

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

Ratification Payment

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, in the recently concluded contract negotiations, the Company and the Association agreed to a Ratification Payment.

NOW, THEREFORE, the Parties agree as follows:

1. Flight Attendants will receive \$19,464,341.00 in Ratification Payments to be apportioned at the direction of the Association.
2. The Ratification Payments will be distributed in equal amounts over twenty-four pay periods following ratification. The first payment will occur no later than the first pay period after the later of the following: 1) the effective date of this Letter of Agreement, and 2) the date the Association provides a list of the Flight Attendants and the gross dollar amounts (the Ratification Payment) to be paid to Flight Attendants on the list.
3. The Ratification Payments shall be on the regular paycheck and treated as regular wages in accordance with applicable law.

4. The Ratification Payments will be subject to the Company Matching Contribution and the 5% Company contribution in accordance with Section 33 of the CBA and the Hawaiian Airlines, Inc. 401(k) Plan for Flight Attendants (“Plan”) Plan Document. There will not be a special election for the amount of employee contributions to the Plan to be taken from the Ratification Payment.
5. If a Flight Attendant who retires or separates from the Company prior to the conclusion of the 24-pay-periods referenced in paragraph 2, above, she/he will be paid a lump sum for the remaining balance allocated by the Association to her/him.
6. If a Flight Attendant accepts a voluntary furlough or is involuntarily furloughed prior to the conclusion of the 24-pay-periods, she/he will receive her/his Ratification Payments once per month. The once-monthly payment will represent two of the pay-period payments referenced in paragraph 2, above.
7. If a Flight Attendant is on a Leave of Absence, he/she will continue to receive the Ratification Payments as provided for in paragraph 2, above.

IN WITNESS WHEREOF, the parties hereto have adopted and executed this Letter of Agreement this 18th day of March, 2020.

For the 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