

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 34-12: SLMP MODIFICATIONS

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

SLMP MODIFICATIONS

THIS 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 the Company, as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (hereinafter referred to as the "Union").

WHEREAS in 2011 the State of Hawaii passed legislation that impact employees' use available sick leave; and

WHEREAS the Company would like to introduce a non-disciplinary Sick Leave Monitoring Program (SLMP) that is consistent with the State Law in Hawaii;

NOW THEREFORE the parties agree the language herein supplements the existing language in the CBA as follows:

- A. Honolulu-based Flight Attendants that have available sick leave will progress on the following non-disciplinary steps in place of the steps outlined in Section 19.R of the Collective Bargaining Agreement (CBA):
 - 1. Step 1 Six (6) occurrences in a rolling 365-day period, the Flight Attendant will be required to contact her/his supervisor and schedule a meeting.
 - 2. Step 2 Six (6) occurrences in the next 365 days, the Flight Attendant will be required to contact her/his senior manager and schedule a meeting.
 - 3. Step 3 Six (6) occurrences in the next 365 days, the Flight Attendant will be required to meet with her/his department head.

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4. Step 4 Six (6) occurrences in the next 365 days, the Flight Attendant will be required to meet with her/his Vice President.

- B. Honolulu Flight Attendants who do not have available sick leave will continue to be monitored and progress as the Sick Leave Monitor Program states in Section 19.R of the CBA.

- C. The intent of the parties is to create a parallel track for sick leave monitoring: Employees with sick leave will be monitored pursuant to the steps herein; Employees with a zero sick leave balance at the time the sick call absence is initiated will be monitored pursuant to the steps outlined in Section 19.R. Example: An employee using sick leave who is placed on a non-disciplinary step and subsequently incurs an unpaid absence, due to a zero sick leave balance, will be placed and progress as outlined in Section 19.R of the CBA. It is understood that an employee may be placed in both monitoring tracks; placement is dependent upon availability of sick leave at the time the absence is initiated; it is further understood that an employee can be in different steps of each program resulting from the employees sick leave balance at the time individual absences occur.

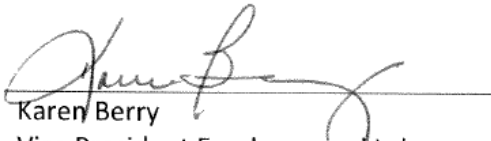
- D. Human Resources will determine an employee's "sick leave" status. Determination of "sick leave" status will depend on whether an employee has available (paid) sick leave, or whether and employee does not have available (unpaid) sick leave. An employee's "sick leave" status on the first day of absence will determine which path (paid or unpaid) will be followed in managing the employee's absence.

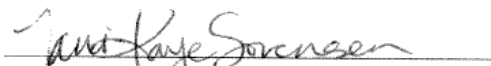
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IN WITNESS WHEREOF, the parties hereto have signed this SLMP MODIFICATION LETTER OF AGREEMENT as of this 28th day of June, 2012.

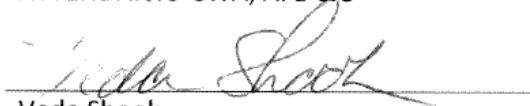
FOR HAWAIIAN AIRLINES, INC.

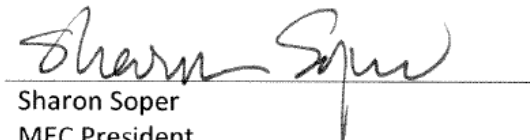

Karen Berry
Vice President Employee and Labor
Relations

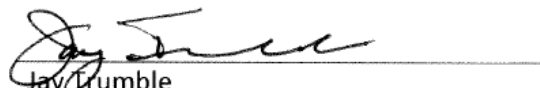

Tani-Kaye Sorensen
Manager Wellness and Productivity


Kalani Sloat
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FOR THE ASSOCIATION OF FLIGHT
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