

TENTATIVE AGREEMENT

SECTION 34-23: LETTERS OF AGREEMENT

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

2013 Los Angeles Domicile

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions 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 HAWAIIAN AIRLINES, INC., 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, it is mutually agreed and understood by and between the parties to this Letter of Agreement that the following exceptions to the Collective Bargaining Agreement (CBA) shall apply only 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.

2. Low Time Restrictions:

Low Time Option: 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.

3. Unstacking:

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

4. Base Staffing

The Company will staff and maintain the domicile to reflect 8 bid positions for each LAX bid grouping based upon A-330 and B-767 operations. In the event any other equipment is placed in service, staffing will be at 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.

5. Moving Expenses:

Vacancies created under paragraph four (4) above will be open for a maximum of six (6) months; Voluntary moves during this period shall receive moving expenses at a flat rate of \$2,500.

6. 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 April, 2012 through December, 2016 CBA.

Dated this _____ day of _____, 2013.

FOR HAWAIIAN AIRLINES, INC.

FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

Charles Nardello
Sr. Vice President, Operations

Veda Shook
International President

Karen Berry
Vice President of Labor & Employee
Relations

Sharon Soper, MEC President

Diana Huihui
Negotiating Committee Chairperson

Scott Akau, LEC 43 President
Negotiating Committee

Ka'imi Lee
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Jay Trumble
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