

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 15: TEMPORARY DUTY ASSIGNMENTS**

**A. Temporary Duty Assignment at a Permanent Domicile (not the Flight Attendant's permanent domicile)**

1. Temporary duty assignments at permanent domiciles shall be for periods of no more than one hundred twenty (120) days and no less than seven (7) days, including travel time.
2. Procedures for Filling Temporary Duty Assignments
  - a. Temporary Duty Assignments 30 Days or Less
    - (1) Temporary duty assignments of thirty (30) days or less shall be offered in system seniority order to all Flight Attendants who have a bid on file. Such bids may be submitted or withdrawn at any time and shall be in writing to the Director of In-Flight/designee. The Company shall maintain a central file of all bids for temporary duty assignments.
    - (2) In the event there are no bids on file or no Flight Attendant accepts the assignment(s) the Company shall assign in inverse system seniority order the most junior Flight Attendant.
  - b. Temporary Duty Assignments More Than 30 Days
    - (1) The Company shall post a bulletin for temporary duty assignments of more than thirty (30) days for a minimum of seven (7) days at each domicile for bidding system wide. Such bulletin shall state:
      - (a) Number of temporary duty assignments;
      - (b) Location of the temporary duty assignment(s);
      - (c) Place bids are to be sent;
      - (d) Last date and time on which bids will be received;
      - (e) Date assignment is to begin;
      - (f) Length of assignment; and
      - (g) When awards will be posted (within two days of receipt of bids).
    - (2) Bids for temporary duty assignments shall be awarded according to system seniority. Whenever an insufficient number of Flight Attendants bid for a bulletined temporary duty assignment(s), the Company shall recall furloughed Flight Attendants, as provided in Section 16 of this Agreement, to fill such assignment(s) prior to assigning active Flight Attendants in inverse system seniority order.

**HAWAIIAN AIRLINES**  
**2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 15: TEMPORARY DUTY ASSIGNMENTS**

3. Extending Temporary Duty Assignments  
The Company may offer Flight Attendants, in order of their seniority, on temporary duty assignment, the option to extend their duty assignment up to a maximum of fourteen (14) days.
4. Expenses
  - a. Provisions of Section 4 of this Agreement will apply.
  - b. A Flight Attendant shall be allowed to provide her/his own residence at a temporary duty assignment and the Company shall give to that Flight Attendant lodging compensation which shall be the same amount of money the Company would have paid for hotel accommodations. However, it is understood that if the Company is not the actual party paying for the hotel accommodation (charter Company provides lodging) that the Flight Attendant shall not be eligible for lodging compensation.
  - c. A Flight Attendant prior to departing for her/his temporary duty assignment may request and receive an advance of her/his expense allowance and lodging compensation.
5. A Flight Attendant shall be given adequate travel time to her/his temporary duty assignment or she/he may be required to work a trip to her/his temporary duty assignment. In either case, a Flight Attendant shall be given one day off prior to her/his leaving for her/his temporary duty assignment and one day off upon her/his return after her/his temporary duty assignment. Such days off may be part of her/his guaranteed days off.
6. Nothing shall preclude a Flight Attendant from bidding or being awarded a temporary duty assignment. However, in order to be awarded a temporary duty assignment, a Flight Attendant must be available to begin the temporary duty assignment on the designated starting date.
7. Travel Provisions
  - a. Each member of a Flight Attendant's immediate family (eligible dependents who reside with the Flight Attendant, including domestic partner) shall be allowed one round trip, space available ticket to the temporary duty assignment, provided a Flight Attendant's award to a temporary duty assignment is for ninety (90) days or more.
  - b. The Company shall provide every Flight Attendant assigned to a temporary domicile round-trip positive space air transportation to her/his permanent domicile once during each ninety (90) day period while she/he is away from her/his permanent domicile.

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 15: TEMPORARY DUTY ASSIGNMENTS**

- c. The Company shall provide a Flight Attendant who suffers a serious illness or injury while on temporary duty assignment the most expeditious means of transportation to the medical facility of her/his choice and shall pay the costs of a designated individual to accompany her.

**8. Vacation**

- a. A Flight Attendant Awarded or Assigned a Temporary Duty Assignment of 30 Days or Less:

- (1) In accordance with needs of service a Flight Attendant shall be allowed to take her/his scheduled vacation.

- (2) If needs of service do not allow her/him to take her/his scheduled vacation, she/he shall have the option to:

- (a) "Cash Out" her/his vacation at three (3.0) hours per day at her/his hourly rate of pay; or

- (b) Utilize the provisions of Section 18 of the Agreement to cancel and/or reschedule her/his vacation.

- b. A Flight Attendant Awarded or Assigned a Temporary Duty Assignment of More than 30 Days:

A Flight Attendant shall have the option to:

- (1) Take her/his scheduled vacation; or

- (2) "Cash Out" her/his vacation at three (3.0) hours per day at her/his hourly rate of pay; or

- (3) Utilize the provisions of Section 18 of the Agreement to cancel and/or reschedule her/his vacation.

**B. Temporary Duty Assignment at a Temporary Domicile**

**1. Filling of Temporary Domiciles**

- a. As soon as it is known, the Company shall post a bulletin for temporary domiciles of more than thirty (30) days for a minimum of seven (7) days at each domicile for bidding system wide. Such bulletin shall state:

- (1) Number of temporary domicile assignments;

- (2) Location of the temporary domicile assignment(s);

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 15: TEMPORARY DUTY ASSIGNMENTS**

- (3) Place bids are to be sent;
  - (4) Last date and time on which bids will be received;
  - (5) Date assignment is to begin;
  - (6) Length of assignment; and
  - (7) When awards will be posted (within two days of receipt of bids).
- b. Bids for temporary domicile assignments shall be awarded according to system seniority. Flight Attendants who have been awarded a position at a temporary domicile shall remain at that domicile for a period not to exceed 120 days. Positions not filled shall be assigned in inverse system seniority order.
- c.
- (1) A Flight Attendant hired prior to April 1, 1984 and assigned a temporary domicile in inverse seniority order shall have the ability to refuse such assignment and shall be placed on Leave of Absence if it becomes necessary for the Company to recall a furloughed Flight Attendant or to hire new Flight Attendants in order to fill the temporary domicile position. However, she/he may be required to accept the assignment on an interim basis for a period not to exceed two (2) weeks or until the recalled/newly hired Flight Attendant is qualified, whichever is sooner.
  - (2) The Flight Attendant taking such leave shall be recalled as soon as there is a vacancy or not later than the duration of the assignment to the temporary domicile. Such Flight Attendant shall be offered any new or additional vacancies. If such recalled Flight Attendant again turns down a temporary domicile the process noted above shall be repeated.
  - (3) Flight Attendants who are required to take a leave of absence as noted above and decide to terminate their medical/dental benefits during the leave of absence shall have their medical/dental benefits reinstated upon return to active employment.
- d. Temporary Domicile Assignments 30 Days or Less
- (1) Temporary domicile assignments of thirty (30) days or less shall be offered in system seniority order to all Flight Attendants who have a bid on file. Such bids may be submitted or withdrawn at any time and shall be in writing to the Director of In-Flight/designee. The Company shall maintain a central file of all bids for temporary domicile assignments.

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 15: TEMPORARY DUTY ASSIGNMENTS**

- (2) In the event there are no bids on file or no Flight Attendant accepts the assignment(s) the Company shall assign in inverse system seniority order the most junior Flight Attendant.
- e. If the Company decides to reduce the number of Flight Attendants at a temporary domicile, the reductions shall be offered in order of seniority. If no Flight Attendant accepts the reduction the Company shall assign the reduction in inverse seniority order.
  - f. Flight Attendants at temporary domiciles shall not be eligible to fill vacancies or openings of thirty (30) days or less.
2. Vacation  
Flight Attendants awarded or assigned a temporary domicile shall have the option to:
- a. Take their scheduled vacation;
  - b. "Cash out" their vacation at three (3.0) hours per day at their hourly rate of pay; or
  - c. Utilize the provision of Section 18 of this Agreement to reschedule their vacation.
3. Leaves of Absence  
Leaves of absence will be based on needs of service.
4. Expenses
- a. Provisions of Section 4 of this Agreement will apply.
  - b. A Flight Attendant shall be allowed to provide her/his own residence at a temporary domicile and the Company shall give to that Flight Attendant lodging compensation which shall be the same amount of money the Company would have paid for hotel accommodations. However, it is understood that if the Company is not the actual party paying for the hotel accommodation (charter Company provides lodging) that the Flight Attendant shall not be eligible for lodging compensation.
  - c. A Flight Attendant prior to departing for her/his temporary domicile may request and receive an advance of her/his expense allowance and lodging compensation.
5. Working to Your Temporary Domicile  
Flight Attendants who are required to work a trip to their temporary domicile shall

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 15: TEMPORARY DUTY ASSIGNMENTS**

have the day off before their departure at their permanent domicile and two (2) days off after their arrival at their temporary domicile.

**6. Travel Provisions**

- a. Each member of a Flight Attendant's immediate family (eligible dependents who reside with the Flight Attendant, including domestic partner) shall be allowed one round trip, space available ticket to the temporary domicile, provided a Flight Attendant's award to a temporary domicile is for ninety (90) days or more.
- b. The Company shall provide every Flight Attendant assigned to a temporary domicile round-trip positive space air transportation to her/his permanent domicile once during each ninety (90) day period while she/he is away from her/his permanent domicile.
- c. The Company shall provide a Flight Attendant who suffers a serious illness or injury while on temporary duty assignment the most expeditious means of transportation to the medical facility of her/his choice and shall pay the costs of a designated individual to accompany her/him.

**C. Charter Flights**

1. Flight Attendants based at locations other than their permanent domiciles shall be allowed unlimited, space available transportation on the Charter Flights. Such Flight Attendants shall travel in uniform and have priority over vacation and pleasure travelers.
2. This agreement is subject to the continued approval by the tour operators to allow Hawaiian Air employees to travel on Charter Flights.