

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

NORTHERN CALIFORNIA DOMICILE WITH ALTERNATE CHECK-IN POINT

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 that the Company may establish a Flight Attendant domicile in Northern California with one alternate check-in point.

NOW, THEREFORE, the Parties agree as follows:

- A. The Parties agree that the Company may establish a Flight Attendant domicile in Northern California with one alternate check-in point. No less than three (3) months prior to the establishment of the new domicile, the parties will commence negotiations to finalize language on provisions for the new domicile resulting in one (1) of the two (2) combinations below:
 - 1. Oakland International Airport (OAK) as the primary domicile with San Francisco International Airport (SFO) as an alternate check-in airport location; or
 - 2. San Francisco International Airport (SFO) as the primary domicile with Oakland International Airport (OAK) as an alternate check-in airport location.
- B. With respect to the new domicile with one alternate check-in airport location as described in paragraph 1., the Parties agree that the following will apply:
 - 1. One airport location will be designated as the primary domicile, (either OAK or SFO) and the second airport location (either OAK or SFO) will be designated as the alternate

check-in location. All Flight Attendants will be considered domiciled at the designated primary domicile for all purposes of the Hawaiian Flight Attendant Collective Bargaining Agreement (CBA).

2. Flight Attendant crew rooms per Section 27.F. of the CBA will be established at each airport location.
 - a. The personnel files for all Flight Attendants domiciled at the primary domicile will be maintained at the primary domicile.
 - b. The Company will maintain mail files (vertical files or v-files) at both the primary domicile and at the alternate check-in location.
3. All groupings will be scheduled to check-in at and return to the same airport location.
4. Parking will be provided at the airport for all domiciled Flight Attendants at the primary airport location and at the alternate check-in airport location.
5. Surface Deadhead Provisions for diversions or irregular operations for OAK and SFO shall be as provided below:
 - a. Flight Attendants may elect to travel either with displaced passengers or apart from passengers as long as all members of the Flight Attendant crew remain together.
 - b. Surface deadhead will be considered duty time for all purposes of the CBA and will be paid at 100%. The surface deadhead time between OAK and SFO will be one (1) hour.
 - e. If the scheduled surface deadhead transportation has not arrived within thirty (30) minutes of the advised scheduled time (van arrival time), then a Flight Attendant may take her/ his own transportation (e.g., Uber X, Lyft, Taxi) and be reimbursed by the Company.

6. Reserve Provisions

- a. Reserves may opt to preference for either OAK or SFO in the automated system (Reserve Self Assignment).
- b. An airport reserve who reports to one airport location will not be required to drive to the other airport location. A reserve who has reported to one airport location may only be transferred to the alternate airport location if surface deadhead is provided both to the alternate airport location, and if applicable, back to her/his originally assigned check-in airport location.

IN WITNESS WHEREOF, the parties hereto have adopted and executed this Letter of Agreement this XX____ day of [month]____, 2020.

For the ASSOCIATION OF FLIGHT ATTENDANTS

For HAWAIIAN AIRLINES

COMPANY: _____ **AFA:** _____

HAL TA: 3.17.20

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
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Ka'imi Lee
Member, Negotiating Committee

Martin Gusman
Member, Negotiating Committee

Jeff Fuke
Member, Negotiating Committee

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