

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 31: DEADHEADING**

**A. Pay and Credit**

1. Inter-Island
  - a. When a Flight Attendant deadheads on a flight or part thereof, she/he shall receive one hundred percent (100%) flight pay and credit for such deadhead time.
  - b. When a flight attendant deadheads via surface transportation, she/he shall be paid and credited with one-half ( $\frac{1}{2}$ ) the deadhead rate specified above for all such time spent in surface deadheading, but in no case less than one (1) hour.
2. International
  - a. When a Flight Attendant deadheads on a flight or part thereof, she/he shall receive one hundred percent (100%) flight pay and credit for such deadhead time.
  - b. When a Flight Attendant deadheads via surface transportation, she/he shall be paid and credited on the basis of one-tenth (.10) flight time pay and credit for each ten (10) nautical miles of airport to airport distance based on the most direct Jeppesen Airway there between.  
  
Example: If the airport to airport distance is 69 nautical miles, the pay and credit earned by a flight attendant deadheading by surface transportation shall be 0.69 hours.
3. When deadheading is done on other air carriers, pay shall be computed on the basis of that carrier's actual or scheduled flight time, whichever is greater.

**B. Expenses**

Flight Attendants, when deadheading under orders from the Company, will be paid reasonable out-of-pocket expenses incident thereto in addition to hourly meal allowance and shall receive "Company Business" passes for the trip or trips.

**C. Deadheading Not Considered Legal Rest**

Time of deadheading to and from duty assignment shall not be considered part of the rest period.

**D. International - Waiving Legal Rest**

1. A Flight Attendant may waive legal rest as provided in Section 7 Paragraph D.2. of the Agreement in order to deadhead to her/his home domicile. The Flight Attendant shall be paid and credited as if she/he deadheaded home as scheduled. Such Flight Attendants will be provided with [DHSA or its future

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equivalent] positive space travel authorization on her/his desired return flight(s) to her/his domicile. However, a Flight Attendant shall not be provided with positive space travel authorization for a flight she/he was scheduled to work and from which she/he removed herself/himself to keep from exceeding maximum duty limits, unless authorized by Crew Scheduling. Such Flight Attendant may still waive rest to travel home on that flight but must travel in accordance with the rules and regulations for employee personal travel.

2. A Flight Attendant who waives legal rest as provided in D.1. above shall be paid under Paragraph F. of Section 7 of this Agreement if she/he has obtained the Company's prior approval for the pay. The Company shall not withhold its approval if the payment to the Flight Attendant under Paragraph F. is the same or less than the costs of the layover rest period including but not limited to hotel, ground transportation and air transportation home.

**E. Seating Priority**

Flight Attendants deadheading on Hawaiian Airlines flights for two (2) hours or more shall be ticketed PS1Y and given the highest priority for First Class Seating (all charges waived) thereby allowing the Flight Attendants to be seated in order of seniority in First Class/Business Class immediately following the last Revenue First Class passenger (not including inter-line or Hawaiian Airlines employee upgrades). In the event of insufficient First Class seats, all deadheading crew members (pilots and Flight Attendants) shall be assigned to First Class as follows: All currently active captains shall be assigned first and all remaining deadheading crew members in order of Company seniority (date of hire). After all First Class seats have been assigned, or when a Flight Attendant crew is deadheading without a pilot crew, seat selection among deadheading Flight Attendants will be determined based on Flight Attendant seniority; and the assigned seats will be exchanged among them accordingly.

**F. Duty Periods**

1. A Flight Attendant may be scheduled to deadhead up to sixteen (16) hours when performing no other duty for the Company.
2. When a Flight Attendant is scheduled to deadhead for a duty period of ten (10) hours or more she/he shall be ticketed in Business Class or First Class seating.
3. Notwithstanding the above, if a Flight Attendant is scheduled for a duty period of ten (10) hours or more, with a combination of deadheading block time of two (2) hours or more followed by a flight assignment (in the same duty period), she/he shall be ticketed in Business class or First Class Seating, unless there are no carriers operating over that route(s) within the required time frame who operate with flight so configured, or First and Business Class are fully booked, provided the Company makes a reasonable effort to obtain such booking sufficiently in advance of the deadhead travel.

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**G. Consumption of Alcohol**

A Flight Attendant, when deadheading, shall be allowed to consume alcoholic beverages provided she/he is not in uniform, not riding a Flight Attendant jump seat, and is deadheading to a legal rest. However, if a Flight Attendant is required by a foreign government agency to deplane the aircraft in uniform to transit customs, she/he shall not be allowed to consume alcoholic beverages on the flight.

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