

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 4: EXPENSES

A. Hourly Expense Allowance

1. Flight Attendants will be paid an allowance at the rate as stipulated below for meals and tips. Such allowance is to commence at the time a Flight Attendant is required to report for duty at her/his permanent domicile or at the time she/he actually reports, whichever is later, and shall continue until fifteen (15) minutes, (thirty (30) minutes on International flights when clearing customs) after block arrival of her/his last flight or until she/he is released from duty at her/his permanent domicile, whichever is later. A Flight Attendant shall not receive expense allowance for days of vacation.

Interisland
\$2.00

International
\$2.50

2. A Flight Attendant shall receive expenses as stipulated in Paragraph A.1 for a minimum of eight (8) hours for each day of training.
3. The Company shall provide an hourly expense allowance on foreign trips pursuant to provisions of this paragraph. (The hourly expense allowance is intended to cover the cost of meals, laundry, tips and other incidentals). The cost of suitable lodging and transportation (between the airport and hotel for duty purposes) shall be borne by the Company. When a Flight Attendant's "block in" to "block out" time at a foreign destination is four (4) or more hours, such Flight Attendant's hourly expense allowance shall be paid as follows:
 - a. For the period beginning at "block in" at the foreign destination and ending at "block out" at such foreign destination the Flight Attendant shall be paid the greater of the hourly expense allowance rate specified in Paragraph A.1., above, or an hourly expense allowance at a rate equivalent to seventy percent (70%) of the U.S. State Department's "Maximum Travel Per Diem Allowances for Foreign Areas" published for that foreign destination and in effect at the time of such layover, and;
 - b. For the duty period prior to "block in" at the foreign destination and the duty period after "block out" from such foreign destination at the rate specified in Paragraph A.1., above.
4. A Flight Attendant departing her/his permanent domicile may request and receive an advance of her/his expense allowance if she/he is scheduled to depart on a trip of seven (7) or more days.
5. Should the IAM or ALPA negotiate an increase in per diem rates, that increase will be matched cent for cent from current book values.

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B. Flight Attendant on Company Temporary/Special Duty

All Flight Attendants ordered by the Company to duty involving circumstances of a temporary or special nature shall be paid all actual expenses incurred thereby.

C. Transportation/Hotel Accommodations

1. The Company shall provide transportation and suitable hotel accommodations in a suitable location for Flight Attendants who are scheduled to layover at a location for four (4) hours or more while on flying or training duty away from their permanent domicile. As used in this subparagraph, "suitable...hotel accommodations" shall include, but not be limited to, availability of restaurant facilities on a twenty-four (24) hour basis at the hotel or within ten (10) minutes walking distance from the hotel. If such restaurant facilities are not available, the First Flight Attendant shall obtain transportation for the crew to and from suitable restaurant facilities, and she/he will be reimbursed for such transportation expense.
2. Flight Attendants shall be lodged in single rooms.
3. All layover rooms shall be at least on the second floor where possible.
4. In the event of unforeseen circumstances two Flight Attendants are required to share a room, each shall be paid one-half the cost of a single room.
5. Under no circumstances shall male and female Flight Attendants be required to share a room.
6. If rooms are not provided by the Company, the Captain or First Flight Attendant shall obtain suitable lodging for the crew and claim reasonable actual lodging expense on her/his expense account form supported by the hotel receipts.
7. Unless otherwise requested by the Association, on layovers of sixteen (16) hours or more, the Company will provide hotels in downtown or downtown-like locations in close proximity to restaurants and shops.
8. When selecting a hotel for crew accommodations, the Company shall make its best efforts to select a hotel that provides free internet access, preferably WI-FI.

D. Expense Reports

All expense reports received by the In-Flight Office on Monday will be paid by Friday of the same week.

E. Transportation

When a Flight Attendant becomes ill or is injured on the job, she/he should notify the In-Flight Services Department, or the station supervisor in charge who will provide first aid or transportation as required to the nearest emergency facility or to her/his

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residence, whichever is appropriate. If such emergency makes it necessary that the Flight Attendant leave her/his car at the airport, she/he may take a cab to her/his home or to the terminal and will be reimbursed for such cost by the Company, or she/he may designate a representative to take a cab to the terminal to pick up her/his car and will be reimbursed for such cost by the Company.

F. Parking

1. The Company shall make every reasonable effort to provide or arrange free parking for Flight Attendants at their domiciles. Should free parking space not be available, the Company will pay the Flight Attendant upon presentation of a receipt, any excess over five dollars (\$5.00) that the employee has to pay monthly. If the employee requests, she/he may pay through payroll deduction.
2. If a Flight Attendant does not claim parking expense at her/his domicile, such Flight Attendant may claim parking expense at one other location and the Company shall reimburse such Flight Attendant the excess over five (\$5.00) dollars that such Flight Attendant has to pay monthly to a maximum of what the Company would have paid for such Flight Attendant's parking expense had she/he parked at her/his domicile. The Company may require a receipt
3. Parking for Flight Attendants in the LAX domicile will be in Lot D.

G. Crew Meals

In addition to all other compensation, a meal shall be boarded for each Flight Attendant on all flight segments whenever meals are provided for the passengers, or on all flight segments scheduled for over four (4) hours non-stop, or when (International operation only) any portion of the on-duty period exclusive of report and debrief, exceeds six (6) consecutive hours.

H. Crew Water Bottles

Each Flight Attendant shall be provided with a bottle of water of at least 750 ml and will be permitted to remove their crew water bottles from the aircraft.

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