

**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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**Correction to Section 34-27: Asia Language Positions Letter of Agreement**

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This Letter of Agreement is made and entered into between Hawaiian Airlines, Inc. ("Company"), and the Association of Flight Attendants - CWA ("Union"), as the representative of Flight Attendants in the service of the Company.

WHEREAS, the Company and the Union are Parties to a Collective Bargaining Agreement (CBA) setting forth the rates of pay, rules and working conditions for the Company's Flight Attendants, effective April 3, 2020; and

WHEREAS, the Company and the Union jointly signed a Scriveners' Letter stating that errors discovered subsequent to the printing of the CBA would be corrected; and

WHEREAS, the Parties agree that Section 34-27: Asia Language Positions Letter of Agreement, re-written during negotiations, must be amended to reflect the parties' understanding of the provisions regarding Asia Language Positions.

NOW THEREFORE, the Parties HEREBY AGREE THAT SECTION 34-27 Asia Language Positions Letter of Agreement will be amended as follows.

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**Asia Language Positions**

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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

- a. The primary Lead Language Flight Attendant position will be in Business Class and the remaining Language Qualified Flight Attendant in an aisle position in coach.
- b. When no Lead Language Flight Attendant is assigned at check-in, the position will be offered to those Service Language Flight Attendants on the grouping in seniority order and assigned in inverse seniority. This provision will no longer apply after complete transition stated in A.1., above.  
\*[CBA 2012-2016 §34-14 C.1-2. - LQ FAs for Asia]

#### B. Procedure for Filling Language Positions

1. Language positions shall be posted for bidding; one (1) Business Class Lead, and two (2) Coach Language Qualified positions on each affected grouping. Awards will be in seniority order, and assignments in inverse seniority order.  
\*[CBA 2012-2016 §34-14 D.1 - LQ FAs for Asia]
2. Language positions not awarded or assigned after PBS bidding will be posted with open time and will be available for trade or pickup by any Language Qualified Flight Attendant qualified for the position. Open Language positions will be awarded by seniority at 1800 each day in accordance with the procedures of Section 12.N.2.a. An open Language position will cease to be available for trade or pickup thirty (30) hours prior to the date of departure. \*[CBA 2012-2016 §34-14 D.2. - LQ FAs for Asia]

#### C. Dropping and Trading Language Assignments

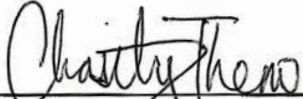
Language Qualified Flight Attendants may only drop and/or trade Language assignment/groupings with another Language Qualified Flight Attendant qualified in the language required for the position. Furthermore, Lead Language positions may only be dropped and/or traded with another Lead Language Qualified Flight Attendant. Trades for Language assignments must comply with Sections 12.O.1.b. and 12.A., of the Agreement. \*[CBA 2012-2016 §34-14 E. - LQ FAs for Asia]

D. Language Compensation shall be based on pay and credit for the grouping. \*[CBA 2012-2016 §34-14 F. - LQ FAs for Asia]

#### E. Transition to All Lead Language Fluency Qualifications

1. The Parties will meet and agree on the implementation start date and process of transitioning the Asia language staffing procedures.

**Association of Flight Attendants-CWA**



Chasity Thero  
MEC President



Ka'imi Lee  
Chair, Negotiating Committee



Paula Mastrangelo  
Sr. Staff Negotiator

**Hawaiian Airlines, Inc.**



Robin Sparling  
Vice President, Inflight