

PROVISION	COMPANY Position	AFA Position
Retro Pay	<ul style="list-style-type: none"> • \$10.54 million Signing Bonus 	<ul style="list-style-type: none"> • Full Retro Pay back to January 1, 2017
Pay Rates	<ul style="list-style-type: none"> • Date of signing 20+ year pay rate: \$60.60/hr • Smaller increases to all pay rates • Yearly increases of 1.5% for the duration of the contract 	<ul style="list-style-type: none"> • Date of signing 20+ year pay rate: \$70.00/hr • Larger increases to all pay rates • Yearly pay increases of 4%; 3.5%; 3.5%; 3.5% • New: Longevity Pay – Additional pay steps for FAs with more than 20 years of service
<p>Note: II/NI = Inter-Island/Neighbor Island, INTL = Any Flights Outside of the Hawaiian Islands</p>		
First FA Pay	<ul style="list-style-type: none"> • 717: \$2.50 • A330/321: No change. (currently \$3.00 II/NI) 	<ul style="list-style-type: none"> • 717: \$5.00 (currently \$2) • A330/321: \$5.00 INTL, \$5.00 II/NI
Hawaiian Language Pay	<ul style="list-style-type: none"> • \$1/hr 	<ul style="list-style-type: none"> • Lead Language Pay
II/NI Override	<ul style="list-style-type: none"> • No change. Currently No II/NI override 	<ul style="list-style-type: none"> • \$.50/hr on duty
INTL Trip Rig	<ul style="list-style-type: none"> • No change. Currently 1:4 	<ul style="list-style-type: none"> • Trip Rig 1:3.5 <i>[same as pilots]</i>
<p>Note: MDG = Minimum Daily Guarantee</p>		
INTL MDG	<ul style="list-style-type: none"> • No change. Currently No MDG 	<ul style="list-style-type: none"> • 4:10 <i>[same as pilots]</i> <i>Note: the Average Minimum Day is determined by multiplying the number of trip days by 4:10. Ex: 3-day trip must have a 12:30 minimum credit.</i>
II/NI Reserve MDG	<ul style="list-style-type: none"> • No change. Current minimum pay for standby reserve flight assignment – 2hrs 	<ul style="list-style-type: none"> • 4:10 <i>[same as pilots]</i> minimum for standby reserve flight assignment
Diurnal Turn Premium	<ul style="list-style-type: none"> • Diurnal Turn Premium of \$2.00 per block hour for Diurnal Turns <i>ONLY IF</i> the scheduled/actual duty limits are increased to 14/16hrs, augmented 16/18hrs. Currently, scheduled/actual duty is 12/14 hrs 	<ul style="list-style-type: none"> • No change. • <i>Note: Diurnal turns are scheduled to depart between the hours of 1400 and 0359 local domicile time and have a duty limit of 12hrs scheduled or 14hrs actual, except for PPG and PPT.</i>
Diurnal Turns Duty Limits, & Restrictions	<ul style="list-style-type: none"> • Increase duty limit to 14hrs scheduled and 16hrs actual on duty • Increase duty limit to 16hrs scheduled and 18hrs actual on duty if flight is augmented • Eliminate restriction on diurnal LAS turns 	<ul style="list-style-type: none"> • No change. Keep 12hrs/14hrs duty limit • No change. No augmented diurnal turns • No change. No diurnal LAS turns
Removal from delayed trip INTL	<ul style="list-style-type: none"> • INTL – Remove from next pairing and remain on delayed trip 	<ul style="list-style-type: none"> • No change. FA is removed from current delayed pairing to be kept legal for next

		pairing
Removal from delayed trip II/NI	<ul style="list-style-type: none"> • II/NI – Remove from subsequent flight(s) 	<ul style="list-style-type: none"> • No change.
Hub Turn Pay Protection	<ul style="list-style-type: none"> • No change. FA is only pay protected for outbound leg of missed hub turn 	<ul style="list-style-type: none"> • FA is pay protected for entire pairing (both segments) of missed hub turn
Average Line Value (PBS)	<ul style="list-style-type: none"> • Add and enforce an Average Line Value of 81.3hrs to 84.3hrs for all bid lines during PBS line building 	<ul style="list-style-type: none"> • No Change. Use current system. <i>Note: the Average Line Value is determined by totaling the credit hours for all bid lines and dividing the total by the number of bid lines.</i>
Vacation Pay & Credit	<ul style="list-style-type: none"> • None. Currently pay and credit of 3.0hrs/day 	<ul style="list-style-type: none"> • 3.0hrs credit + 1hr pay only (total of 4hrs) per day of vacation taken as a block of seven or more days
Perfect Attendance Bonus	<ul style="list-style-type: none"> • None. Currently earn 1 bonus vacation day per quarter of perfect attendance 	<ul style="list-style-type: none"> • Add perfect attendance bonus for an entire year. Earn 3 additional bonus vacation days (total of 7 bonus vacation days for the year inclusive of all quarterly bonuses)
Sick Leave Monitoring Program LOA (SLMP)	<ul style="list-style-type: none"> • Eliminate Sick Leave Monitoring Program LOA <i>Note: SLMP (Section 34-17) applies to both paid and unpaid sick leave usage</i> 	<ul style="list-style-type: none"> • No change. Keep Sick Leave Monitoring Program LOA
Co-paid AFA Flight Pay Loss	<ul style="list-style-type: none"> • Increase company-paid Flight Pay Loss to 900hrs/month 	<ul style="list-style-type: none"> • Increase company-paid Flight Pay 1,000hrs/month; no less than 1hr for every 2 FAs at Hawaiian
AFA MEC Office	<ul style="list-style-type: none"> • No change. Company currently pays a portion of MEC Office expense 	<ul style="list-style-type: none"> • Company pays for MEC Office expense
Safety/EAP	<ul style="list-style-type: none"> • No change. AFA pays for all AFA Safety & EAP representatives unless the company offers to pick up the cost 	<ul style="list-style-type: none"> • AFA not charged for AFA Safety & EAP representatives when assisting with accidents/incidents per Section 28.I. or when assistance is requested by company
Access to Scheduling Programs	<ul style="list-style-type: none"> • No change. Currently have no access to FA scheduling programs 	<ul style="list-style-type: none"> • AFA leadership access to FA scheduling programs
Transaction Fund	<ul style="list-style-type: none"> • No change. Currently no transaction fund 	<ul style="list-style-type: none"> • \$1M fund to cover expense of representing FAs in the event of acquisition, bankruptcy, or merger
Overpayments	<ul style="list-style-type: none"> • Increase maximum deduction for recoupment of overpayment to \$100 of 	<ul style="list-style-type: none"> • No change. Currently \$50/paycheck

	paycheck, or greater if mutually agreed with Flight Attendant	
New Domiciles	<ul style="list-style-type: none"> Ability to open US domicile(s). Training travel of 1.5 hours for Hawaii-based Flight Attendants at domiciles other than HNL (E.g. OGG). 	<ul style="list-style-type: none"> No change. No new domiciles
LAX LOA	<ul style="list-style-type: none"> No change to LOA 	<ul style="list-style-type: none"> Amend LOA
Co-terminal creation	<ul style="list-style-type: none"> Create LAX and OAK co-terminal domiciles. Trips can begin and end at any co-terminal airport within a 50-mile radius of the domicile. Transportation to and from co-terminal airport will be provided in such instances 	<ul style="list-style-type: none"> No change. No co-terminals
Reduce 787 staffing	<ul style="list-style-type: none"> Reduce crew complement on 787 flights by one Flight Attendant (both standard and augmented) 	<ul style="list-style-type: none"> No change. Already agreed to staffing in 787-9 LOA
Benefits Threshold	<ul style="list-style-type: none"> A FA ending a calendar year with fewer than 210 credit hours will not be eligible for vacation accrual, sick accrual, or pass travel for the subsequent calendar year. The FA may purchase medical at 100% cost. 	<ul style="list-style-type: none"> No change. <i>[Note: No labor group at Hawaiian has these requirements or penalties]</i>
Pass Use while on Sick Leave	<ul style="list-style-type: none"> No change – Pass travel suspended while on sick leave <i>[AFA is disputing this practice] [confirm]</i> 	<ul style="list-style-type: none"> A FA, while out sick, may use passes if s/he has a doctor’s note stating ability to do so.
Long Term Disability	<ul style="list-style-type: none"> No change to current provisions. 	<ul style="list-style-type: none"> Proposed list of improvements for LTD benefits
Medical Premium Contribution	<ul style="list-style-type: none"> Flight Attendants to pay 14% of medical premiums 	<ul style="list-style-type: none"> No change. Current contributions capped at 1.5% and 2%, with dollar caps
Medical Insurance Tiers C.2.h.(3).	<ul style="list-style-type: none"> 4-Tier Medical: <ol style="list-style-type: none"> Employee only Employee + spouse Employee + child/children Employee + family 	<ul style="list-style-type: none"> Agreed – provided there is an agreement on sharing the cost savings this change will make
IAM Me-too?	<ul style="list-style-type: none"> Eliminate me-too with IAM insurance premium caps 	<ul style="list-style-type: none"> No change. Keep me-too with IAM on medical insurance premium maximums
RX Co-Pays	<ul style="list-style-type: none"> Modify prescription drug co-pay limit to 	<ul style="list-style-type: none"> No change. Keep co-pay of \$2 generic, \$5

	\$10 generic, \$30 preferred, and \$50 non-preferred/specialty	preferred
Dental	<ul style="list-style-type: none"> FA pays for dental coverage at \$6.00 for employee only; \$15.00 for employee and dependents 	<ul style="list-style-type: none"> Update and improve dental and include implant coverage <i>Note: FAs currently pay \$0 for dental</i>
401(k) Contribution & Company Matching	<ul style="list-style-type: none"> 401(k): Current contractual rules for years of service (YOS) up to and including year 5; YOS 6-20 –Eliminate Company 5% contribution. Replace with 7.5% match (no 5% automatic contribution); YOS 20+ -- Eliminate Company 5% contribution. Replace with 8.0% match (no 5% automatic contribution) 	<ul style="list-style-type: none"> Increase 401(k) matching contribution YOS 1-20: +.5% match YOS over 20: +.5% match Proposal: AFA will withdraw its proposal if the company withdraws its proposal
Bonus into 401(k)	<ul style="list-style-type: none"> No change. Currently not able to put bonuses into 401(k) 	<ul style="list-style-type: none"> Any profit sharing bonus may be contributed into FA's 401(k) account without company match
New Hire 401(k) Auto-Enrollment	<ul style="list-style-type: none"> No change. New hires are currently not auto-enrolled with a voluntary contribution 	<ul style="list-style-type: none"> New hires auto-enrolled in 401(k) at 1%; increases +1% every year until reaching 5%. Flight Attendant may opt out at any time.
Retired FA Pass Improvement	<ul style="list-style-type: none"> None. Current retirees may use seniority for 2 passes per year 	<ul style="list-style-type: none"> Retired FA may use seniority for an additional 2 round trips, guaranteed for employee +1. <i>Note: Currently none are contractually required</i>
Sick Leave Pay Out on Retirement for Medical Expenses	<ul style="list-style-type: none"> Mandatory Sick Leave Bank buy-out at 25% based on pay rate at date of retirement. Dollar credit put into a Health Retirement Account (HRA). Eligible at 60 years of age or have 20 years of service (YOS) upon retirement <i>Note: Sick Leave Bank buy-out is currently credited at 100% upon retirement and may be used to pay medical premiums at full cost for one year</i> 	<ul style="list-style-type: none"> At date of ratification, FAs who have: <ul style="list-style-type: none"> 30-35 YOS receive \$10,000 in a HRA upon retirement 35+ - 40 YOS receive \$20,000 in a HRA upon retirement 40+ YOS receive \$30,000 in a HRA upon retirement Sick Leave Bank cash-out at 75% into Health Reimbursement Arrangement (HRA) Retirement Advising provided for retiring FAs All FAs retired since amendable date of January 1, 2017, eligible for provisions