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**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**

**DOCTORS NOTES**

THIS AGREEMENT is made and entered into in accordance with the provisions 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 "Union").

WHEREAS the parties wished to clarify what happens when a flight attendant fails to submit a required doctor's note or does not submit such note in a timely manner; and

WHEREAS the parties recognize it is in the best interests of all parties to resolve issues surrounding doctors' notes on an individual basis where possible,

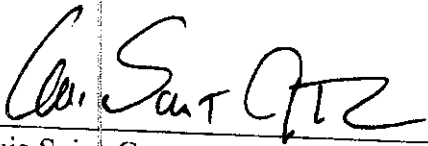
NOW THEREFORE the parties agree as follows:

- A. All flight attendants will be reminded at the time of a sick call of the requirement to provide a doctor's note if the duration of the sick period is more than seven (7) days. The purpose in requiring a doctor's note is to confirm that the flight attendant sought medical attention.
- B. The Company will accept a note from a qualified medical practitioner (e.g., doctor, nurse-practitioner, etc.) provided the note is in an industry-recognized format. Such note must be provided upon return to work or within ten (10) calendar days of the first day of a sick occurrence, whichever is earlier, unless other arrangements have been made with the Flight Attendant's supervisor.
- C. Failure or refusal to submit the doctor's note within the above time limits, or as agreed upon with the supervisor, absent extenuating circumstances, may subject the flight attendant to discipline per the Progressive Disciplinary Procedures. However, nothing herein diminishes or limits the exercise of supervisors' discretion in these circumstances.
- D. The Progressive Disciplinary Procedures will be amended to add "Failure to Provide Required Doctor's Note" to the procedure for "Unavailable for Stand-By". Such procedure is detailed below:

First Offense: Counseling  
Second Offense: Letter of Warning  
Third Offense: Letter of Warning or 1-3 day suspension  
Fourth Offense: Letter of Warning or 1-7 day suspension  
Fifth Offense: Letter of Warning or 14 day suspension  
Sixth Offense: Letter of Warning or 30 day suspension  
Seventh Offense: Longer Suspension or Termination.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT as of this fifteenth day of February, 2008.

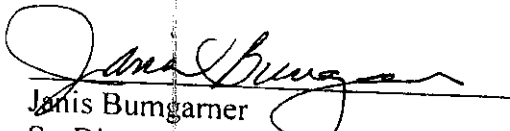
FOR THE COMPANY:



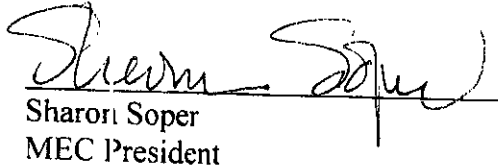
Louis Saint-Cyr  
Vice President, Inflight Services

FOR THE ASSOCIATION:

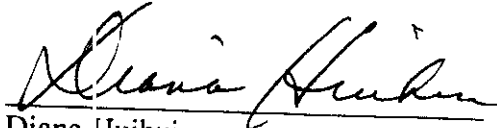
Patricia Friend  
International President



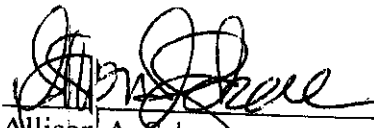
Janis Bumgarner  
Sr. Director, Labor Relations



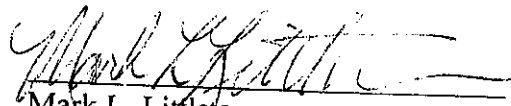
Sharon Soper  
MEC President



Diana Huihui  
Negotiating Committee Chairperson



Allison A. Sakae  
Negotiating Committee



Mark L. Littleton  
Sr. Staff Negotiator