

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-16 PAYCHECK REASONS CODES**

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

---

Reasons Codes Listed on Flight Attendant Paychecks

---

**THIS LETTER OF AGREEMENT** is made and entered into in accordance with 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 Hawaiian Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO, hereinafter referred to as the “Association” and jointly, hereinafter referred to as the “Parties.”

**WHEREAS**, during the course of Section 6 negotiations for a new Collective Bargaining Agreement (“CBA”), the Parties agree that pay adjustments without explanation on Flight Attendant paychecks led to confusion as to the cause for the additional monetary amounts.

**NOW THEREFORE**, the Parties have reached agreement that the specific and appropriate reasons codes will be listed on Flight Attendant paychecks in order to notify the Flight Attendant about a monetary adjustment on her/his paycheck. A list of current reasons codes is available for viewing on the In-Flight Web site under the IFS Admin tab. An email address will be provided for Flight Attendants to utilize for clarification if an adjustment is made and there is no corresponding reasons code stating the specific situation.

**IN WITNESS WHEREOF**, the parties have signed this agreement on November 8, 2018.

FOR THE ASSOCIATION OF FLIGHT ATTENDANTS

FOR HAWAIIAN AIRLINES, INC.

/S/  
Sharon Soper  
MEC President

/S/  
Robin Sparling  
Vice President, In-Flight

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-16 PAYCHECK REASONS CODES**

(INTENTIONALLY LEFT BLANK)