

Aloha
Thank you for
joining us today.
The meeting will
start at noon.

AFA - Hawaiian Airlines



Tentative Agreement Overview

AFA - Hawaiian Airlines



Overview

- Negotiations Committee Goals: wages higher; other improvements in work rules and retirement.
- Company Concerns: investors; other employee groups
- Company wanted certain long-term issues dealt with
- Deal ultimately reflected that structure: Both Parties concerns met
- Important to finalize deal as quickly as possible in this uncertain environment - company could have used this as a reason not to do a deal

Strategic Considerations

- Narrow window of opportunity
 - ✓ Reached an agreement in principle a week ago before conditions deteriorated more.
 - ✓ Company was good to their word and did not go back on the deal.
 - ✓ Unlikely we could reach this deal today.
- Company was committed to getting this done
 - ✓ Top company officials stepped up to the plate.
 - ✓ Not want the distraction going forward.
 - ✓ Pull together in these uncertain times.
 - ✓ Balanced Flight Attendants' need for improvements and company's long-term objectives.
- Strategic Assessment.
 - ✓ The bargaining climate will not likely improve in the foreseeable future.
 - ✓ Lock in improvements heading into trying times.
 - ✓ Flight Attendants need economic improvements in uncertain times.

Presentation by Dan Akins, Airline Economist

The background features a complex, abstract design of overlapping, semi-transparent green polygons in various shades, ranging from light lime to dark forest green. These shapes are primarily concentrated on the right side of the slide, creating a dynamic, layered effect. The left side of the slide is mostly white, providing a clear space for the text.

VOTING TIMELINE: SHORTENED

- Given the circumstances created by the coronavirus crisis in our industry and the uncertainty of what the near term holds, critical to cement this deal quickly

Voting Timeline:

Voting Credentials will be EMAILED to Flight Attendants on FRIDAY, March 27

Polls OPEN: FRIDAY, March 27 @1000 HST

Polls CLOSE: FRIDAY, April 3 @1000 HST

Term Sheet: final elements agreed to

In addition to all items previously agreed:

- Substantially improved wages, retirement, min day, premiums and other issues. Improvements for particular F/A groups.
- Addressed some company concerns regarding staffing, domiciles, and health care.

High level overview of improvements

- Wages: Top rate of \$68 at DOS
 - ✓ 2% increases in out years
 - ✓ Top rate \$73.61 by end of agreement.
 - ✓ Additional 50¢ for those at 25/+ YOS (not in wage scale but applies just as wages)
- Retiree Health Care Reimbursement Account (RHRA)
- Ratification Bonus: \$19.5 million (back pay) / pilot formula
- Targeted Interisland, LAX improvements
- Improvements for Reserves

Pay Rate Progression DOS

Years of Service	Current Pay Rates	New DOS Pay Rates	DOS +1 year 2% increase	DOS +2 years 2% increase	DOS +3 years 2% increase	DOS +4 years 2% increase
1 st 6 months	\$24.50	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32
2 nd 6 months	\$26.68	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05
2	\$31.20	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13
3	\$34.79	\$36.18	\$36.90	\$37.64	\$37.64	\$37.64
4	\$37.02	\$38.87	\$39.65	\$40.44	\$41.25	\$41.25
5	\$44.56	\$46.79	\$47.73	\$48.68	\$49.65	\$50.64
6	\$45.73	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98
7	\$46.92	\$49.74	\$50.73	\$51.74	\$52.77	\$53.83
8	\$48.26	\$51.64	\$52.67	\$53.72	\$54.79	\$55.89
9	\$49.68	\$54.15	\$55.23	\$56.33	\$57.46	\$58.61
10	\$50.84	\$55.92	\$57.04	\$58.18	\$59.34	\$60.53
11	\$52.04	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95
12	\$52.55	\$58.86	\$60.04	\$61.24	\$62.46	\$63.71
13	\$53.05	\$60.48	\$61.69	\$62.92	\$64.18	\$65.46
14	\$53.59	\$62.16	\$63.40	\$64.67	\$65.96	\$67.28
15	\$54.17	\$63.38	\$64.65	\$65.94	\$67.26	\$68.61
16	\$54.17	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19
17	\$54.17	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78
18	\$54.85	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25
19	\$54.85	\$66.37	\$67.70	\$69.05	\$70.43	\$71.84
20*	\$55.52	\$68.00	\$69.37	\$70.75	\$72.17	\$73.61

Pay Rate Progression DOS+1

Years of Service	Current Pay Rates	New DOS Pay Rates	DOS +1 year 2% increase	DOS +2 years 2% increase	DOS +3 years 2% increase	DOS +4 years 2% increase
1 st 6 months	\$24.50	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32
2 nd 6 months	\$26.68	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05
2	\$31.20	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13
3	\$34.79	\$36.18	\$36.90	\$37.64	\$37.64	\$37.64
4	\$37.02	\$38.87	\$39.65	\$40.44	\$41.25	\$41.25
5	\$44.56	\$46.79	\$47.73	\$48.68	\$49.65	\$50.64
6	\$45.73	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98
7	\$46.92	\$49.74	\$50.73	\$51.74	\$52.77	\$53.83
8	\$48.26	\$51.64	\$52.67	\$53.72	\$54.79	\$55.89
9	\$49.68	\$54.15	\$55.23	\$56.33	\$57.46	\$58.61
10	\$50.84	\$55.92	\$57.04	\$58.18	\$59.34	\$60.53
11	\$52.04	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95
12	\$52.55	\$58.86	\$60.04	\$61.24	\$62.46	\$63.71
13	\$53.05	\$60.48	\$61.69	\$62.92	\$64.18	\$65.46
14	\$53.59	\$62.16	\$63.40	\$64.67	\$65.96	\$67.28
15	\$54.17	\$63.38	\$64.65	\$65.94	\$67.26	\$68.61
16	\$54.17	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19
17	\$54.17	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78
18	\$54.85	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25
19	\$54.85	\$66.37	\$67.70	\$69.05	\$70.43	\$71.84
20*	\$55.52	\$68.00	\$69.37	\$70.75	\$72.17	\$73.61

Pay Rate Progression DOS+2

Years of Service	Current Pay Rates	New DOS Pay Rates	DOS +1 year 2% increase	DOS +2 years 2% increase	DOS +3 years 2% increase	DOS +4 years 2% increase
1 st 6 months	\$24.50	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32
2 nd 6 months	\$26.68	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05
2	\$31.20	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13
3	\$34.79	\$36.18	\$36.90	\$37.64	\$37.64	\$37.64
4	\$37.02	\$38.87	\$39.65	\$40.44	\$41.25	\$41.25
5	\$44.56	\$46.79	\$47.73	\$48.68	\$49.65	\$50.64
6	\$45.73	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98
7	\$46.92	\$49.74	\$50.73	\$51.74	\$52.77	\$53.83
8	\$48.26	\$51.64	\$52.67	\$53.72	\$54.79	\$55.89
9	\$49.68	\$54.15	\$55.23	\$56.33	\$57.46	\$58.61
10	\$50.84	\$55.92	\$57.04	\$58.18	\$59.34	\$60.53
11	\$52.04	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95
12	\$52.55	\$58.86	\$60.04	\$61.24	\$62.46	\$63.71
13	\$53.05	\$60.48	\$61.69	\$62.92	\$64.18	\$65.46
14	\$53.59	\$62.16	\$63.40	\$64.67	\$65.96	\$67.28
15	\$54.17	\$63.38	\$64.65	\$65.94	\$67.26	\$68.61
16	\$54.17	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19
17	\$54.17	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78
18	\$54.85	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25
19	\$54.85	\$66.37	\$67.70	\$69.05	\$70.43	\$71.84
20*	\$55.52	\$68.00	\$69.37	\$70.75	\$72.17	\$73.61

Pay Rate Progression DOS+3

Years of Service	Current Pay Rates	New DOS Pay Rates	DOS +1 year 2% increase	DOS +2 years 2% increase	DOS +3 years 2% increase	DOS +4 years 2% increase
1 st 6 months	\$24.50	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32
2 nd 6 months	\$26.68	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05
2	\$31.20	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13
3	\$34.79	\$36.18	\$36.90	\$37.64	\$37.64	\$37.64
4	\$37.02	\$38.87	\$39.65	\$40.44	\$41.25	\$41.25
5	\$44.56	\$46.79	\$47.73	\$48.68	\$49.65	\$50.64
6	\$45.73	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98
7	\$46.92	\$49.74	\$50.73	\$51.74	\$52.77	\$53.83
8	\$48.26	\$51.64	\$52.67	\$53.72	\$54.79	\$55.89
9	\$49.68	\$54.15	\$55.23	\$56.33	\$57.46	\$58.61
10	\$50.84	\$55.92	\$57.04	\$58.18	\$59.34	\$60.53
11	\$52.04	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95
12	\$52.55	\$58.86	\$60.04	\$61.24	\$62.46	\$63.71
13	\$53.05	\$60.48	\$61.69	\$62.92	\$64.18	\$65.46
14	\$53.59	\$62.16	\$63.40	\$64.67	\$65.96	\$67.28
15	\$54.17	\$63.38	\$64.65	\$65.94	\$67.26	\$68.61
16	\$54.17	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19
17	\$54.17	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78
18	\$54.85	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25
19	\$54.85	\$66.37	\$67.70	\$69.05	\$70.43	\$71.84
20*	\$55.52	\$68.00	\$69.37	\$70.75	\$72.17	\$73.61

Pay Rate Progression

DOS+ 4

\$48.26 to
\$65.46 results in

\$17.20 increase
35.6% increase

Years of Service	Current Pay Rates	New DOS Pay Rates	DOS +1 year 2% increase	DOS +2 years 2% increase	DOS +3 years 2% increase	DOS +4 years 2% increase
1 st 6 months	\$24.50	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32
2 nd 6 months	\$26.68	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05
2	\$31.20	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13
3	\$34.79	\$36.18	\$36.90	\$37.64	\$37.64	\$37.64
4	\$37.02	\$38.87	\$39.65	\$40.44	\$41.25	\$41.25
5	\$44.56	\$46.79	\$47.73	\$48.68	\$49.65	\$50.64
6	\$45.73	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98
7	\$46.92	\$49.74	\$50.73	\$51.74	\$52.77	\$53.83
8	\$48.26	\$51.64	\$52.67	\$53.72	\$54.79	\$55.89
9	\$49.68	\$54.15	\$55.23	\$56.33	\$57.46	\$58.61
10	\$50.84	\$55.92	\$57.04	\$58.18	\$59.34	\$60.53
11	\$52.04	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95
12	\$52.55	\$58.86	\$60.04	\$61.24	\$62.46	\$63.71
13	\$53.05	\$60.48	\$61.69	\$62.92	\$64.18	\$65.46
14	\$53.59	\$62.16	\$63.40	\$64.67	\$65.96	\$67.28
15	\$54.17	\$63.38	\$64.65	\$65.94	\$67.26	\$68.61
16	\$54.17	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19
17	\$54.17	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78
18	\$54.85	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25
19	\$54.85	\$66.37	\$67.70	\$69.05	\$70.43	\$71.84
20*	\$55.52	\$68.00	\$69.37	\$70.75	\$72.17	\$73.61

Percentage Increases over the life of the Deal

<u>Yr of Service</u>	<u>Book</u>	<u>DOS</u>	<u>2%</u> <u>DOS+1</u>	<u>2%</u> <u>DOS+2</u>	<u>2%</u> <u>DOS+3</u>	<u>2%</u> <u>DOS+4</u>	<u>\$ Increase</u> <u>in Rate</u>	<u>% Increase</u> <u>in Rate</u>		
1st 6 mo.	\$24.50	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32				
2nd 6 mo.	\$26.68	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05				
2nd yr.	\$31.20	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13				
3rd yr.	\$34.79	\$36.18	\$36.90	\$37.64	\$37.64	\$37.64				
4th yr.	\$37.02	\$38.87	\$39.65	\$40.44	\$41.25	\$41.25				
5th yr.	\$44.56	\$46.79	\$47.73	\$48.68	\$49.65	\$50.64				
6th yr.	\$45.73	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98	\$25.30	94.8%	<u>1st 6 mos.</u> \$27.48	112.2%
7th yr.	\$46.92	\$49.74	\$50.73	\$51.74	\$52.77	\$53.83	\$22.63	72.5%		
8th yr.	\$48.26	\$51.64	\$52.67	\$53.72	\$54.79	\$55.89	\$21.10	60.6%		
9th yr.	\$49.68	\$54.15	\$55.23	\$56.33	\$57.46	\$58.61	\$21.59	58.3%		
10th yr.	\$50.84	\$55.92	\$57.04	\$58.18	\$59.34	\$60.53	\$15.97	35.8%		
11th yr.	\$52.04	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95	\$16.22	35.5%		
12th yr.	\$52.55	\$58.86	\$60.04	\$61.24	\$62.46	\$63.71	\$16.79	35.8%		
13th yr.	\$53.05	\$60.48	\$61.69	\$62.92	\$64.18	\$65.46	\$17.20	35.6%		
14th yr.	\$53.59	\$62.16	\$63.40	\$64.67	\$65.96	\$67.28	\$17.60	35.4%		
15th yr.	\$54.17	\$63.38	\$64.65	\$65.94	\$67.26	\$68.61	\$17.77	35.0%		
16th yr.	\$54.17	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19	\$17.15	33.0%		
17th yr.	\$54.17	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78	\$17.23	32.8%		
18th yr.	\$54.85	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25	\$18.20	34.3%		
19th yr.	\$54.85	\$66.37	\$67.70	\$69.05	\$70.43	\$71.84	\$18.25	34.1%		
20th yr.	\$55.52	\$68.00	\$69.36	\$70.75	\$72.17	\$73.61	\$19.44	35.9%		

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the slide, creating a modern, layered effect. The text is centered on the left side of the slide.

How do the TA Rates Compare to the Industry?

DOS
(APR 2020)

			Longevity Bonus			
		<u>20th yr.</u>			<u>25th yr.</u>	
1	Southwest	\$71.53		1	Southwest	\$71.53
2	Delta	\$69.59		2	Delta	\$69.59
3	American	\$68.25		3	Hawaiian TA	\$68.50
4	Hawaiian TA	\$68.00		4	American	\$68.25
5	United	\$65.79		5	United	\$65.79
6	Alaska	\$65.51		6	Alaska	\$65.51
7	jetBlue	\$56.40		7	jetBlue	\$56.40
8	Hawaiian	\$55.52		8	Hawaiian	\$55.52
9	Frontier	\$55.43		9	Frontier	\$55.43
10	Spirit	\$49.17		10	Spirit	\$49.17

DOS + 1
(APR 2021)

			Longevity Bonus			
		<u>20th yr.</u>			<u>25th yr.</u>	
1	Southwest	\$71.53		1	Southwest	\$71.53
2	Delta	\$69.59		2	Hawaiian TA	\$69.86
3	Hawaiian TA	\$69.36		3	Delta	\$69.59
4	American	\$68.25		4	American	\$68.25
5	Alaska	\$67.15		5	Alaska	\$67.15
6	United	\$67.11		6	United	\$67.11
7	Frontier	\$56.54		7	Frontier	\$56.54
8	jetBlue	\$56.40		8	jetBlue	\$56.40
9	Hawaiian	\$55.52		9	Hawaiian	\$55.52
10	Spirit	\$51.13		10	Spirit	\$51.13

Top-Out Rates

DOS + 2
(APR 2022)

			Longevity Bonus		
		<u>20th yr.</u>			<u>25th yr.</u>
1	Southwest	\$71.53	1	Southwest	\$71.53
2	Hawaiian TA	\$70.75	2	Hawaiian TA	\$71.25
3	Delta	\$69.59	3	Delta	\$69.59
4	American	\$68.25	4	American	\$68.25
5	Alaska	\$67.15	5	Alaska	\$67.15
6	United	\$67.11	6	United	\$67.11
7	Frontier	\$57.67	7	Frontier	\$57.67
8	jetBlue	\$56.40	8	jetBlue	\$56.40
9	Hawaiian	\$55.52	9	Hawaiian	\$55.52
10	Spirit	\$51.13	10	Spirit	\$51.13

DOS + 3
(APR 2023)

			Longevity Bonus		
		<u>20th yr.</u>			<u>25th yr.</u>
1	Hawaiian TA	\$72.17	1	Hawaiian TA	\$72.67
2	Southwest	\$71.53	2	Southwest	\$71.53
3	Delta	\$69.59	3	Delta	\$69.59
4	American	\$68.25	4	American	\$68.25
5	Alaska	\$67.15	5	Alaska	\$67.15
6	United	\$67.11	6	United	\$67.11
7	Frontier	\$58.82	7	Frontier	\$58.82
8	jetBlue	\$56.40	8	jetBlue	\$56.40
9	Hawaiian	\$55.52	9	Hawaiian	\$55.52
10	Spirit	\$51.13	10	Spirit	\$51.13

Top-Out Rates

DOS + 4

(Apr 2024)

			Longevity Bonus			
		20th yr.			25th yr.	
1	Hawaiian TA	\$73.61		1	Hawaiian TA	\$74.11
2	Southwest	\$71.53		2	Southwest	\$71.53
3	Delta	\$69.59		3	Delta	\$69.59
4	American	\$68.25		4	American	\$68.25
5	Alaska	\$67.15		5	Alaska	\$67.15
6	United	\$67.11		6	United	\$67.11
7	Frontier	\$60.00		7	Frontier	\$60.00
8	jetBlue	\$56.40		8	jetBlue	\$56.40
9	Hawaiian	\$55.52		9	Hawaiian	\$55.52
10	Spirit	\$51.13		10	Spirit	\$51.13

Top-Out Rates at End of Contract Term

HRA Contributions

- Eligible FAs who retire during term of contract will receive a contribution according to their years of service (YOS) threshold *at time of retirement*, as follows:
 - ✓ 30 - 35 YOS - \$10,000
 - ✓ 35+ - 40 YOS - \$20,000
 - ✓ 40 + YOS - \$30,000
- FAs retain 100% sick bank payout upon retirement for Company medical plan premiums
- FAs who have retired since Jan 1, 2017 will receive payments

Ratification Bonus (Back Pay)

- \$19.5 million in Bonus \$\$
 - ✓ Eligible for 401(k) 5% contribution + 2% or 2.5% match (improved)
 - ✓ Payouts based on W2 earnings over last 3 years, taxed as regular wages, profit-sharing eligible
 - ✓ Equates to ~19% of FA payroll
 - ✓ Paid out over 12 months (company cash burn issue)
 - ✓ If on leave - still get payments monthly
 - ✓ If retire/ resign - get lump sum payment

Other Improvements

- Average Minimum Daily Guarantee at 4:10 for INTL operation
 - Scheduled or actual
 - # days of grouping x 4:10/ calendar day - guarantee for grouping

- Eliminate Sick Leave cap on over 100/ 110 hrs

- Interisland improvements:
 - 717 premium - 50¢ for all hours on duty
 - 1st FA pay increased from \$2 → \$2.50
 - Waterbottles
 - Trade buffer reduced to 12 hrs (from 12:45) when FA is in rest
 - Meal improvement already from 787 LOA

Other Improvements cont.

- LAX-based groupings: 2 seats hard-blocked (last row, a/c left) for aircraft w/o crew bunks over 14-hour duty day; Over max pay at 16 hrs
- Hawaiian Speakers on 'Ōlelo Hawai'i flights paid lead LQ pay
- LQ Premiums: (FFA/Galley premiums ↑ 787 LOA)
 - Lead Biz Class \$3 → \$4
 - Lead Main Cabin \$2 → \$3
 - Service \$1 → \$2
 - Samoan/French \$2 → \$3

Other Improvements cont...

- Reserve System Revamp:
 - straight-forward reserve assignment process
 - self assignment day prior
 - preferencing for assignment
 - crew scheduling cannot assign 2 duty periods in 1 calendar day
 - reserve presentation to be posted on AFAContract2017.org
- Uniform Points Increase from 500 → 650 points

Staffing Changes

- Remove position off of 787
- Remove position off A321 with service changes specified.
 - Changes to 1st class and cabin service
 - Eliminate Plating meals in First Class
 - Delayed implementation -- January 1, 2021
- Discussion over issue

Health Care Compromise

- Company initially wanted 20% - in line with industry
- Resisted changes to ↑ RX co-pays, Dental premiums
- Compromise: Start at 6% and Phase in to 12%
- No Change to RX co-pays, No Change to Dental

Today: FAs pay approx 6% of premium with current system of % of salary

- 1.5% / 2% of salary system
- Today: more you work - more you pay - more equitable to have it fixed
- Some FAs pay more for Single coverage than other pay for Family coverage today because they work more
- As FA pay increases, you will pay more under today's system: % of pay

Health Care Compromise

Delayed until 2021

- Everyone will pay same premium
- Caps removed: High-time flyers won't get penalized
- Going forward, company bears the biggest increases when premiums go up
- Same plans, but go to Affordable Care Act (ACA) compliant plans → improvements
 - Preventative covered at 100% (pre-deductible): well-woman, mammograms, colonoscopy, immunizations (health + travel), HMSA online care - free
 - Well-child care up to age 21 (currently stops after age 6)

Let's talk about premiums...

➤ Change from 3 Tiers → 4 Tiers:

- ✓ Employee only
- ✓ EE + Spouse
- ✓ **EE + Child(ren)** (NEW - lower premium than EE+family)
- ✓ EE + Family (spouse included)

Industry Flight Attendants Pay % of Premiums

Airline	Flight Attendant Percentage
Hawaiian	6%
Alaska	20%
American	21%
Delta	21%
JetBlue	20%
Southwest	12.3%
United	20%
Hawaiian Pilots	19%

Medical Insurance Premiums: 2021 Structure

PLAN YEAR Medical Insurance	EE Only EE + Spouse EE + Children	EE Only EE + Spouse EE + Children	EE + Family
	<i>Years 1-7 at</i>	<i>Years 8-20</i>	<i>All YOS</i>
Plan Year 2021	6%	10%	6%
Plan Year 2022	8%	11%	8%
Plan Year 2023	10%	12%	10%
Plan Year 2024 +	12%	12%	12%

EE = Employee

HMSA PPP (HI)

Comparison:
today vs 2021

*Total 2021 Premium = \$644/ mo

*Example: FA in 3rd Year EE only

FA pays: \$38.61 /mo

Company pays: \$605.39 /mo

Employee Only

At 86 credit
hours/mo

Pay Rate	Monthly COST TODAY	Monthly COST under TA	
	Current premium: 1.50% of pay up to \$60	Proposed 2021 premium - F/A portion	
		% of Premium	Premium \$ Amount
1st 6 mo.	\$33.20	6%	\$38.61
2nd 6 mo.	\$36.52	6%	\$38.61
2nd yr.	\$42.70	6%	\$38.61
3rd yr.	\$47.60	6%	\$38.61
4th yr.	\$51.15	6%	\$38.61
5th yr.	\$60.00	6%	\$38.61
6th yr.	\$60.00	6%	\$38.61
7th yr.	\$60.00	6%	\$38.61
8th yr.	\$60.00	10%	\$64.34
9th yr.	\$60.00	10%	\$64.34
10th yr.	\$60.00	10%	\$64.34
11th yr.	\$60.00	10%	\$64.34
12th yr.	\$60.00	10%	\$64.34
13th yr.	\$60.00	10%	\$64.34
14th yr.	\$60.00	10%	\$64.34
15th yr.	\$60.00	10%	\$64.34
16th yr.	\$60.00	10%	\$64.34
17th yr.	\$60.00	10%	\$64.34
18th yr.	\$60.00	10%	\$64.34
19th yr.	\$60.00	10%	\$64.34
20th yr.	\$60.00	10%	\$64.34

In 2021, at 86 hrs/mo, \$60 cap would kick in at 5 YOS because pay increases

*Rates are estimates - used 2020 ACA plan rates and increased for medical inflation

HMSA PPP (HI)

Comparison:
today vs 2021

*Total 2021 Premium = \$1,367/ mo

*Example: FA in 3rd Year EE only

FA pays: \$63.47 /mo

Company pays: \$ 1,303.53 /mo

Employee + Spouse

	Monthly COST TODAY	Monthly COST under TA	
	Current premium: 2% of pay up to \$150	Proposed 2021 premium - F/A portion	
		% of Premium	Premium \$ Amount
Pay Rate			
1st 6 mo.	\$44.27	6%	\$81.98
2nd 6 mo.	\$48.69	6%	\$81.98
2nd yr.	\$56.93	6%	\$81.98
3rd yr.	\$63.47	6%	\$81.98
4th yr.	\$68.20	6%	\$81.98
5th yr.	\$82.10	6%	\$81.98
6th yr.	\$84.25	6%	\$81.98
7th yr.	\$87.26	6%	\$81.98
8th yr.	\$90.59	10%	\$136.63
9th yr.	\$95.00	10%	\$136.63
10th yr.	\$98.11	10%	\$136.63
11th yr.	\$100.41	10%	\$136.63
12th yr.	\$103.27	10%	\$136.63
13th yr.	\$106.11	10%	\$136.63
14th yr.	\$109.05	10%	\$136.63
15th yr.	\$111.20	10%	\$136.63
16th yr.	\$112.14	10%	\$136.63
17th yr.	\$113.09	10%	\$136.63
18th yr.	\$115.48	10%	\$136.63
19th yr.	\$116.44	10%	\$136.63
20th yr.	\$119.30	10%	\$136.63

At 86 credit hours/mo

*Rates are estimates - used 2020 ACA plan rates and increased for medical inflation

HMSA PPP (HI)

Comparison: Today vs 2021

*Total 2021 Premium = \$1,126/ mo

*Example: FA in 3rd Year EE only

FA pays: \$62.73 /mo

Company pays: \$ 1,063.27 /mo

Employee + Children

	Monthly COST under current system: 2.00% of pay up to \$180	Monthly COST under TA Proposed 2021 premium F/A portion	
		% of premium	\$ amt. of premium
Pay Step			
1st 6 mo.	\$43.76	6%	\$67.54
2nd 6 mo.	\$48.13	6%	\$67.54
2nd yr.	\$56.27	6%	\$67.54
3rd yr.	\$62.73	6%	\$67.54
4th yr.	\$67.41	6%	\$67.54
5th yr.	\$81.14	6%	\$67.54
6th yr.	\$83.27	6%	\$67.54
7th yr.	\$86.24	6%	\$67.54
8th yr.	\$89.54	10%	\$112.57
9th yr.	\$93.89	10%	\$112.57
10th yr.	\$96.97	10%	\$112.57
11th yr.	\$99.25	10%	\$112.57
12th yr.	\$102.07	10%	\$112.57
13th yr.	\$104.87	10%	\$112.57
14th yr.	\$107.78	10%	\$112.57
15th yr.	\$109.91	10%	\$112.57
16th yr.	\$110.84	10%	\$112.57
17th yr.	\$111.78	10%	\$112.57
18th yr.	\$114.14	10%	\$112.57
19th yr.	\$115.09	10%	\$112.57
20th yr.	\$117.91	10%	\$112.57

At 86 credit
hours/mo

*Rates are estimates - used 2020
ACA plan rates and increased for
medical inflation

HMSA PPP (HI)

Comparison:
today vs 2021

*Total 2021 Premium = \$1,993/ mo

*Example: FA in 3rd Year EE only

FA pays: \$119.57 / mo

Company pays: \$ 1,873.43 / mo

Employee + Family

	Monthly COST under current system:	Monthly COST under TA	
		Proposed 2021 premium F/A portion	
	2%	% of premium	\$ amt. of premium
	of pay up to \$180		
Pay Step			
1st 6 mo.	\$43.76	6%	\$119.57
2nd 6 mo.	\$48.13	6%	\$119.57
2nd yr.	\$56.27	6%	\$119.57
3rd yr.	\$62.73	6%	\$119.57
4th yr.	\$67.41	6%	\$119.57
5th yr.	\$81.14	6%	\$119.57
6th yr.	\$83.27	6%	\$119.57
7th yr.	\$86.24	6%	\$119.57
8th yr.	\$89.54	6%	\$119.57
9th yr.	\$93.89	6%	\$119.57
10th yr.	\$96.97	6%	\$119.57
11th yr.	\$99.25	6%	\$119.57
12th yr.	\$102.07	6%	\$119.57
13th yr.	\$104.87	6%	\$119.57
14th yr.	\$107.78	6%	\$119.57
15th yr.	\$109.91	6%	\$119.57
16th yr.	\$110.84	6%	\$119.57
17th yr.	\$111.78	6%	\$119.57
18th yr.	\$114.14	6%	\$119.57
19th yr.	\$115.09	6%	\$119.57
20th yr.	\$117.91	6%	\$119.57

At 86 credit
hours/mo

*Rates are estimates - used 2020
ACA plan rates and increased for
medical inflation

Other

- Agree to establish an OAK domicile with SFO “alternate check-in point”
 - No SJC
 - Alternative check in language: protections
 - Groupings must depart/return to same airport
 - Protections for diversions/mechanicals/one-offs - surface dead head, 100% pay/duty time
- Commuter policy (for all domiciles)
- Line average for PBS awards: locks in current line value - status quo
 - Allows company to control staffing

Maintained

- Staffing on the A330
- RX co-pays at \$2/ \$5 for specialty meds
- Dental Plan - no premium
- Retained Diurnal Turn protections
- SLMP Letter (Sick Leave)
- Maintained 90% crew to load

The background features abstract, overlapping green geometric shapes in various shades, including light lime green, medium green, and dark forest green. These shapes are primarily located on the right side of the slide, creating a modern, layered effect. The text is centered on the left side of the slide.

Mahalo for Joining Us for this Presentation

We are happy to answer your questions

We are happy to answer your questions

Voting Timeline:

**Voting Credentials will be EMAILED to Flight Attendants on
FRIDAY, March 27**

Polls OPEN: FRIDAY, March 27 @1000 HST
Polls CLOSE: FRIDAY, April 3 @1000 HST