

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-1: SIBLING PASSES**

**VIA FAX and U.S. MAIL**

Ms. Mari Day  
Director of Human Resources  
Hawaiian Airlines, Inc.  
P.O. Box 30008  
Honolulu, HI 96820-0008

August 22, 1995

**RE: AFA GRIEVANCE 46-99-02-50-93 ("SIBLING PASSES")**

Dear Ms. Day:

This will confirm the agreement we reached last month in settlement of the above-referenced grievance. AFA proposed, and you agreed on the following settlement terms:

1. Provided that the number of Friendship Travel Program passes remains at a minimum of six (6) per year, AFA will not pursue additional passes for siblings, as provided in Sideletter Number 13 (Pass Policy); and
2. AFA reserves the right to re-file this grievance on this issue, if the Company changes the number of passes in the Friendship Travel Program without the prior concurrence of AFA.

If the terms set forth above accurately states our agreement, please indicate by signing in the space provided below. If this settlement does not reflect your understanding of our agreement, please contact me as soon as possible.

Once we have signed an agreement, AFA will withdraw this grievance without prejudice.

Very truly yours,

/s/  
Sharon Soper  
MEC President

AGREED FOR HAWAIIAN AIRLINES:

/s/  
MARI DAY,  
DIRECTOR OF HUMAN RESOURCES

DATE: AUGUST , 1995

cc: Claudia Nihei  
Martin Gusman  
Brian Worth  
Kai'mi Lee  
Eileen Willenborg, Esq.

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