

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-26: LOS ANGELES DOMICILE**

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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**LOS ANGELES DOMICILE**

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**THIS LETTER OF AGREEMENT** is made and entered into in accordance with the provisions of Title II 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 the Company, as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (hereinafter referred to as the “Association”).

**WITNESSETH:**

**WHEREAS**, the Company, in its efforts to maximize efficiency and reduce operating costs, and maintain the viability of continuing with Los Angeles as a Flight Attendant domicile and:

**WHEREAS**, the Company in the interest of maintaining stability at the Los Angeles domicile requested certain changes be made to make the operation financially viable; and

**WHEREAS**, the Association agreed to explore what would be necessary to maintain the viability of the Los Angeles domicile;

**NOW therefore**, the parties have agreed all changes to the Flight Attendant Agreement as included herein shall apply to those Flight Attendants domiciled in Los Angeles.

**1. Duty Period**

The maximum scheduled, rescheduled or reassigned duty period for a standard crew shall be no more than 15:30 subject to the following:

- a. The Company’s first priority will be to schedule trips in accordance with Section 7.C.2. (14 hours with a maximum duty period of 16 hours in actual operation)
- b. When scheduling in accordance with Section 7.C.2. is not feasible, the Company may schedule a standard crew up to 15:30 with a maximum duty period extending two (2) hours past the scheduled duty period.
- c. Exceeding Maximum Actual On-Duty Limitations Pay per Section 7.F.2.b.-c. will begin to accrue when a Flight Attendant exceeds sixteen (16) actual hours on duty (i.e. if a crew

# HAWAIIAN AIRLINES

## 2020 FLIGHT ATTENDANT AGREEMENT

### SECTION 34-26: LOS ANGELES DOMICILE

agrees to exceed their maximum actual on-duty limit they will receive pay due for exceeding this limit starting at sixteen (16:00) hours on duty).

- d. Hard Blocked Seats on A-321 aircraft family: On any duty day scheduled over fourteen (14) hours, the last row of the aircraft on the left side will be hard blocked as crew rest seats.

#### 2. Training:

- a. LAX based Flight Attendants who attend a 2-day training in Honolulu, shall be given twelve (12) hours domicile rest upon return to domicile.
- b. LAX based Flight Attendants who attend training in Honolulu will begin to receive per diem 1:15 hours before scheduled departure and until :15 minutes after arrival of the Company designated deadheading flight.
- c. LAX based Bid Flight Attendants may have the option to work a flight into/out of Honolulu to attend training by using the contractual provisions of the Agreement.
- d. LAX Flight Attendants training in Honolulu will receive five (5.0) hours per travel day, pay and credit, an amendment to the requirements outlined in Section 26.K.3 & 4. e.
- e. LAX Flight Attendants shall be permitted to travel for training from/to any destination Hawaiian serves and shall be issued passes with PS3Y/SA1F priority.

#### 3. Low Time Restrictions:

Low Time Options: 5% with a maximum of 4 Flight Attendants in LAX, by Sept 1 annually; 3% Summer Quarter with a maximum of 3 Flight Attendants in LAX, consistent with the practice applied in Honolulu.

#### 4. Unstacking:

The unstacking procedures and guidelines applied in Honolulu will be applied in Los Angeles.

#### 5. Base Staffing:

The Company will staff and maintain the domicile to reflect eight (8) bid positions for each LAX bid grouping based upon A-330 and B767 operations, and nine (9) for B787-9 operations. In the event any other equipment is placed in service, staffing will be contractual standard crew levels applicable to the other equipment. There will be no involuntary moves forced upon HNL Flight Attendants on the seniority roster as of date of signing below.

#### 6. Alternate Check-In Points

The Company and the Association agreed to establish alternate check-in points for the following airports: ONT and SAN. Should the Company not find suitably cost effective or efficient flying out of LAX, the Company, at its option, may build groupings originating and

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-26: LOS ANGELES DOMICILE**

terminating out of the alternate airports. Such groupings shall begin and end from the same airport. If the Company exercises its right to use alternate check-in points there will be a joint review of the viability of the alternate check-in points after 3 months of actual operation. The Company and the Association will establish a “call-in” procedure for Flight Attendants originating from an “alternate check-in points” to sign off for their flight.

**7. Flight Attendant Lounge and Union Office**

Eliminate the requirements for a lounge and union office at LAX. It is understood that if the base should exceed 180 Flight Attendants the present language of the Agreement will be honored.

**8. Reduced Check-In Time**

The Company and the Association have agreed to revisit the issue of a reduced check-in time in the event it becomes necessary with regard to flying assigned to the LAX domicile

**9. Inflight Wheelchair Storage on A321**

In the event that a passenger’s collapsible wheelchair must be stored in the cabin, the primary storage area will be the second to the last row, aircraft left. If a second wheelchair must be accommodated, that chair will be stowed in the last row, aircraft right. The aisle seat on these two rows may be occupied by a flight attendant if a wheelchair is being stowed in the row.

**10. Non-precedential:**

The parties agree the terms of this letter will not set precedent; the Company agrees it will not apply the terms herein to the Honolulu domicile.

THIS LETTER OF AGREEMENT shall remain in full force and effect, concurrent with the basic Agreement dated April 3, 2020.

Signed this 6<sup>th</sup> day of November, 2020.

FOR THE  
ASSOCIATION OF FLIGHT ATTENDANTS-CWA

FOR  
HAWAIIAN AIRLINES, INC.

/S/  
Sara Nelson  
International President

/S/  
Robin Sparling  
Vice President, In-Flight

/S/  
Joni Kashiwai  
MEC President

/S/  
Doogan Mahuna  
Sr. Contract Administrator

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-26: LOS ANGELES DOMICILE**

/S/ \_\_\_\_\_  
Diana Huihui  
Chairperson, Negotiating Committee

/S/ \_\_\_\_\_  
Sharon Soper  
Member, Negotiating Committee

/S/ \_\_\_\_\_  
Ka'imi Lee  
Member, Negotiating Committee

/S/ \_\_\_\_\_  
Martin Gusman  
Member, Negotiating Committee

/S/ \_\_\_\_\_  
Jeff Fuke  
Member, Negotiating Committee

/S/ \_\_\_\_\_  
Paula Mastrangelo  
Sr. Staff Negotiator