

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 5: MOVING

A. Qualifying for Moving Expenses (Actual or Flat Rate)

The moving expenses set forth in this Section shall be paid to Flight Attendants who change domiciles as a result of the following:

1. Company Request (e.g., Involuntary Transfer or Assignment), including a Flight Attendant, meeting the requirement(s), who voluntarily transfers out of the domicile in the place of a more junior Flight Attendant.
2. New or Re-Established Domicile(s) (New or re-established domicile(s) shall be considered “new” for a period of 120 days from the date of the first revenue flight from that domicile).
3. Displacement at a Domicile (reference Section 14, Paragraph D.), including a Flight Attendant who voluntarily transfers out of the domicile in the place of a more junior Flight Attendant after the Domicile reduction announcement.
4. Reductions at a Domicile (reference Section 14, Paragraph D.), including a Flight Attendant who voluntarily transfers out of the domicile in the place of a more junior Flight Attendant after the Domicile reduction announcement.
5. Closing of a Domicile (reference Section 14, Paragraph J.).
6. When a Flight Attendant is recalled to a domicile other than the one from which she/he was furloughed.
7. A Flight Attendant who has been assigned and is at a domicile for less than four (4) months and who is then furloughed for a period of 90 days or more at that domicile shall, if she/he so requests, be entitled to moving expenses as outlined in Paragraph B, of this Section, back to the domicile from which she/he was assigned or another location of her/his choice, whichever is less.
8. All moves (excluding mutual transfers as provided in paragraph G. and emergency transfers as provided in paragraph F. of Section 14).

B. Moving Expenses (Actual or Flat Rate)

Flight Attendants who are entitled to Company-paid moving expenses shall have the option of receiving Actual expenses as outlined in Paragraph 1. below or receiving a Flat rate as outlined in Paragraph 2. below. Flight Attendants shall not be eligible for more than one (1) Company-paid move in an eighteen (18) months period unless the additional move(s) in said eighteen (18) months period are a result of circumstance(s) set forth in Paragraphs A.1.-7. of this Section.

1. Actual Expenses:

- a. Actual moving expenses for household goods and effects up to a maximum of one thousand five hundred (1,500) cubic feet or fifteen thousand (15,000)

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pounds, if substantiated by properly receipted bills, for shipping, insurance for declared value, drayage, packing and unpacking, indicating the number of cubic feet of household goods or effects being handled. The Company may, at its option, prescribe or control the shipment from the time of packing at the point of departure to the time of unpacking at the point of arrival. If for any reason the Company has not delivered the household goods within thirty (30) days from the time of packing, the Company shall pay thirty dollars (\$30.00) per day for each adult and child over twelve (12) years of age and fifteen dollars (\$15.00) per day for each child under twelve (12) years of age until the Flight Attendant is notified that her/his household goods are available for pickup. Necessary storage of up to thirty (30) days will be authorized at origin and/or destination.

- b. If such Flight Attendant uses her/his personal automobile(s) for her/his and/or her/his family's transportation to the new vacancy, the Company will pay an allowance of twenty cents (20¢) per mile for the shortest American Automobile Association highway mileage between the Flight Attendant's former residence and her/his new residence. In cases where personal automobiles must be transferred by ocean (or air) shipping for all or part of the move, the Company shall pay all reasonable and actual costs of such transfer for up to two (2) automobiles.
- c. Moving expenses shall be from domicile to domicile or actual cost of the move, whichever is less.
- d. A Flight Attendant may defer her/his moving expense for up to one year and may extend beyond the year with the approval of the Company.

2. Flat Rate:

In lieu of actual moving expenses, a Flight Attendant shall have the option to receive a flat rate in the form of a Hawaiian cash voucher, prior to her/his departure and be permitted to ship personal effects and household goods on a space available basis on Company aircraft.

- a. The Flat Rates between the following are:

<u>(1) Moves per A.1.-7., above</u>	
<u>Honolulu and the West Coast</u>	<u>\$3,500.00</u>
<u>West Coast and the East Coast</u>	<u>\$3,500.00</u>
<u>Honolulu and the East Coast</u>	<u>\$7,000.00</u>
<u>(2) Moves per A.8., above</u>	
Honolulu and the West Coast	\$2,500.00
West Coast and the East Coast	\$2,500.00
Honolulu and the East Coast	\$5,000.00

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- b. The flat rate for all other moves shall be based on mileage as outlined in the Official Airline Guide, from domicile to domicile at \$1.00 per mile.
- c. A Flight Attendant who takes the option of the flat rate shall not be entitled to Settling Expenses, as provided for in Paragraph F. of this Section.
- d. In order to retain the benefits stated in subparagraph a. above, the following conditions must be met:
 - (1) A Flight Attendant who has received the flat rate moving allowance but who resigns from the Company before completing sixty (60) days of Active Service in any job classification shall return the money to the Company. Flight Attendants do not have to perform the sixty (60) days of Active Service in a continuous block of time or at their permanent domicile.
 - (2) Only for purposes of Paragraph B.2.d.(1) above, sick, maternity, disability, and personal leaves of absences do not fulfill the sixty (60) days of Active Service requirement. A Flight Attendant who is on said leave when she/he receives the flat rate allowance and who resigns prior to completing sixty (60) days of Active Service shall return the allowance to the Company. For all other contractual purposes, Flight Attendants who receive pay while on sick, maternity or disability leaves of absence shall be considered to be on Active Service status.
 - (3) A Flight Attendant may take up to thirty (30) days of her/his primary vacation bid (Section 18.E.1.a.) during the sixty (60) day period, and said vacation days would be considered as days on Active Service status. Pop-up and all other vacation bid days shall not count as Active Service for purposes of fulfilling the sixty (60) day requirement.
 - (4) All moves related to Paragraphs A.1.-7. of this Section shall be paid moves. If, before completing the sixty (60) day Active Service requirement following a paid move, a Flight Attendant moves a second time as a result of a circumstance(s) set forth in Paragraphs A.1.-7. of this Section, the Flight Attendant shall receive a second moving allowance.
 - (5) A Flight Attendant on leave of absence shall be entitled to a paid move. If she/he provides the Company with proof (i.e. by affirmation, which is subject to rebuttal by the Company) that she/he is a new resident of State X and that she/he actually moved, she/he is entitled to retain the allowance, even if she/he remains on leave of absence. If, in this situation, the Flight Attendant moves a second time, she/he would be entitled to a second flat rate moving allowance, subject to fulfillment of the sixty (60) day Active Service requirement upon her/his return to work. However, if a Flight Attendant on leave of absence receives a moving allowance while

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on leave of absence and does not submit proof of an actual move, she/he would not be entitled to receive payment for a second move while still on leave of absence, unless her/his move was as a result of circumstances set forth in Paragraphs A.1.-7. of this Section, in which case she/he would be subject to fulfillment of the sixty (60) day Active Service requirement upon her/his return to work.

(6) Notwithstanding the provisions of this subparagraph, the Company shall consider bona fide mitigating circumstances (e.g. occupational injuries, critical or terminal illnesses, or other circumstances beyond the employee's control) and if upon full review and a reasonable finding that a bona fide mitigating circumstance exists, the Company shall not require the Flight Attendant to return the flat rate allowance if she/he fails to fulfill the sixty (60) day Active Service requirement.

C. Paid Bid Move

Flight Attendants on the System Seniority List as of March 1, 1985 are entitled to one paid Bid move, in addition to the entitlements as provided in Paragraph A. above.

D. Shipping of Household Goods

When a Flight Attendant is not entitled to Company-paid moving expenses (Actual or Flat Rate), she/he shall be permitted to ship household goods and personal effects on a space available basis on Company aircraft.

E. Travel Provisions and Allowances

1. All transferring Flight Attendants shall be provided with positive transportation to the location of their new award or assignment by use of full fare, reduced fare positive or reduced fare space available tickets depending upon the pre-booked load factors on the specific flights to be flown to the site of such award or assignment. No space available ticket will be issued when the pre-booked load factor is more than 90%. If unforeseen circumstances make use of a space available ticket unlikely, the Flight Attendant may upgrade her ticket to positive space and be reimbursed therefore.
2. The Company shall, in addition to transportation provided in Subparagraph 1. above, bear the cost of all reasonable actual expenses of each Flight Attendant transferring from one domicile to another domicile, for hotel and meals to the extent such enroute expenses are supported by receipts.
3. Each member of a transferring Flight Attendant's immediate family (eligible dependents of the Flight Attendant who reside with her/him) shall be provided with space available air transportation to the location of the domicile.

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- a. When a Flight Attendant is transferring as the result of an assignment to a domicile, the Company shall pay all reasonable actual expenses, supported by receipts, for meals and lodging while enroute for each member of the Flight Attendant's immediate family.

4. Travel Time:

- a. Flight Attendants transferring to a domicile shall be allowed adequate travel time.
- b. Flight Attendants shall be permitted to drive their personal automobile(s) to their new domicile and shall be allowed one (1) day of travel time for each three hundred seventy-five (375) statute miles or any fraction thereof which exceeds twenty-five (25) statute miles for the most direct AAA mileage between the Flight Attendant's former residence and her/his new residence. Such travel days shall be determined by mutual agreement between the Flight Attendant and the Company.

F. Settling Expense

1. The reasonable actual expenses, supported by receipts, of each Flight Attendant for meals and temporary lodging for a period of up to ten (10) days at her/his new domicile, when she/he is transferring because of an award to a permanent domicile, shall be borne by the Company.
2. When a Flight Attendant is transferring as a result of an assignment to a permanent domicile, the Company shall pay all reasonable actual expenses, supported by receipts, of the Flight Attendant and all members of her/his immediate family for meals and temporary lodging for a period of up to fourteen (14) days at her/his new domicile.
3. A transferring Flight Attendant, whether awarded or assigned to a permanent domicile, shall be reimbursed for local transportation from her/his temporary lodging to airport until such time as her/his personal automobile arrives at her/his new domicile.
4. When a Flight Attendant has been awarded or assigned a new domicile and is required by the Company to report to her/his new domicile prior to her/his receiving relocation and travel time to accomplish her/his move, the Company shall pay the Flight Attendant continuous hourly expense allowance as provided for in Section 4 from the time she/he departs her/his former domicile, plus lodging expense, and transportation expenses until such time as she/he is permitted to move and actually receives relocation and travel time to accomplish her/his move.

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5. A Flight Attendant who transfers other than as provided in paragraphs A. and C. of this Section shall not be eligible for settling expenses.

G. Relocation Time

1. All Flight Attendants transferring to a domicile shall be relieved from all duty with the Company for a period of five (5) days to permit her/him to make final arrangements for closing her/his affairs at her/his old base and to settle at her/his new base. Such five (5) day relocation periods shall be designated through mutual agreement between the Flight Attendant and the Company, and shall be exclusive of any travel time allowances due the Flight Attendant as provided for in Paragraph E.4. above.
2. In the event a Flight Attendant loses a trip(s) during the five (5) day relocation period or travel time, such Flight Attendant shall be paid and credited as though she/he had actually flown such flights. In no event, however, will such Flight Attendant be paid and credited with less than two and eighty three one hundredths (2.83) hours on any such days free of duty.
3. The five (5) day relocation period and travel time allowance will usually include some of a Flight Attendant's originally scheduled days off, and such days off will not be replaced. Similarly, relocation and travel days shall not be used to replace scheduled days off falling outside such period.

H. New Hires

All Flight Attendants who are assigned to an initial domicile other than their established residence will be provided with the following:

1. Free Company provided transportation from their residence to their initial permanent domicile assignment. The employee's eligible family members (spouse and dependents) shall be provided with on-line transportation, or applicable interline transportation at employee's expense.
2. Space available shipment of household goods and personal effects on Company aircraft.
3. Flight Attendants will receive a settling expense of three hundred fifty dollars (\$350.00) paid by Hawaiian cash voucher, prior to leaving for their domicile assignment.
4. Five (5) days off to relocate prior to their first flight assignment at their new domicile (these five (5) days off are exclusive of travel time).