

**LETTER OF AGREEMENT**

**BETWEEN**

**HAWAIIAN AIRLINES, INC.**

**And**

**FLIGHT ATTENDANTS**

**In the Service of**

**HAWAIIAN AIRLINES, INC.**

**As Represented By The**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**RESERVE FLIGHT ATTENDANTS – SECTION 8.H.  
(Checking Out with Crew Scheduling At the End of Their Duty Period)**

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**THIS LETTER OF 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 HAWAIIAN AIRLINES, INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, hereinafter referred to as “the Association”, and jointly hereinafter referred to as “the Parties”.

**WHEREAS**, Section 8.H. of the Collective Bargaining Agreement, hereinafter referred to as “the CBA”, states “Reserve Flight Attendants shall check out with Crew Scheduling at the end of their duty period.”; and

**WHEREAS**, the current practice requires Reserve Flight Attendants to check out with Crew Scheduling from the Flight Attendant Lounge; and

**WHEREAS**, the Association filed grievance AFA 46-43-02-06-14 – Requiring Reserve Flight Attendants to Check out from the Flight Attendant Lounge; and

**WHEREAS**, the Company and the Association are both interested in amicably resolving all issues related to grievance AFA 46-43-02-06-14; and

**THEREFORE BE IT RESOLVED** that the Company and the Association voluntarily enter into this LETTER OF AGREEMENT upon the following terms:


1. The Company will, after consultation with the Association, implement a trial period wherein Reserve Flight Attendants may check out with Crew Scheduling at the end of their duty period prior to leaving any Hawaiian Airlines areas of the terminal building.
  - a. Reserve Flight Attendants will first be required to check their messages before checking out.

- b. Reserve Flight Attendants may continue to check out with Crew Scheduling from the Flight Attendant Lounge.
2. Reserve Flight Attendants scheduled to deadhead after a flight segment must continue to obtain permission to check-out and not deadhead prior to leaving Hawaiian Airlines areas of the terminal building at destinations other than HNL. (Ex: FA scheduled to work OAK-OGG, then DH to HNL, and wants to remain in OGG must obtain prior permission from Crew Scheduling to do so.)
3. At the conclusion of the trial period the Company will evaluate its effectiveness and efficiency, and will determine whether to continue or discontinue the Reserve Flight Attendant check-out procedure. If the Company decides to continue the new check-out procedure, the Company may at its discretion, terminate the check-out procedure for and revert back to the current practice of requiring Flight Attendants to check out from the Flight Attendant Lounge.

**IN WITNESS WHEREOF** the Parties hereto agree that this LETTER OF AGREEMENT contains the entire agreement between the parties, that each has read the terms of the agreement, that each fully understand its provisions, that each executes this agreement voluntarily, that each agree that this agreement supersedes any prior practices between the parties and represents the parties' intended application of Section 8.H. of the CBA, and that each agree all other contractual provisions of the CBA remain in full force and effect on this 22th day of April, 2014.

For HAWAIIAN AIRLINES, INC.:

For AFA-CWA:

  
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Robin Sparling, Vice President  
In-Flight

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Veda Shook  
International President

  
\_\_\_\_\_  
Sharon Soper, President  
Master Executive Council

  
\_\_\_\_\_  
Scott Akau  
HNL LEC President

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Jay Trumble  
Staff Attorney