

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 13: LOW TIME AND REDUCED TIME OPTIONS**

**A. Low Time Option**

1. The Low Time Option shall permit a limited number of non-probationary Flight Attendants in each domicile to fly reduced monthly schedules. Flight Attendants awarded the Low Time Option shall be obligated to the option for the duration of their bid. Notwithstanding the above, in the event a Flight Attendant experiences an unanticipated change in personal circumstances (e.g., marital status, spouse's employment, child care needs, etc.) such that it constitutes a hardship, she must notify the Manager of In-Flight Administration and shall be permitted to vacate her/his position on the Low Time Option.
2. The minimum number of low time positions that will be allocated for bid in each domicile during the following calendar year shall be posted no later than September 1 and shall be based on five percent (5%) of the total number of Flight Attendants on each domicile's seniority list. Note: The current number of positions required in LAX (i.e. 10%) on April 18, 2012, shall be maintained (i.e no reduction) until the 5% provision or other provisions of the Agreement would require an increase. The number of positions available in HNL will be reduced to 100 and will remain there until the 5% provision or other provisions of the Agreement would require an increase. The bidding year for the low time option will be a fiscal year beginning December 1 and running through November 30. During the "Summer Quarter" (June/July/August) the Company may limit the low time option to three percent (3%) of the total number of each domicile's seniority list, but in no case less than twenty-four (24) Flight Attendants in HNL and three (3) Flight Attendants in LAX.

**B. Reduced Time Position(s)**

A minimum of one (1) Reduced Time position shall be awarded at each West Coast Domicile each month.

**C. Bidding for the Low Time Option**

1. Twenty-five percent (25%) of the allocated low time positions for the following calendar year shall be available for an annual bid and shall be awarded in domicile seniority order. Annual Low Time Option bids shall open on September 1 and close on September 10<sup>th</sup> at noon, local domicile time. The bid results shall be posted on the 11<sup>th</sup>, no later than 1700, local domicile time.
2. The remaining allocated low time positions shall be available in a quarterly bid process and shall be awarded in domicile seniority order. The bid periods for quarterly Low Time Option awards shall be as follows and the bid results shall be posted no later than 1700, local domicile time, on the 11<sup>th</sup> of the month.

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<b>Bid Period</b>	<b>Applicable Low Time Option Period</b>
September 1- <u>10</u>	1st Quarter (December bid period – February bid period)
December 1- <u>10</u>	2nd Quarter (March bid period – May bid period)
March 1- <u>10</u>	3rd Quarter (June bid period – August bid period)
June 1- <u>10</u>	4th Quarter (September bid period – November bid period)

3. Allocated positions that may remain open after awarding the annual Low Time Option bids in Paragraph C.1., above, shall be added to the quarterly positions that are posted for bid in Paragraph C.2., above.
4. In its discretion, the Company may offer unfilled and/or additional Low Time Option positions on a monthly basis, based on the needs of the service.
  - a. Vacated annual Low Time Option positions will be offered for the balance of the term, in seniority order, to Flight Attendants who have been waitlisted.
  - b. Vacated quarterly Low Time Options will be offered on a monthly basis, in seniority order, to Flight Attendants who have been waitlisted.
  - c. The number of additional positions available for monthly bid shall be posted no later than the first (1<sup>st</sup>) day of the month preceding the month for which the Low Time Option will apply. Bids will close at noon, local domicile time, on the tenth (10<sup>th</sup>) and the results shall be posted no later than 1700, local domicile time, on the eleventh (11<sup>th</sup>).
5. Flight Attendants on non-active status shall be allowed to apply or bid for the Low Time Option as long as they are scheduled to be on active status during the month(s) they wish to be awarded the Low Time Option.

**D. Bidding for the Reduced Time Position(s)**

Flight Attendants at each West Coast domicile may submit a bid for the Reduced Time position(s) for the subsequent month between the first (1st) and by 1200 local domicile time on the seventh (7th) day of each month. The reduced time position(s) shall be awarded in seniority order.

**E. Line Building Parameters**

1. Flight Attendants awarded the Low/Reduced Time Options shall be required to build their monthly bid runs to a minimum of thirty-seven and one half (37½) hours and to a maximum of fifty-five (55) hours.

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2. Low/Reduced Time Option Flight Attendants who are awarded Reserve runs shall be available for nine (9) days of Reserve availability per month. Such days shall be scheduled in increments of not less than two (2) consecutive days.
3. Low/Reduced Time Option Reserves shall be entitled to receive four (4) red circle days off, two (2) of which must be scheduled as consecutive days off. All other days off shall be considered non-red circle days off.

**F. Line Growth**

In the event a Low/Reduced Time Flight Attendant is projected to exceed the fifty-five (55) hour maximum due to line growth, she/he shall be required to complete all trips in her/his line (inclusive of pick ups) and the compensation provisions in Section 7.G. (double pay) shall not apply.

**G. Trip Drops/Pick Ups**

1. As an exception to Section 7.B. (Monthly Maximum), a Low/Reduced Time Flight Attendant shall not be permitted to pick up a trip(s) if, at the time of pick up, the scheduled value of such trip(s) would project her/him above the fifty-five (55) hour maximum.
2. A Low/Reduced Time Flight Attendant shall be permitted to drop a trip(s) from her/his line in accordance with the provisions of this Agreement.
3. As an exception to Section 7.B., a Low/Reduced Time Reserve Flight Attendant shall not be permitted to pick up a trip(s) on her/his red circle days off.

**H. Compensation and Benefit Guidelines for the Low/Reduced Time Option**

1. Low/Reduced Time Option Flight Attendants shall be guaranteed thirty-seven and one half (37½) minimum monthly pay hours, to be paid on the seventh (7th) of the respective month. Reconciliation for that month's activity shall occur on the seventh (7th) of the following month.
2. Low Time Option Flight Attendants shall accrue:
  - a. Sick leave and vacation at one-half (1/2) the rates for regular Flight Attendants.
  - b. Full seniority and one half (½) longevity.
3. By way of payroll deductions, Low Time Option Flight Attendants shall be responsible for paying the Flight Attendant contributions for benefits provided in Section 32. However, if a Low Time Option Flight Attendant ends the month with fewer than thirty-five (35) credited hours due to dropping/trading/exchanging, she/he shall be responsible for paying fifty percent (50%) of all group insurance

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premiums for benefits provided in Section 32. If, due to this provision, a Flight Attendant is in arrears for three (3) or more months, the Company may request such Flight Attendant to submit payment for the amount due. If payment is not received, or arrangement for payment has not been made, in a reasonable amount of time, coverage for the benefits provided in Section 32 may be suspended until such time as the Flight Attendant has provided full payment.

4. Reduced Time Option Flight Attendants shall maintain full time benefits, including all group insurance, sick leave, vacation and seniority/longevity accruals, except as provided in Section 12.Q.