

**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**

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**IMPLEMENTATION LOA**

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THIS LETTER OF AGREEMENT is made and entered into in accordance with 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, AFL-CIO, hereinafter referred to as the “Association,” and jointly, hereinafter referred to as the “Parties.”

WITNESSETH:

WHEREAS, the Parties reached a Tentative Agreement (“TA”) on March \_\_, 2020; and

WHEREAS, the Parties agree that provisions of the TA will require implementation;

NOW THEREFORE, the parties agree as follows:

1. The Parties will meet and agree upon an implementation schedule for provisions of the TA that are new to the Parties’ CBA.
2. For each provision implemented, the Parties will memorialize that they have agreed to the manner in which the provision will be implemented, that the implementation is consistent with the CBA, and the date of the implementation.

IN WITNESS WHEREOF, the parties hereto have adopted and executed this Letter of Agreement this \_\_ day of \_\_\_\_\_, 2020.

For ASSOCIATION OF FLIGHT ATTENDANTS For HAWAIIAN AIRLINES

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Sara Nelson  
International President

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Justin Doane  
Vice President, Labor Relations

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Sharon Soper  
MEC President

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Robin Sparling  
Vice President, In-Flight

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Diana Huihui  
Chairperson, Negotiating Committee

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Doogan Mahuna  
Sr. Contract Administrator

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Ka'imi Lee  
Member, Negotiating Committee

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Martin Gusman  
Member, Negotiating Committee

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Jeff Fuke  
Member, Negotiating Committee

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Paula Mastrangelo, Sr. Staff Negotiator