

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 6: UNIFORMS

A. Wearing of Uniform

While on duty, Flight Attendants shall wear their uniforms in the style and manner prescribed by the Company.

B. Basic Flight Attendant Uniform

The basic Flight Attendant uniform shall contain the following items or their equivalent:

1. Female Basic Issues

- (1) Jacket (Blazer)
- (4) Ensembles [Dress Set or Blouse plus /Pants/Skirt/Skort (for Interisland only)]
- (1) Belt
- (1) Tote Bag
- (1) Lunch Tote/Cooler
- (1) 22" Rollaboard Suitcase
- (1) Jacket (Blazer) or Sweater (upon request)
- (1) All Weather Coat

2. Male Basic Issues

- (2) Car Coat (or 1 plus 1 sweater)
- (4) Hawaiian Print Shirt, short sleeve (long-sleeve option, if offered)
- (4) Pants
- (1) Belt
- (1) Tote Bag
- (1) Lunch Tote/Cooler
- (1) 22" Rollaboard Suitcase
- (1) All Weather Coat

Total of 2 of the following (any combination):

Jacket (Blazer)

Sweater

C. Uniform Point Allowance Program

1. Replacement of required uniform items and Company-approved optional items will be accomplished through the use of the Uniform Point Allowance Program (UPAP).
2. On January 1st of each year, eligible Flight Attendants shall be credited with six hundred and fifty (650) points to be used for purchase of replacement uniform items and Company-approved optional items. One (1) point is equal to one (1) dollar. Uniform points may not be carried over from year to year.
3. Replacement uniform items will be paid by the Company up to the annual uniform point allotment described in Paragraph C.2 of this Section.

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4. If the cost of replacement and Company-approved optional items exceeds the annual UPAP limit, the additional cost shall be the responsibility of the individual Flight Attendant. If the cost of a Flight Attendant's order exceeds the value of UPAP points the Flight Attendant currently has available, the Flight Attendant shall be able to pay the difference between the order total and the UPAP point balance, for that order.
5.
 - a. A Flight Attendant must have one (1) year of cumulative active service with the Company to participate in the program. A Flight Attendant with less than one (1) year of cumulative active service as of January 1st, will be credited with a prorated point allowance if a Flight Attendant has been in active service for a minimum of three (3) months during that calendar year.
 - b. Flight Attendants returning from certain leaves of absence (to include maternity, and OCC; but not to include leaves granted per Section 17.N, unless such leave under Section 17.N immediately followed a covered leave) shall be credited with a prorated point allowance for the remainder of the calendar year of their return provided they were not granted points for that year under Paragraph C.2 of this Section. If such prorated point allowance is insufficient to cover the purchase of necessary replacement uniform pieces, the Company shall, upon request of the returning Flight Attendant, advance to the Flight Attendant the following year's Paragraph C.2 point allowance in addition to the prorated amount.
6. If the value of the uniform items on which points are determined either increases or decreases, the Company and Union will meet to determine whether and by how much the UPAP should be adjusted.
7. If it is determined by In-Flight Services that a uniform needs replacement due to "wear and tear," the Flight Attendant will be required to order the item(s) needing replacement. If such item(s), including bags, is under warranty, it shall be replaced or repaired with no points deducted from the Flight Attendant's point allotment.
8. The Company will provide gloves through the vendor on an as needed or request basis. They will be issued at no cost to the Flight Attendant and will not be debited against a Flight Attendant's annual point allowance.
9. Luggage and All Weather Coats
 - a. Rollboards can be ordered once every twelve (12) months using points.
 - b. Totes can be ordered once every twenty-four (24) months using points.

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- c. All-Weather Coats can be ordered once every twenty-four (24) months using points.

D. Alterations

1. The Company will continue to pay all uniform alteration costs.
2. The Flight Attendant shall not make more than one (1) trip at her/his own expense to the Company assigned tailor for alteration purposes.
3. In the event of any subsequent trips for alteration purposes, the Flight Attendant shall receive a mileage allowance of eighteen cents (18¢) per mile (round trip from her/his domicile).

E. Payroll Deductions

The Company will finance the purchase of uniforms or optional items if the purchase has been authorized by the Company.

1. Replacement and optional uniform items
The replacement of all items that exceed the annual UPAP shall be the responsibility of each Flight Attendant. These items shall be paid for on a cash basis or by credit card if the vendor accepts credit cards. If the vendor does not accept credit cards, the use of payroll deduction shall be authorized by the Company and will be limited to purchases of fifty dollars (\$50.00) or more. Payroll deduction on replacement and/or optional items will be a minimum deduction of eight (8) equal payments not to exceed four (4) months. The payroll deduction option will be provided to any Flight Attendant who does not have a credit card.
2. Initial basic uniform (newly employed Flight Attendants)
Newly employed Flight Attendants may payroll deduct for the entire cost of the basic uniform outlined in Paragraph B.1. above at a minimum of ten (\$10) dollars a month during probation and fifteen (\$15) dollars per pay period after probation.

F. New Hire Initial Uniform

A newly employed Flight Attendant will be required to purchase the initial uniform outlined in Paragraph B.1. above.

G. Dry Cleaning

The Company shall pay for all dry cleaning costs, if uniforms must be dry cleaned. The Company may, with the agreement of the Association, designate specific dry cleaning establishments at which the Company has established a "direct billed" account.

H. Uniform Repurchase Upon Termination

Upon termination of employment, the Company shall have the option to repurchase the initial uniform purchased by the Flight Attendant at its depreciated value. All

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current Company-furnished uniforms and accessories will be returned to the Company.

I. Maternity Uniform

The uniform vendor will maintain a supply of maternity uniforms to be loaned as needed. Each pregnant Flight Attendant shall be loaned a minimum of two (2) maternity uniforms on request.

J. Flight Attendant Uniform Committee

The recommendations of the Flight Attendants Uniform Committee shall be considered by the Company before making any change in the tailoring, style, color, or material of uniforms.

K. Wings

Wings or Company insignia received by Flight Attendants when first employed by the Company shall be retained by the Flight Attendant upon termination from the Company if employed one (1) or more years.

L. Association (AFA-CWA) Emblem/Pin

Flight Attendants will be allowed to wear the present Association emblem or pin on their uniforms while on duty.

M. Old Uniform Return/Disposal

After the initial issuance of a new uniform, the Company shall, within one (1) month, request that the old uniform articles be returned. Otherwise, the Flight Attendant may dispose of them any way she/he wishes.

N. Termination During Probation

If the Company terminates an employee during the course of that employee's probationary period, she/he shall not be held liable for any balance she/he may be owing against the uniform once it is returned.

O. No Surname on Nametag

A Flight Attendant will not be required to wear any insignia with her/his surname on it.

P. Special Winter Coat

Flight Attendants awarded or assigned to a future permanent or temporary domicile with more than thirty days annually with temperatures below 25 degrees (F) shall be issued a special winter coat.

Q. Accessories Color

The Company and the Association shall mutually agree to the color of accessories (i.e. shoes, purse, luggage, etc.).

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R. Uniform Changes

The basic uniform issue, including the quality of material, as outlined in Paragraph B.1. above, shall not be changed without mutual agreement between the Company and the Association. The Company shall also continue to pay for changes in basic uniform items.

S. Wings, Name Tags, Aprons

The Company shall provide each Flight Attendant (including newly hired Flight Attendants) with wings, name tags (three (3) a year), and aprons (three (3) a year) at no charge to the Flight Attendant and are not part of the uniform points allocation.

T. Uniform Life Expectancy

The Company and the Association shall conduct a review of the life expectancy of a newly issued uniform at twelve (12), eighteen (18), and twenty-four (24) months following initial issuance. If the parties cannot reach mutual agreement of the life expectancy of the uniform, they shall select a disinterested third party to resolve the dispute.

U. Uniform for Flight Attendants Involuntarily Assigned to Domicile/Operation

The Company shall provide Flight Attendants involuntarily assigned to another domicile or operation a complement of uniforms which meets their flying needs. Such additional uniform items shall be at Company expense.

V. Jacket Requirement

Flight Attendants shall not be required to wear their jackets in the following instances:

1. From April fifteenth (15th) through October thirty-first (31st) or anytime the ground cooling system is not working.
2. While flying in the Inter-Island operation or on a South Pacific flight.

W. Fire Retardant Fabrics for Future Uniforms

Future uniforms shall be made of fire retardant fabrics.

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