

LETTER OF AGREEMENT
between
HAWAIIAN AIRLINES, INC.
and
THE FLIGHT ATTENDANTS
in the service of
HAWAIIAN AIRLINES, INC.
as represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS–CWA, AFL-CIO

LOS ANGELES DOMICILE

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between HAWAIIAN AIRLINES, INC. (hereinafter referred to as the “Company”) and the Flight Attendants in the service of the Company, as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (hereinafter referred to as the “Association”).

WITNESSETH:

WHEREAS, the Company, in its efforts to reduce operating costs, researched the viability of continuing with Los Angeles as Flight Attendant domicile and;

WHEREAS, the Company in the interest of maintaining stability at the Los Angeles domicile requested certain changes be made to make the operation cost neutral and;

WHEREAS, the Association agreed to explore what would be necessary to have the Los Angeles domicile be either a cost savings or cost neutral operation;

NOW therefore, the parties have agreed all changes to the Flight Attendant Agreement as included herein shall apply to those Flight Attendants domiciled in Los Angeles.

1. Duty Period

The maximum scheduled, rescheduled or reassigned duty period for a standard crew shall be no more than 15:30 subject to the following:

- a. The Company’s first priority will be to schedule trips in accordance with Section 7.C.2. (14 hours with a maximum duty period of 16 hours in actual operation)
- b. When scheduling in accordance with Section 7.c.2. is not feasible, the Company may schedule a standard crew up to 15:30 with a maximum duty period extending two (2) hours past the scheduled duty period.
- c. Exceeding Maximum Actual On-Duty Limitations Pay will begin to accrue when a Flight Attendant exceeds sixteen (16) actual hours on duty.
- d. Hard Blocked Seats: On any flight scheduled over fourteen (14) hours, the last row of the aircraft on the left side will be hard blocked as crew rest seats on any aircraft without crew bunks.

2. Low Time Restrictions:

Low Time Options: 5% with a maximum of 4 Flight Attendants in LAX, by Sept 1 annually; 3% Summer Quarter with a maximum of 3 Flight Attendants in LAX, consistent with the practice applied in Honolulu.

3. Unstacking:

The unstacking procedures and guidelines applied in Honolulu will be applied in Los Angeles.

4. Base Staffing:

The Company will staff and maintain the domicile to reflect (eight) 8 bid positions for each LAX bid grouping based upon A-330 and B767 operations, and nine (9) for B787-9 operations. In the event any other equipment is placed in service, staffing will be contractual standard crew levels applicable to the other equipment. There will be no involuntary moves forced upon HNL Flight Attendants on the seniority roster as of date of signing below.

5. Moving Expenses:

Vacancies created under paragraph four (4) above will be open for a maximum of six (6) months. Voluntary moves during this period shall receive moving expenses at a flat rate in accordance with Section 5: Moving of \$2,500.

6. Non-precedential:

The parties agree the terms of this letter will not set precedent; the Company agrees it will not apply the terms herein to the Honolulu domicile.

THIS LETTER OF AGREEMENT shall remain in full force and effect, concurrent with the basic Agreement dated [NEW CBA DATE].

Signed this 18th of March, 2020

For
ASSOCIATION OF FLIGHT ATTENDANTS

For
HAWAIIAN AIRLINES

Sara Nelson
International President

Justin Doane
Vice President, Labor Relations

Sharon Soper
MEC President

Robin Sparling
Vice President, In-Flight

Diana Huihui
Chairperson, Negotiating Committee

Doogan Mahuna
Sr. Contract Administrator

Ka'imi Lee
Member, Negotiating Committee

Martin Gusman
Member, Negotiating Committee

Jeff Fuke
Member, Negotiating Committee

Paula Mastrangelo
Sr. Staff Negotiator