

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

COVID-19 TEMPORARY CONTRACT MODIFICATIONS

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, the COVID-19 global pandemic has caused instability in the airline industry; and

WHEREAS, travel restrictions and reduced demand for travel necessitates the Company’s reduction of its flight schedule; and

WHEREAS, the Company would like to reduce the number of Flight Attendants bidding a full schedule for the months of April and May, 2020;

NOW, THEREFORE, the Parties agree as follows:

I. SCHEDULE BIDDING & AWARD MODIFICATIONS (HNL & LAX)

1. April 2020 Bid Month Rebid Schedule

- A. A preview of the updated pairings will be sent to the AFA by March 19th at 1700LDT
- B. Bidding will open on March 20th at 1200 LDT
- C. A practice award on March 22nd at 1500 HST
- D. A practice award on March 24th at 1500 HST
- E. The vacation cancellation/cashout deadline March 24th at 1200 LDT
- F. Bidding will close on March 25th (HNL – 1500 HST/LAX – 1200 PDT)
- G. Preliminary award published by March 26th at 1700 HST
- H. Final award published by March 27th at 1700 HST
- I. FLICA will open for trades and open time on March 28th at 1200 HST
- J. Secondary lines will not be created or posted for bid.
- K. Vacated lines to be posted and awarded as provided by the Collective Bargaining Agreement.

2. May 2020 Bid Month Award (and subsequent bid months if LOA extended)
 - A. Preview of the updated pairings will be sent to the AFA by the 16th at 1700LDT
 - B. Bidding will open on the 17th at 1200 LDT
 - C. A practice award on the 19th at 1500 HST
 - D. A practice award on the 21st at 1500 HST
 - E. The vacation cancellation/cashout deadline will be on the 21st at 1200 LDT
 - F. Bidding will close on the 22nd (HNL – 1500 HST/LAX – 1200 PDT)
 - G. Preliminary award published by the 23rd at 1700 HST
 - H. Final award published by the 24th at 1700 HST
 - I. FLICA opens up for trades and open time on 25th at 1200 HST
 - J. Secondary lines will not be created or posted for bid.
 - K. Vacated lines to be posted and awarded as provided by the Collective Bargaining Agreement.

II. LEAVES OF ABSENCE, LOW TIME LINES, & VOLUNTARY FURLOUGHS

The Leaves of Absence, Low Time Lines, and Voluntary Furloughs, as provided by Section 16.L., shall be offered, in no specific order, to Flight Attendants for the duration of this agreement. The Leaves of Absence, Low Time Lines, and Voluntary Furloughs shall be awarded in domicile seniority order, and shall be posted on the day the final PBS award is posted at 1200 HST.

3. Leaves of Absence
 - A. Length of leave options
 1. 2 consecutive months
 2. 1-month
 - B. For every 25 leaves awarded (LOA and Voluntary Furlough) the Company will add one (1) hour to the Reserve Guarantee, up to a maximum of 85 hours. Example: 37 LOAs = 1 hour and 38 LOAs = 2 hours
 - C. Group Insurance Premiums paid by Company for length of leave awarded
 - D. Flight Attendants shall continue to accrue full seniority and longevity while on leave
 - E. Flight Attendants shall have a 60 day notice to return to work
4. Low Time Options
 - A. FAs must bid between 37.5 and 55 hours per month
 - B. Same low-time provisions as Section 13.H
 1. Sick leave and vacation accrual at one-half (1/2) the rates for full time Flight Attendants
 2. Full Seniority and one half (1/2) longevity accrual
 3. Group insurance premiums shall be paid by Company for duration of the leave
5. Voluntary Furlough
 - A. 6 month leave of absence
 - B. Group Insurance Premiums paid by company for 6-months
 - C. Flight Attendants shall continue to accrue full seniority and longevity while on leave

III. FLIGHT ATTENDANT EXPOSURE TO COVID-19

6. A Flight Attendant who is non-symptomatic, but who is directed or advised by a medical professional, public health authority, other government official, or government or legal order, to quarantine or self-monitor based on concerns, conditions, or events related to COVID-19, or who self-quarantines due to the Flight Attendant's family member being diagnosed with COVID-19, will be withheld from service with pay (i.e., Bid Line holders will have their groupings dropped and pay-protected, and reserves will have reserve available days removed with no impact to their reserve guarantee or sick bank) for the

duration of the evaluation, treatment, and/or quarantine. Per-diem and expenses away from base shall continue on a day-to-day basis for any period of evaluation, treatment, isolation, or quarantine if the Flight Attendant is away from base for Company-related reasons at the time of quarantine.

7. A Flight Attendant who displays symptoms of COVID-19 shall call in sick. If the Flight Attendant is later diagnosed with COVID-19, the Flight Attendant shall be pay protected as described above and shall have any sick leave that was deducted from the Flight Attendant's sick bank restored to the Flight Attendant's sick bank.

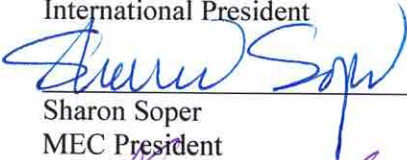
IV. DURATION

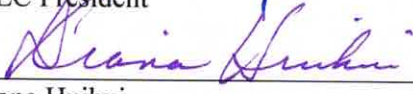
8. This LOA will be implemented immediately and extend through the May 2020 bid award month. This LOA will be reviewed at that time for necessary changes, cancellations, or extensions. This LOA will automatically renew for an additional two (2) bid months, unless either party gives the other written notice of termination at least five (5) days prior to the contractual bid opening dates found in Section 10 of the Flight Attendant Contract. The Company and AFA will continue to evaluate the efficacy of this Letter of Agreement and will meet to discuss any necessary modifications to this program.


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

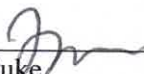
Sara Nelson
International President


Sharon Soper
MEC President


Diana Huihui
Chairperson, Negotiating Committee

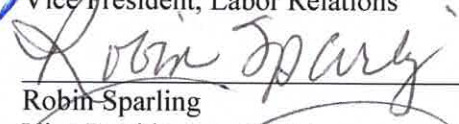

Ka'imi Lee
Member, Negotiating Committee


Martin Gusman
Member, Negotiating Committee


Jeff Fuke
Member, Negotiating Committee


Paula Mastrangelo, Sr. Staff Negotiator


Justin Doane
Vice President, Labor Relations


Robin Sparling
Vice President, In-Flight


Doogan Mahuna
Sr. Contract Administrator

