

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 34-9: CRITICAL ILLNESS OR INJURY

SETTLEMENT AGREEMENT

1. This settlement agreement resolves grievances Nos. 14-05, 15-05, and 27-05.
2. The parties agree that the words “critical illness or injury” in Section 17.E.1. shall be understood to mean an illness or injury in respect of which death is a very real possibility.
3. The parties agree that there are certain instances where a flight attendant is entitled under Section 17.F. to a personal emergency leave of absence. The parties also agree that there are instances where, as a matter of discretion, a leave of absence has been granted by the Company in circumstances not required by that provision. The Company agrees that it will continue to exercise its discretion in that regard in the same manner as it has in the past.
4. The parties agree that “vacation pay and credit for time lost” in Sections 17.E.2.a. and 17.F. shall be understood to mean three hours of vacation pay and credit for each applicable day.
5. Don Munroe will have jurisdiction as expedited arbitrator to resolve any disputes that may arise between the parties about the interpretation, application or alleged violation of this settlement agreement.

DATED THE 19TH DAY OF JULY, 2006

/S/ _____
Louis Saint-Cyr
Hawaiian Airlines, Inc.

/S/ _____
Sharon Soper
Association of Flight Attendants

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