

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

A. Reserve Categories

1. "Reserve" means a Flight Attendant who is awarded a Reserve run and performs Reserve duty in both International and Interisland operations. A Reserve may only be assigned flights in one (1) operation within a single duty period. A Reserve, when flying in either operation, will follow the respective rules and pay for that operation with the following exceptions:
 - a. Exceeding seven (7) hours flying time in twenty-four (24) hours (Section 7.D.1.c.) will not apply when a Reserve is assigned to fly an International grouping.
 - b. The thirty (30) hours duty limitation during any seven (7) consecutive days (Section 7.C.3.a.) will not apply and Reserves shall not be scheduled to fly in excess of thirty-five (35) hours during any seven (7) consecutive days.
 - c. Twelve (12) hours domicile rest following a grouping will apply for a Reserve unless more rest is required before and/or after an International grouping (e.g., Sections 7.D.2. and 7.F.2.b.(6)).
2. "Airport Reserve" means a Reserve Flight Attendant who is assigned to duty at the airport without a specific flight assignment for the purpose of covering an International grouping in order to prevent a delay. An Airport Reserve may be assigned to an inter-island flight only after the Interisland Airport Reserves have been assigned.
3. "Interisland Airport Reserve" means a Flight Attendant who has been awarded, picked up, or been assigned to an Interisland Airport Reserve Desk grouping for a specific period of time to cover an Interisland flight(s) in order to prevent a delay.
4. "Standby Reserve Flight Attendant" means a Reserve Flight Attendant who is legal to fly and who is assigned to a Reserve Availability Period, (RAP) as provided for in paragraph P. below, on the Daily Flight Schedule. All such Flight Attendants shall be listed on the Daily Flight Schedule in their callout order together with their assigned RAP, including the specific times such periods will begin and end.

B. Reserve Monthly Maximums

1. Reserves
 - a. Eighty-five (85) credited hours will constitute the monthly maximum for a Reserve on her/his Reserve duty days. Such Reserve shall have the option of extending her/his monthly maximum credited hours to ninety-five (95) hours/ one hundred (100) hours on her/his Reserve duty days.

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

- b. A Reserve Flight Attendant may voluntarily exceed eighty-five (85) or ninety-five (95) credited hours by picking up additional flying from another Flight Attendant or Open Time on a red circle day(s) off. Such flying shall be paid and credited over and above the greater of her/his monthly guarantee or her/his monthly credited hours. If the red circle day off is preceded by a day of Reserve duty, the Reserve Flight Attendant shall not be permitted to pick up a trip that reports prior to 1200. However, if the red circle day off is preceded by another day off (red circle or non-red circle), the Reserve Flight Attendant shall be permitted to pick up any grouping which does not conflict with her/his next scheduled day of Reserve availability (a day of Reserve availability begins at 0001 LDT). If picking up a grouping causes the Reserve to be scheduled for more than six (6) consecutive days of work, she/he will be deemed to have waived her/his entitlement to one (1) calendar day off in that seven (7) or more consecutive day period. Such Flight Attendant shall be ineligible for the compensation provisions of Section 7.G. (double pay) for any hours over ninety-five (95) and she/he shall be required to maintain her/his minimum days off in accordance with Section 7.H.1. Further, such Flight Attendant shall not be eligible for the trip(s) dropping provisions in Section 7.B.3., and will be expected to remain available to complete all such flying.
2. Upon reaching their monthly maximum, Reserves are released from further Reserve duty for the month, unless they are willing to voluntarily exceed the maximum and the Company determines they are needed to fly more time. Reserves who desire not to exceed 85 hours, or who wish to call out of time after exceeding 85 hours, must notify Crew Scheduling no later than 0900 the day prior to her/his duty day. Such notification will be made by indicating such desire in the automated trading system.

C. Assigning of Open Flying to Reserve Flight Attendants

1. Reserve Flight Attendants will be assigned to open flying on a daily basis in order of seniority and according to their individual preferences as provided in Section 8 J. 2. & 4.
2. If a Flight Attendant is released from duty after 0030 in domicile, she/he shall not be required to accept another duty period in the same calendar day.

D. Reserve Duty at The Airport

1. Interisland Airport Reserve Desk Flight Attendant
 - a. The Company will have Flight Attendants on Reserve duty at the airport to cover vacated trips and disruptions in the flight schedule. An Interisland Airport Reserve Desk Flight Attendant will not be utilized unless the Crew Scheduling Office is unable to assign the vacated trips to a Standby Reserve Flight Attendant in time to make the flight, except when the trip is vacated for

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

- a drug/alcohol test. The names of Interisland Airport Reserve Desk Flight Attendants and the periods of their Reserve duty will be printed on the Daily Flight Schedule and shall cover a whole flight day schedule.
- b. Interisland Airport Reserve Desk Flight Attendants will be assigned flights as provided in Paragraph 7.K.1.e. in order of inverse seniority.
 - c. There shall be a minimum of two (2) Interisland Airport Reserve Desk groupings scheduled per day and a minimum of two (2) Flight Attendants scheduled for each grouping. Interisland Airport Reserve Desk groupings and the Flight Attendants assigned to such groupings shall be printed on the Daily Flight Schedule. Interisland Airport Reserve Desk duty shall not be assigned to any Flight Attendant printed on the Daily Flight Schedule. This shall not preclude Crew Scheduling from assigning a Standby Flight Attendant to a vacated grouping of Interisland Airport Reserve Desk duty.
 - d. Flight Attendants who have been assigned Interisland Airport Reserve Desk will not be used to cover International flying.
2. Airport Reserve Flight Attendants
- a. The Company may schedule Reserve Flight Attendants to Airport Reserve duty. Such duty shall be scheduled for four (4) hours from report to release. The duty periods, along with the names of the Reserves assigned to such duty shall be printed on the Daily Flight Schedule. Nothing herein shall restrict Crew Scheduling's ability to replace an Airport Reserve with a Standby Reserve.
 - b. Duty time for an Airport Reserve shall begin upon scheduled report time at the airport and will continue until the scheduled report time of an assigned grouping/trip, the actual time of assignment to a delayed grouping/trip, or until released for the applicable domicile rest provided in Section 7. However, if an Airport Reserve is assigned a grouping that is scheduled to report prior to her/his initial report time at the airport, she/he shall begin accruing duty time as if she/he reported for that grouping. The combined duty time for Airport Reserve and an assigned trip shall not exceed fourteen (14) hours (twelve (12) hours if assigned in the Interisland operation).
 - c. If there are two (2) or more Airport Reserves on duty, and a flight assignment becomes available, it shall be assigned as follows:
 - (1) Flight Attendant is legal for the assignment.
 - (2) All legal Flight Attendants will be offered the assignment in seniority order and assigned in inverse seniority order.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

- (3) If there are multiple Airport Reserve periods (e.g. 1000, 1100, 1300) then the assignments will be done on a “first in, first out” basis, to the Airport Reserves who are legal for the assignment.
- d. If an Airport Reserve is assigned a grouping, such grouping must be scheduled to depart no later than six (6) hours from the commencement of the Airport Reserve duty.
- e. An Airport Reserve Flight Attendant will not be utilized unless the Crew Scheduling Office is unable to assign the vacated grouping to a Standby Reserve Flight Attendant in time to make the flight.
- f. Airport Reserves may be assigned to an Interisland flight only after the Interisland Airport Reserves have been assigned. Once assigned to an operation the Airport Reserve must finish the day in that operation. The only exception to this rule is the Airport Reserve may be given a boarding assignment in either operation.
3. Airport Reserve Coverage for Augmented Flights
The Company, at its option, shall schedule no more than one (1) Reserve Flight Attendant to Reserve duty at the airport to cover an augmented flight. The Reserve Flight Attendant, her/his period of Airport Reserve duty and the flight she/he is covering shall be printed on the Daily Schedule. An Airport Reserve Flight Attendant's duty period shall be four (4) hours, beginning at the time the augmented crew is scheduled to check in. Such Reserve Flight Attendant may be placed only on the augmented flight if necessary to keep the flight augmented.
4. Reserve Coverage for Boarding Flights
- a. A Reserve Flight Attendant ending a duty period may not be assigned to board a flight unless she or she is assigned to work the flight.
- b. Only Flight Attendants who have been assigned Interisland Airport Reserve Desk may be assigned to board an interisland flight without being assigned to work the flight being boarded. As an exception to (a) above, Airport Reserves and Inter-island reserve desk FA's may be assigned to board a flight without being assigned to work the flight being boarded.
- c. Inter-Island Airport Reserve Flight Attendants may not be assigned to board an International Flight.

E. Standby Reserve Flight Attendants

1. A Standby Reserve Flight Attendant shall be on call for flight or Airport Reserve duty only during her/his scheduled RAP and shall be prepared to report for such duty within a reasonable time not to exceed three (3) hours (two (2) hours

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

Honolulu domicile for interisland groupings only) after receiving notice for such duty. A Standby Reserve Flight Attendant shall be reasonably available to be called for an assignment during her/his scheduled RAP but shall not be required to Standby at home during these hours providing the Flight Attendant keeps Crew Scheduling advised of her/his contact number or whereabouts.

2. A Standby Reserve Flight Attendant will not be assigned to a duty period unless such duty period commences within two (2) hours after the end of her/his RAP. Once a Standby Reserve Flight Attendant is assigned to a duty period, she/he is released from further Standby duty that day. However, if the Company is able to make positive contact with the flight attendant (not a message or the like), the Company may change her/his assignment provided that the new assignment is within the same operation (Interisland or International) as the original assignment.
3. Should a Standby Reserve Flight Attendant not be at her/his listed telephone number, she/he will keep the Crew Scheduling Office advised of her/his contact number and be prepared to report for flight duty as provided in Paragraph E.1. above.
4. Standby Duty Limits
A Reserve's RAP will not exceed a maximum of twelve (12) hours. If a Flight Attendant is not assigned to a duty period during her/his Standby period, she/he will be free from all duty for a period of twelve (12) hours.
5. The Company shall ensure adequate Standby coverage to protect the integrity of the operation.
6. Once a Standby Reserve Flight Attendant has been assigned to duty, she/he shall be considered "assigned" as provided in Section 3, Paragraph T.
7. A Standby Reserve Flight Attendant may, when operationally practical, be released from duty for a period of time for the purpose of conducting personal matters. Once it is determined that a Standby Reserve Flight Attendant is no longer required, she/he will be released for the day.

F. Days Off in Domicile

A Reserve Flight Attendant shall have a minimum of twelve (12) calendar days off each month at her/his domicile.

1. Subsequent to receiving her/his bid award, a Reserve Flight Attendant, at her/his sole option, may waive her/his minimum days off down to six (6) days off per month.
2. All scheduled periods free from duty (days off) shall be at the Reserve Flight Attendant's domicile unless otherwise requested by the Flight Attendant.

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

3. Additionally a minimum of eight (8) days off will be considered red circle days off and will not be subject to change by the Company. Red circle days off will be bid and awarded in patterns of 2/2/2/2, 2/2/4, 2/3/3, 3/5, 4/4, 2/6 or 8. A Reserve Flight Attendant is not subject to recall on her/his red circle days off unless she/he volunteers for recall.
4. Non-red circle days off may be changed by Crew Scheduling as a last resort, in order to assign a trip, provided the Flight Attendant is given notice of the change by noon of the previous day. When such a change occurs the Flight Attendant will be given another day off in return and, if possible, it will be a day off of her/his preference. This day off will then become an additional red circle day off. A Reserve Flight Attendant who is not given notice by noon of the previous day shall be guaranteed pay and credit for not less than four (4) hours as provided in Section 7.I.

G. Reserve to Notify Scheduling if Leaving Interisland Lounge

Reserve Flight Attendants on a break between Interisland flight assignments shall notify Crew Scheduling if they are going to leave the Flight Attendant Lounge.

H. Reserve Check Out

Reserve Flight Attendants shall check out with Crew Scheduling at the end of their duty period. A Reserve Flight Attendant ending a duty period may only be assigned to board a flight if she or he is assigned to work that flight.

I. Proration of Reserve Days Off

Any proration of a Reserve's days off will be in accordance with the Prorated Absence Table in Section 10.O.

J. Reserve Self-Assignment Bidding for Next Day Departure

1. Open Trips will be frozen at 1330, local domicile time, until completion of the process set forth in Section 8.O. ("Rescinding of Self-Assigned Grouping to Cover LQ or 4+ Day Groupings"). No groupings will be added or withdrawn during this period.
2. Reserves may submit the following preferences, in priority order, for groupings in Open Time by 1330 for groupings which report on the following calendar day:
 - a. Specific groupings, including Interisland Reserve Desk
 - b. Flight Numbers
 - c. LQ Service (if available)* (dependent on FLiCA programming ability)
 - d. LQ Lead* (dependent on FLiCA programming ability)
 - e. Stations

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

- f. Length of trip (number of days)
- g. Number of landings (Interisland)
- h. Interisland
- i. International
- j. Check-in times
- k. Check-out times
- l. International Airport Reserves
**if not possible as a preference, then indicated in grouping#*

- 3. For preferencing purposes, Check-in and Check-out times may be combined with International and/or Interisland preferences.
- 4. A Reserve may indicate a preference of "Call Me First" (CMF) to be first assigned. Such preference may be indicated for the entire month or on selected days.
- 5. When submitting a preference, the number of days of the grouping awarded must be equal to or one day less than the Reserve Flight Attendant's number of days of availability. However, if a Reserve has six (6) or more days of availability, she or he may preference a grouping that is five (5) or more days in duration.

Examples:

<u>Days of Availability</u>	<u>Allowable Preference/Award</u>
<u>1</u>	<u>1 day grouping</u>
<u>2</u>	<u>1 or 2 day grouping</u>
<u>3</u>	<u>2 or 3 day grouping</u>
<u>4</u>	<u>3 or 4 day grouping</u>
<u>5</u>	<u>4 or 5 day grouping</u>
<u>6 or more</u>	<u>5 or more day grouping</u>

- a. Adjusting Award Requirements for Reserve Self-Assignment
The company may, at its discretion and as needs of service allow, adjust the self-assignment award requirements to allow Reserves greater flexibility with the self-assignment of groupings.

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

- (1) At least two (2) days prior to the date of departure, the company shall notify Reserve Flight Attendants that the self-assignment requirements have been adjusted. The adjustment(s) may be made for a single day of self-assignment or any number of consecutive days of self-assignment.
- (2) The self-assignment requirements may be adjusted for Reserves with a specific number of days of availability and may vary depending on a Reserve's number of days of availability.
- Example:*** The company may allow Reserves with four (4) or five (5) days of availability to preference and be awarded two (2)-day groupings and Reserves with six (6) or more days of availability may preference one (1) day or two (2) day groupings. All other Reserves would be able to preference groupings matching their days of availability or groupings that are one (1) day less than their days of availability.
- b. There is no requirement to modify the award requirements for Reserve Self-Assignment.
6. International Airport Reserve Assignment may be built as a one (1)-day pairing; however, to be awarded this assignment, a Reserve must have a minimum of three (3) days of availability.
7. Language Flight Attendants may preference non-LQ groupings. However, they may be subject to assignment to a language qualified grouping as provided in K., below.

K. Reserve Pre-Assignment

Prior to running the automated Self-Assignment process, Crew Scheduling will review Open Time groupings of four-or-more-days (4+) and LQ groupings and assess the Self-Assignment preferences submitted for those groupings.

1. If sufficient preferences exist to cover the 4+ day and LQ groupings in Open Time, then the Self Assignment Process will be run.
2. If an insufficient number of Reserves with availability have preferred the uncovered LQ groupings, then any LQ groupings that were preferred by LQ Reserves with sufficient days of availability will be awarded in seniority order and any remaining LQ groupings will be assigned in inverse seniority order to LQ Reserves with sufficient days of availability (by highest credit grouping) prior to the Self-Assignment process.
3. If an insufficient number of Reserves with availability have preferred the uncovered 4+ day groupings, then any 4+ day groupings that were preferred

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

by Reserves with sufficient days of availability will be awarded in seniority order and any remaining 4+ day groupings will be assigned in inverse seniority order to Reserves with sufficient days of availability (by highest credit grouping), prior to the Self-Assignment process.

L. Reserve Self-Assignment Awards

1. The Self-Assignment process will be automated and will start at 1330, local domicile time.
2. Uncovered groupings will be awarded to Reserves based on their preferences, in seniority order and days of availability.
3. Groupings which do not satisfy a Reserve's preference(s) or which do not meet the number-of-days requirement in J.5., above, will not be awarded.
4. International Airport Reserve will not be awarded unless it is specifically preferred by a Reserve.
5. All groupings not awarded during Self-Assignment will be assigned to available Reserves in accordance with N., below.

M. Assignment of Open LQ Positions After the Self-Assignment Process, and Prior to Publishing the Daily Flight Schedule

If a LQ lead or service position remains uncovered prior to the publishing of the Daily Flight Schedule, the below provisions will be used to cover open LQ position(s). This process will be utilized prior to reassigning a LQ Reserve with a self-assignment grouping per O.2., below. Uncovered LQ lead positions will be assigned prior to LQ service positions.

1. The below criteria and procedures will be followed in the order listed for purposes of assigning open LQ lead positions.
 - a. Appropriate LQ language
The LQ Flight Attendant must be lead qualified in the language indicated on the open position.
 - b. Preference (LQ) indicated in Self-Assignment Process:
If a LQ lead-qualified Reserve, who is legal and available for the assignment, preferred LQ lead in Self Assignment and was not awarded a grouping in that process, she or he will be assigned the LQ lead position. If more than one qualified LQ Flight Attendant who preferred LQ is available for the assignment, it will be assigned in seniority order.
 - c. Best fit for number of days of availability:

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

- (1) If no, or insufficient, Reserves are available for the uncovered position per 1.b. above, then c.(2)., below, will apply.
 - (2) All LQ lead-qualified Reserves who preferenced CMF with the same number of days of availability as the grouping will be assigned in seniority order with the highest credit grouping assigned first.
 - (3) The LQ lead-qualified Reserve with the same number of days of availability as the grouping will be assigned. If more than one qualified Reserve has the same number of days, then the grouping will be assigned in inverse order of seniority with the highest time grouping being assigned first.
 - (4) If multiple LQ lead-qualified Reserves are legal, however none has the exact same number of days of availability as the grouping, then the LQ lead assignment will be made to the LQ lead-qualified Reserve with the number of days of availability which results in the least impact to reserve coverage. The assignment(s), highest credit value assigned first, will be made in inverse order of seniority within a group of qualified Reserves with the same number of days of availability.
 - (5) If the LQ lead position remains uncovered, Crew Scheduling may rescind the self-assignment award of a LQ lead-qualified Reserve per O.2., below to cover the position.
 - (6) If Crew Scheduling offers more than one LQ lead position as Recall on a grouping per Section 7.1. to appropriate LQ lead-qualified Flight Attendants, the appropriate non-LQ Flight Attendant(s) shall be pay-protected for that grouping per 7.1.2.
2. The below criteria and procedures will be followed in the order listed for purposes of assigning open LQ service positions.
- a. Appropriate LQ language
The LQ Flight Attendant must be service qualified in the language indicated on the open position.
 - b. Preference (LQ) indicated in Self-Assignment Process:
If a LQ service-qualified Reserve, who is legal and available for the assignment, preferenced LQ in Self Assignment and was not awarded a grouping in that process, she or he will be assigned the LQ service position. If more than one qualified LQ Flight Attendant who preferenced LQ is available for the assignment, it will be assigned in seniority order.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

c. Best fit for number of days of availability:

- (1) If no, or insufficient, Reserves are available for the uncovered position per 1.b. above, then c.(2)., below, will apply.
- (2) All LQ service-qualified Reserves who preferenced CMF with the same number of days of availability as the grouping will be assigned in seniority order with the highest credit grouping assigned first.
- (3) The LQ service-qualified Reserve with the same number of days of availability as the grouping will be assigned. If more than one qualified Reserve has the same number of days, then the grouping will be assigned in inverse order of seniority with the highest credit grouping being assigned first.
- (4) If multiple LQ service-qualified Reserves are legal, however none has the exact same number of days of availability as the grouping, then the LQ service assignment will be made to the LQ service-qualified Reserve with the number of days of availability which results in the least impact to reserve coverage. The assignment(s), highest credit value assigned first, will be made in inverse order of seniority to LQ Reserves with the same number of days of availability.
- (5) If the LQ service position remains uncovered, Crew Scheduling may rescind the self-assignment award of a LQ service-qualified Reserve per O.2., to cover the position.

N. Assignment of All Remaining Uncovered Non-LQ Groupings Prior to Creating the Standby List and Prior to Publishing of Daily Flight Schedule

1. After Self-Assignment awards are processed, all open non-LQ groupings which report the next day, including those which have become available (through sick calls, trip conflicts, illegalities, etc.), will be assigned using the process in this Section N.
2. Reserves not assigned during the Self-Assignment process in K. and L., above, will be placed into “buckets” according to their number of days of availability as follows:

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

<u>Days of Availability</u>	<u>Reserve Bucket</u>
<u>1 day of availability</u>	<u>1-day bucket</u>
<u>2 or 3 days of availability</u>	<u>2-3 day bucket</u>
<u>4+ days of availability</u>	<u>4+ day bucket</u>

3. Each bucket will be listed in inverse seniority order. However, any Reserves who have indicated “Call Me First” per J.4., above, will be listed first in the appropriate bucket in seniority order.
4. Crew Scheduling will assign open groupings to Reserves in each bucket in accordance with the ordered list. Groupings will be assigned in the following order: the highest credit time groupings assigned first and the lowest credit time grouping assigned last.

Example: Reserve list for two (2)-three (3)-day bucket ordered below in inverse seniority order and five (5) uncovered two (2)- three (3)-day groupings.

<u>Ordered 2-3 day Bucket Assignment List:</u>			<u>Groupings Assigned:</u>	
<u>Flight Attendant</u>	<u>Seniority #</u>	<u>Days of Availability</u>	<u>Assigned Grouping (days)</u>	<u>Grouping Credit</u>
<u>FA1</u>	<u>699 [Call Me First]</u>	<u>3</u>	<u>SEA (2-day)</u>	<u>12:35</u>
<u>FA2</u>	<u>701</u>	<u>3</u>	<u>LAS (3-day)</u>	<u>12:00</u>
<u>FA3</u>	<u>680</u>	<u>2</u>	<u>PDX (2-day)</u>	<u>11:35</u>
<u>FA4</u>	<u>670</u>	<u>2</u>	<u>PPG (2-day)</u>	<u>11:00</u>
<u>FA5</u>	<u>624</u>	<u>3</u>	<u>SFO (2-day)</u>	<u>10:40</u>

5. The assignment of International Airport Reserve (ARC) by Crew Scheduling does not require any minimum days of availability and may be assigned to a Reserve with fewer than three (3) days of availability. International Airport Reserve will be considered the assignment with the lowest credit.
6. If there are no available Reserves in the appropriate bucket, then the grouping will be assigned to the appropriate Reserve in the next higher bucket with more days of availability.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

Example: Reserve list for one (1)-day and two (2)-three (3) day buckets ordered below in inverse seniority order, respecting "Call Me First" priority.

1-day groupings to be assigned:	Flight Attendant	Seniority #	Days of Availability	Assigned Grouping	Grouping Credit
LAS	1 DAY BUCKET				
12:10	FA 1	699 [Call Me First]	1	LAS	12:10
LAS	FA 2	701	1	LAS	12:10
12:10	FA 3	624	1	LAX	11:15
LAX	2-3 DAY BUCKET				
11:15	FA 4	702 [Call Me First]	3	Interisland	5:00
Interisland	FA 5	712	2	Interisland	4:50
5:00	FA 6	709	3	Interisland	4:30
Interisland	FA 7	705	2	ARC	
4:50	FA 8	703	2	ARC	
Interisland	FA 9	700	3		
4:30					
ARC					
ARC					

7. Filling Uncovered Positions Remaining After Assignment Process in N.6. Above If a non-LQ position remains uncovered prior to the publishing of the Daily Flight Schedule, the most junior Reserve with the appropriate reserve availability may be reassigned from a trip assigned per N.4., 5. and 6., above, if her or his assignment is fewer days than her or his period of availability. This process will be done prior to reassigning a Reserve with a self-assignment grouping per O.1., below.

O. Rescinding a Self-Assigned Grouping to Cover a LQ or 4+ Day Grouping
Once awarded during self-assignment in L., above, the grouping may only be removed, in inverse seniority order, after the Self-Assignment awards and prior to the publishing of the Daily Flight Schedule, in the following situations:

1. If a 4+ day grouping remains uncovered and there are no Reserves to cover it in N., above, then the most junior Reserve who was awarded a grouping of fewer days than her or his availability may have the Self Assignment award rescinded and be assigned the 4+ day grouping.

Example: Three Reserves with 5 days of availability are each awarded 4-day groupings during the Self-Assignment process. After the award process a 5-day grouping remains unfilled and there are no Reserves with 5-or-more days of

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

availability who are legal for the assignment. The most junior 5-day Reserve with the 4-day grouping may have that award rescinded and be assigned the open 5-day grouping.

2. If a LQ lead position remains uncovered after the Reserve Self-Assignment Awards, and the position cannot be filled utilizing the provisions in M., above, then a LQ Reserve's Self-Assignment grouping award may be rescinded. Open LQ lead positions will be filled first and assigned in the following order:
 - a. The most junior LQ lead-qualified Reserve who was awarded a non-LQ grouping in Self-Assignment and who has adequate availability.
 - b. The most junior LQ lead-qualified Reserve who was awarded a LQ service grouping and who has adequate availability.
 - c. Assignments made within the categories in 2.a. and 2.b., above will be made in inverse seniority order, with the highest-credit groupings being assigned first.
 - d. A LQ lead position will not be filled with a LQ service-qualified Reserve until sign-in.

Example:

<u>Flight Attendant</u>	<u>Seniority #</u>	<u>Self-Assigned Grouping (days)</u>	<u>LQ Position</u>	<u>Grouping Credit</u>
<u>FA 1 (JL qualified)</u>	<u>2100</u>	<u>LAX (3-day)</u>	<u>N/A</u>	<u>12:15</u>
<u>FA 2 (JL qualified)</u>	<u>2105</u>	<u>NRT (3-day)</u>	<u>JS</u>	<u>16:25</u>

Open Groupings:

<u>Grouping 1</u>		<u>HND (3-day)</u>	<u>JL</u>	<u>17:28</u>
<u>Grouping 2</u>		<u>NRT (3-day)</u>	<u>JL</u>	<u>16:25</u>

If only Grouping 1 is uncovered, it shall be assigned to FA 1 as provided by 2.a. above in place of their self-assigned 3-day LAX grouping.

If both Grouping 1 and Grouping 2 are uncovered, Grouping 1 shall be assigned to FA 1 as provided by 2.a. and 2.c. above in place of their self-assigned 3-day LAX grouping. Grouping 2 shall be assigned to FA 2 as provided by 2.b. and 2.c. above in place of their self-assigned 3-day JS NRT grouping.

3. If a LQ service position becomes uncovered after the Reserve Self-Assignment Awards, and the position cannot be filled utilizing the provisions in N., above,

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

then a LQ Reserve's Self Assignment grouping may be rescinded. Open LQ service positions will be filled after LQ lead positions and will be assigned in the following order:

- a. The most junior LQ lead or service-qualified Reserve(s) who was awarded a non-LQ grouping and who has sufficient availability.
- b. Assignments will be made in inverse seniority order, with the highest- credit groupings being assigned first.

Example:

<u>Flight Attendant</u>	<u>Seniority #</u>	<u>Self-Assigned Grouping (days)</u>	<u>LQ Position</u>	<u>Grouping Credit</u>
<u>FA 1 (JL qualified)</u>	<u>2100</u>	<u>LAX (3-day)</u>	<u>N/A</u>	<u>12:15</u>
<u>FA 2 (JL qualified)</u>	<u>2105</u>	<u>NRT (3-day)</u>	<u>JS</u>	<u>16:25</u>

Open Groupings

<u>Grouping 1</u>		<u>HND (3-day)</u>	<u>JS</u>	<u>17:28</u>
<u>Grouping 2</u>		<u>NRT (3-day)</u>	<u>JS</u>	<u>16:25</u>

If only Grouping 1 is uncovered, it shall be assigned to FA 1, as provided by 3.a. above in place of their self-assigned 3-day LAX grouping.

If both Grouping 1 and Grouping 2 are uncovered, Grouping 1 shall be assigned to FA 1, as provided by 3.a. above in place of their self-assigned 3-day LAX grouping. Grouping 2 shall remain uncovered since FA 2 already has a self-assigned 3-day LQ grouping.

P. Creating the Standby List

1. Reserve Availability Periods (RAPs) for Standby Reserves

There will be three RAPs to which Standby Reserves will be assigned:

- a. 0200 – 1400
- b. 0500 – 1700
- c. 1100 – 2300

2. The Company may change the RAP time(s); however, there will be no more than three (3) RAPs and each RAP may not exceed twelve (12) hours. RAP times must be published in the bid packet.

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

3. Reserves will be assigned to a RAP in the following order:
- a. For assignment purposes, the Reserve availability buckets will be as follows:
 - (1) 1-day
 - (2) 2-3-days
 - (3) 4+ days
 - b. Within each of the three availability buckets and RAPs, Reserves will be listed as follows for assignment order:
 - (1) Call Me First, in seniority order; then
 - (2) Remaining Reserves in inverse seniority order
 - (3) Notwithstanding b.(1) and (2) above, qualified LQ Reserves may be assigned to RAPs to provide Standby coverage for LQ groupings.
4. If, due to rest requirements, a Reserve's availability period start time is adjusted two (2) hours or less, the Reserve's RAP will not change and the end time will remain the same (example #1). If the start time is adjusted more than two (2) hours, the Reserve will be placed into the next RAP (example #2). If placed into the third RAP (1100-2300), the Reserve's RAP will end at the same time as the third RAP and will not be extended (example #3).

Example #1: A Reserve has 3 days of availability and is assigned a 2-day SEA on the first day. Due to a schedule disruption, her duty ends in HNL at 1850 on day two. She has been assigned to the second RAP (0500-1700) on day three. She will remain in her assigned RAP and after receiving her required rest shall be available from 0650 until 1700.

Example #2: A Reserve has 3 days of availability and is assigned a 2-day SEA on the first day. Due to a schedule disruption, her duty ends in HNL at 1920 on day two. She has been assigned to the second RAP (0500-1700) on day three. Because her required rest would change the start of her availability for her assigned RAP by more than two hours, she will be moved to the third RAP (1100-2300).

Example #3: A Reserve has 3 days of availability and is assigned a 2-day SEA on the first day. Due to a schedule disruption, her duty ends in HNL at 0030 on day three. She has been assigned to the third RAP (1100-2300) on day three. She will remain in her assigned RAP and after receiving her required rest shall be available from 1230 until 2300.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

Q. Assigning Groupings to the Standby List After the Schedule has been Published

1. Reserves will be listed in buckets within RAPs as provided in P., above.
2. Assignments will be made to Reserves in the appropriate buckets in the order that the uncovered groupings become available. Assignments will be made to Reserves in the order they are listed in the RAP, in accordance with P.3.b. except as set forth in Q.4, below. Reserves in each RAP, within the appropriate availability bucket, will be assigned prior to assignment being made to a Reserve in the next RAP.
3. If multiple groupings become uncovered at the same time, then the following assignment criteria will be used.
 - a. The grouping with the earliest check-in will be assigned to the next available Reserve in the appropriate bucket.
 - b. If groupings have the same check-in time, then the grouping with the highest credit will be assigned first.
4. Within the appropriate days of availability bucket, the Company may elect to assign a LQ grouping to a qualified LQ Reserve on the Standby List in lieu of a non-LQ Reserve(s) who is next on the Standby List. If no LQ Reserve is available in that bucket, then the Company may assign a qualified LQ Reserve in the next higher bucket (more days of availability). The Company may elect to assign a LQ Service Reserve to a LQ Service position in lieu of a LQ Lead Reserve(s) who is next on the Standby List.

R. Offering Recall per Section 7.I.

At any time, uncovered groupings may be offered or assigned in accordance with the provisions of 7.I.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

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