone to review. The digital version is on the MEC Computer in the office and a copy was made for our AFA International Office as a resource for future negotiations.
- Oh, I forgot to mention that Martin never gave me his negotiations notes even after repeated request from a former MECP and me requesting it from him in person. Should I assume he thinks it's his intellectual property?

**Allegation #4: As the MEC President, he attempted to turn me in to management when I filed my own grievance. Again, this gets to representation.**

In March of this year, I exercised my contractual right to file a grievance. I notified management of my intention in writing as required by the contract. I now believe that at the time Ka`imi did not understand how the grievance process worked, but instead of asking me about what I was doing in a separate email, he replied to everyone in the email, including two Hawaiian Vice Presidents, and then included members of the highest levels of AFA, including the General Counsel. He asked who advised me that I could write directly to upper management and if I knowingly circumvented the AFA leadership and established grievance handling process. No one who has been doing Union work as long as he has should make such a poor decision to accuse a member of wrong doing in front of management, with the intention of getting the member in trouble with management and the highest levels of our Union.

- Yeah right. I have zero interest in turning him or anyone into management. No one has ever filed a grievance on their own at Hawaiian. When I was copied in on his personal filing, I had no idea what

responsibility the AFA had. So, I consulted with our AFA General Counsel, Joe Burns, AFA Attorney, John Morse and our then staff attorney, Richard Wrede, on how a non-Union grievance filing was handled. This was no ordinary, “oh I’m exercising my contractual right thingy here” issue. After much back and forth discussion with the AFA Legal Department, I was informed to just track his case, but that AFA was not responsible for paying for any Arbitration should it be submitted. I questioned if he was permitted to represent other FAs and was told he could not, so he was asked to remove the et al (and others) from his grievance filing. He was also instructed not to use AFA Letterhead. Our AFA Paralegal who provided the grievance number to Martin did not know that the leadership was clueless to his action and apologized for giving it out to him without the AFA’s knowledge; including the International Office. This was definitely a rogue anti-union action. I did write to him asking how he acquired the grievance number, his response to me was, “what you should be asking me is...” Drama rama. Clearly, Martin needs an audience.

In response to online circulating rumors, here are superpowers I do not possess:

- The ability to sign off on any JAL agreements on my own. The JAL Joint Venture and Code Share agreement is in Section 1 of our Contract and was part of our past negotiations. Martin was also on the Negotiating Committee.
- The ability to independently write the Japanese Service to all Japanese Lead language in our Contract. Same negotiating team as above, including you know who.

What I did do was sign a corrected Asia LQ Letter of Agreement that lives in the back of our Contract. There were provisions in the published copy in our Contract that were missing from the original Asian LQ Letter of Agreement and what I signed off on were those missing provisions. These items included the language of where the LQ FAs were to work: one in each aisle, one in BCL, and not in the galley. Nothing we were not already doing but were mistakenly left out.

- **As to not wanting to publicly shame me** Martin asked for a non-transparent closed recall meeting. Closed means closed to all of you, the members of AFA. I have nothing to be ashamed of. I wasn’t going to mention this to everyone as I thought it was just another drama rama moment. Last week the MEC reported on how fun and productive the MEC Chairpersons Meeting was on Monday. We were all having a great time when half way through our meeting there was a knock on the door. It was Martin. I was actually glad to see him come in to join us and invited him to pull up a chair. Instead, he entered and made his proclamation that he was going to recall me, turned around and left. That’s pretty publicly shaming if you ask me. This was the only time I saw him in person. Look, he could just do a recall, but he wanted to intentionally bomb our event. Thirteen of us were left in shock, just like our attorney and I were during the planned grievance screening I mentioned above. Clearly, Martin needs an audience.

**All pau.** And that is the behind the scenes look at the one-sided soap opera taking place. Martin never once wanted to meet with me from day 1 or his term. He did not answer any of my requests to meet despite his campaign statement that he could work with anyone. Clearly, Martin doesn’t want me in his audience.

**In Unity,**

Ka’imi Lee

AFA-CWA Hawaiian MEC President

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