

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-18: RECOGNITION, SCOPE AND JOB SECURITY**

**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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**2013 NEW EQUIPMENT ACQUISITION**

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THIS LETTER OF AGREEMENT (LOA) 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, AFL-CIO (hereinafter referred to as the "Association").

WITNESSETH:

WHEREAS, the Company has indicated its intention to enter into an equipment acquisition agreement with either Boeing or Airbus to acquire new narrow body aircraft not anticipated in Section 27.C of the Collective Bargaining Agreement (CBA), and;

WHEREAS, AFA-CWA seeks to encourage and facilitate continued expansion of both the company and the flight attendant work group:

NOW, THEREFORE, it is mutually agreed and understood by and between the parties to this Letter of Agreement that:

**A. Aircraft Type**

The terms "A320" and "B737" are incorporated into the Contract.

The terms "A320" to include all models of A319, A320, A321 and "B737" to include all models of -700, -800, -900.

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**B. Staffing:**

1. Interisland:

A-319; B-737-700: 3 Positions

A-320, A-321, B-737-800, B-737-900: 4 Positions

It is understood and agreed that the passenger seats/FA ratio for Interisland Flying shall be no greater than 50/1.

2. International:

A-320, A-321, B-737-800, B-737-900: 5 Positions Standard, 6 Augmented.

It is further understood and agreed that maximum seating per aircraft will not exceed 190.

**C. Duty/Rest/Reserve Requirements:**

1. Section 2.AK changed to read:

2.AK "Reposition" means operation of DC-10/B767-300/B737/A320 aircraft in revenue service inter-island in order to position such aircraft to a neighbor island station (Hilo, Kona, Kahului, Lihue) for departure to a destination outside the Hawaiian Islands and to position such aircraft to Honolulu from a neighbor island station after arrival from a destination outside the Hawaiian Islands. There shall be no in-flight service on a wide-body repositioning flight segment.

2. New Section 7.AB to read (no change to 7.AA):

7.AB B737/A320 International Groupings With Repositioning Segments

1. Must be part of a published international grouping limited to a maximum of one interisland segment and duty periods limited to no more than twelve (12) hours scheduled and fourteen (14) hours actual on duty.

2. No interisland segment(s) will be flown after a "Backside of the Clock" segment or any segment requiring customs clearance unless customs pre clearance procedures apply.

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3. If an international grouping originates with an Interisland segment, check-in will be one hour and fifteen minutes (1:15) prior to departure.
  4. Interisland segments flown as part of International groupings will be staffed at the standard International staffing levels.
  5. Only reserves on the international groupings or standby or airport reserves may be used to cover an equipment substitution on such interisland segments.
  6. On interisland repositioning legs the only service in the main cabin shall be prepackaged POG service.
3. 7.C.2 shall be amended to incorporate the A-320 and/or B-737 into the standard and augmented crew charts. (See Addendum A & B)
  4. New 7.F.2.a.3:
    - (3) Whenever a Flight Attendant on a narrow-body International grouping which includes an interisland segment exceeds twelve (12) hours on duty under the provisions of this Section, she/he shall be paid one (1) hour pay but not credit, for every hour or fraction thereof, in excess of twelve (12) hours on duty time, in addition to all other compensation to which she/he is entitled.

**D. Compensation:**

A-319, B-737-700, A-320, B-737-800, A-321, B-737-900 series aircraft shall be paid at current and future Hawaiian Airlines Flight Attendant Pay Rates.

Introduction into revenue service of any aircraft type listed above will trigger the following amendments to compensation premiums as follows:

1. First Flight Attendant Premium: Interisland: All new A/C :  
\$3.00  
International: A-320, B-737-800, A-321, B-737-900: \$5.00
2. Galley Premium:  
Narrow-body International Galley: \$1.50

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3. Lead Coach Premium:  
Narrow-body International Lead Coach: \$1.50
4. Meal Pay shall be paid at the international rate for the entire grouping that includes one international segment.

**E. Check-in Time:**

When Flight Attendants are scheduled or assigned an Interisland pairing operated entirely on B-737/900 / A-321 aircraft, the check-in time for that pairing shall be fifty minutes (0:50) prior to departure.

If an International grouping originates with an Interisland segment, check-in will be one hour and fifteen minutes (1:15) prior to departure.

**F. Effective Date:**

This LOA is contingent upon successful consummation of purchase/lease agreement(s) between the Company and the manufacturer and/or lessor of the aircraft covered by this agreement.

Except as otherwise specified, this LOA shall be effective as of the date of ratification and shall remain in effect concurrently with the Flight Attendant Agreement.

Any provision of the Flight Attendant Agreement not specifically altered by this LOA remains in full force and effect.

**G. Miscellaneous:**

1. Known Crew Member: Notwithstanding the duration provisions of this agreement, all expenses for the implementation and continuation of the Known Crew Member Program will be borne by the Company.
2. International Crew Rest Seats: Per current CBA- crew rest seats will be "Z" blocked for the exclusive use of Flight Attendants in an adjacent row of three at the back of the aircraft. Augmented flights will have a minimum of three (3) seats hard blocked in addition to the "Z" blocked seats. Such seats shall be provided with privacy curtains. On the A-320/ B-737, such seats will have a normal recline.

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3. Service: Aircraft covered above to be included in Section 29.1.3: The staffing levels in the tables in Section 7.C and 27.H for additional aircraft are subject to the AFA's agreement on the Inflight Service for such aircraft, which shall not be unreasonably withheld.
4. Aircraft Design Committee: The Company shall meet and confer with AFA Aircraft Design Committee members to discuss the parties' mutual interests and concerns on the new aircraft interior design specifications and to allow the Association to review and comment on the proposed interior configuration and specifications, with the Company retaining the sole right to make a final decision.
5. No Furlough: No Flight Attendant on the seniority list as of the date of ratification of the LOA will be furloughed as a result of the acquisition of New Narrow-Body Aircraft. The acquisition of New Narrow-body Aircraft will not by itself be sufficient to demonstrate causation.
6. Cabin Jumpseats: There will be no weight and balance restriction for jumpseats on New Narrow-body Aircraft operating interisland. Flight Attendant access to available cabin jumpseats on interisland flights operated by A-320/B-737 aircraft shall be consistent with LOA #10, "Interisland Jumpseat Procedure;" by including occupied jumpseats in the load planning for a flight. In the event weight and balance restrictions limit an International flight operated by A-320/B-737 aircraft such that not all cockpit and cabin jumpseats may be occupied, Flight Attendant seniority date will be the date used for Flight Attendants to determine priority, compared to HA Pilots, for being accommodated. There will be at least two (2) more cabin jumpseats than the number of the Standard Crew onboard A-321 aircraft; for all other aircraft introduced by this Agreement, there will be at least one (1) more cabin jumpseat than the number of the Standard Crew and one (1) additional jumpseat should the Company deem it feasible to have such additional jumpseat installed.
7. Equipment Substitution: If a trip on a Narrow-Body aircraft is up-gauged to a larger aircraft, the First Flight Attendant will retain her/his position, or have the right to opt out of the First

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Flight Attendant position with no premium pay protection. The Flight Attendant may be required to fly as First Flight Attendant only by virtue of her/his seniority.

8. Section 27.AE of the Agreement shall be amended to read:

**AE. SEPARATE OPERATIONS (Interisland and International)**

As long as the Company performs Interisland and International revenue flying, the Company shall maintain two separate operations [Interisland (flights within the Hawaiian Islands) and International (flights to and from destinations outside of the Hawaiian Islands)] and they shall be operated separately, except that International Flight Attendants may be used Interisland on a limited basis for repositioning segments in accordance with Section 2.AK., Section 7.AA and Section 7.AB. The work rules contained in this Agreement shall apply to both operations unless the language references a specific operation, in which case, that provision shall apply only to the indicated operation.

9. Section D.4. of the Bonus Compensation Provision LOA contained in Section 34-9 of the CBA, shall be amended to read as follows:

Participation in the Profit Bonus Program and the Incentive Compensation Program shall start as of January 1, 2012.

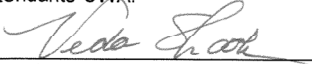
10. Reimbursement of Negotiating Expense: The Company shall reimburse the Association for all expenses, including flight pay loss, incurred for the negotiation and membership ratification of this LOA. Such reimbursement will be made within sixty (60) days of receipt of the expenses from the Association, notwithstanding the duration provisions of the agreement.

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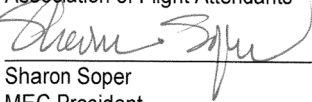
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IN WITNESS THEREOF, the undersigned parties adopt and execute this letter of agreement as of this 7<sup>th</sup> day of February, 2013.

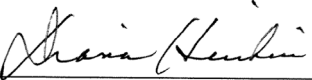
For: The Association of Flight Attendants-CWA.



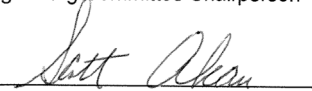
Veda Shook  
International President  
Association of Flight Attendants



Sharon Soper  
MEC President



Diana Huihui  
Negotiating Committee Chairperson



Scott Akau  
Negotiating Committee

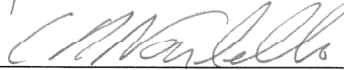


Ka'imi Lee  
Negotiating Committee

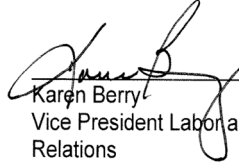


Jay Tremble  
Senior Staff Attorney/Negotiator

For Hawaiian Airlines, Inc.



Charlie Nardello  
Senior Vice President, Operations



Karen Berry  
Vice President Labor and Employee Relations

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**STANDARD CREWS**

<b>Aircraft</b>	<b>Classes of Service</b>	<b>Number of FAs</b>	<b>Scheduled, Rescheduled or Reassigned</b>	<b>Maximum Actual On-Duty</b>
<b>A-320 B-737</b>	1/2	5	14	16
<b>A320 B-737 w/Interisland Segment</b>	1/2	5	12	14

**AUGMENTED CREWS**

<b>Aircraft</b>	<b>Classes of Service</b>	<b>Number of FAs</b>	<b>Scheduled, Rescheduled or Reassigned</b>	<b>Maximum Actual On-Duty</b>
<b>A320 B-737 w/o Interisland Segment</b>	1/2	6	16	18