

**HAWAIIAN AIRLINES  
2020 FLIGHT ATTENDANT AGREEMENT**

**SECTION 14: FILLING OF VACANCIES**

The objective of this Section is to provide an orderly method of applying the principle of seniority, as defined in Section 9, to the filling of vacancies.

**A. Vacancy at a Permanent Domicile**

1. A permanent vacancy shall be any vacancy which is anticipated to exist for one hundred twenty (120) days or more at a permanent domicile.

**B. Procedure for Filling a Permanent Vacancy**

1. A Flight Attendant desiring to transfer to a different domicile may submit a bid for permanent vacancies. Such bid shall be in writing to the Director of In-Flight/designee stating the domicile to which she/he desires to transfer. Flight Attendants may submit or withdraw their bids at any time and nothing herein shall prohibit a Flight Attendant from having more than one domicile bid on file.
2. When permanent domicile vacancies occur, the Flight Attendants, in order of seniority, who have a bid on file will be offered an opportunity to transfer and fill the vacancy provided they will be available for duty and shall receive no less than thirty (30) days notice of the date required to be available for duty at the domicile to which transferring. However, when a Flight Attendant refuses the opportunity to transfer she/he shall not submit another bid on file for a permanent vacancy for a period of three (3) months from the date of refusing the offer to transfer.
3. In the event there are no bids on file or no Flight Attendant accepts the vacancy, the Company shall post such vacancies for a minimum of seven (7) days at each domicile for bidding system wide. Vacancy bulletins shall state:
  - a. Number of vacancies;
  - b. Location of vacancies;
  - c. Place bids are to be sent;
  - d. Last date on which bids will be received;
  - e. Date of Assignment into the vacancy; and
  - f. When awards are to be posted (within two days of receipt of bids)
4. Bids for permanent vacancies shall be awarded according to system seniority. Whenever an insufficient number of Flight Attendants bid for a bulletined vacancy(s), the Company shall recall furloughed Flight Attendants as provided for in Section 16 to fill such vacancy(s) prior to assigning active Flight Attendants in inverse system seniority order.

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5. A Flight Attendant who is awarded or assigned a permanent vacancy will receive no less than thirty (30) days written notice of the date required to be available for duty at the domicile to which transferring.
6. Flight Attendants assigned to a permanent vacancy will be eligible for moving expenses, etc. as outlined in Section 5.

**C. Bids on File**

The Company shall maintain a central file of all bids for permanent vacancies.

**D. Displacement Procedures**

1. Whenever flying time is reduced, curtailed, or transferred from a domicile for any reason which would result in a surplus of Flight Attendants the Company shall notify the MEC President and shall either retain the surplus of Flight Attendants at that domicile or implement the following procedures in the following order to reduce the surplus of Flight Attendants.
  - a. The Company shall cancel temporary duty assignments at the domicile being reduced. When canceling such assignments, the Company shall offer the cancellation in seniority order, and if no Flight Attendant accepts, the Company shall assign the cancellation in inverse seniority order. The Company shall give no less than thirty (30) days notice when canceling temporary duty assignments.
  - b. Low Time Options and Leaves of Absence shall be offered at a domicile to offset a reduction at that domicile and any Flight Attendant who volunteers shall be entitled to the provisions of Section 16, paragraph L.2.
  - c. The Company shall post a bulletin forty-five (45) days prior to a reduction at every domicile where a displacement may occur. Such bulletin shall be posted for bidding a minimum of seven (7) days and shall include the following:
    - (1) What domicile(s) being reduced
    - (2) Effective date of reduction
    - (3) Number of Flight Attendants being reduced
    - (4) Where bids are to be sent
    - (5) Last date on which bids are to be received
    - (6) When results are to be posted (3 days after close of bids)
    - (7) A list of Flight Attendants who may be displaced at each domicile.

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The list of Flight Attendants who may be displaced shall be:

- (a) The most junior Flight Attendants at every domicile who will be active at the time of the reduction.
- (b) The number of Flight Attendants who may be displaced at each domicile shall be determined by the total number of Flight Attendants being reduced.

**2. Bidding**

- a. When a domicile is being reduced, only Flight Attendants at the domicile being reduced may bid to take the reduction and must designate on their bids the domicile to which they wish to transfer.
- b. All Flight Attendants listed as those who may be displaced must submit displacement bids listing domiciles in order of preference, into which they wish to bump should they be displaced.

**3. Awards**

- a. Bids for reduction as provided for in D.2.a of this Section shall be awarded according to seniority. Whenever an insufficient number of Flight Attendants bid for a reduction the Company shall assign Flight Attendants at the domicile being reduced in inverse seniority order. Flight Attendants who are awarded or assigned a reduction shall be considered displaced.
- b. Flight Attendants who are displaced shall be awarded their domicile preference according to their system seniority.
- c. Flight Attendants who should have but did not submit a displacement bid and are displaced shall be assigned a domicile by the Company.
- d. Flight Attendants who were not listed and therefore did not submit a displacement bid and are displaced shall be notified by the Company and shall have forty-eight (48) hours from notification to exercise their seniority to displace into any domicile according to their system seniority.
- e. Flight Attendants who have been assigned or awarded a displacement will receive no less than thirty (30) days written notice of the date required to be available for duty at the domicile to which transferring.
- f. Flight Attendants who transfer as a result of a reduction/displacement shall be granted moving expense, relocation and travel time as provided in Section 5.

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- g. Non-active Flight Attendants who would have been affected by a reduction or displacement shall be allowed to exercise their seniority rights to displace forty-five (45) days prior to returning to active status unless the Company requests they displace earlier.

**E. Leave in Lieu of Displacement to Another Domicile**

1. If a Flight Attendant hired prior to April 1, 1984 is displaced, assigned or recalled to a domicile other than Honolulu, in inverse seniority order, she/he shall have the ability to refuse such assignment and shall be placed on Leave of Absence. However, if it becomes necessary for the Company to hire new Flight Attendants in order to fill the vacancy the Flight Attendant who refused the assignment may be required to accept the assignment on an interim basis for a period not to exceed two (2) weeks or until the newly hired Flight Attendant is qualified, whichever is sooner and such Flight Attendant will be eligible for expenses as outlined in Section 15, Paragraph A.4.
2. The Flight Attendant taking such leave shall be recalled as soon as there is a vacancy in Honolulu. Such Flight Attendant shall be offered any new or additional vacancies. If such recalled Flight Attendant again turns down a vacancy other than Honolulu 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.

**F. Emergency Transfer**

When a Flight Attendant desires to vacate her/his domicile assignment for personal reasons due to hardship, the request to vacate shall be considered jointly by the Vice President of Inflight Services, or designee, and the MEC President or designee, in accordance with their mutual agreement, and a decision may be rendered permitting such Flight Attendant to vacate the assignment and be assigned to another domicile on a temporary or permanent basis.

**G. Mutual Transfers**

When few or no vacancies exist on the system, the Company shall consider requests by the MEC President or designee that the Company honor mutual transfer requests by seniority. Such transfers shall be at the expense of the Flight Attendants involved.

**H. Bidding for Transferring Flight Attendants**

Flight Attendants transferring to a permanent vacancy shall be able to bid for a monthly schedule at the domicile they are based and at the domicile to which they are transferring, provided such bids are submitted prior to the closing of the monthly bid.

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**I. Procedures for Filling Vacancies at New or Re-established Domiciles**

1. The Company shall give at least sixty (60) days written notice before activating a new or re-established domicile.
2.
  - a. Sixty (60) days prior to activating a new or re-established domicile the Company shall post a bulletin in the Flight Attendant Lounge at each domicile and in the mailbox of each Flight Attendant. Copies of the bulletin will be provided and sent at Company expense by regular mail to each Flight Attendant on leave, vacation or layoff at the last address on file. The Flight Attendant members of the Flight Attendant System Award and Assignment Committee shall handle the mailing of such bulletins.
  - b. Bidding shall be for a minimum of ten (10) days and such bulletin shall state:
    - (1) Number of vacancies;
    - (2) Location of new or re-established domicile(s);
    - (3) Place bids are to be sent;
    - (4) Last date on which bids will be received;
    - (5) Date of assignment into the vacancy; and
    - (6) When awards are to be posted (within two days of receipt of bids).
  - c. Bids for new or re-established domicile(s) shall be awarded according to system seniority. Whenever an insufficient number of Flight Attendants bid for a new or re-established domicile(s), the Company shall recall furloughed Flight Attendants as provided for in Section 16 to fill such vacancy(s) prior to assigning active Flight Attendants in inverse system seniority order.
  - d. A Flight Attendant who is awarded or assigned a new or re-established domicile will receive no less than thirty (30) days written notice of the date required to be available for duty at the domicile.
3. All Flight Attendants transferring to a new or re-established domicile(s) shall be entitled to the provisions of Section 5.

**J. Closing a Domicile**

1. The Company shall not close a permanent Flight Attendant domicile unless at least sixty (60) days prior written notice is given to all Flight Attendants. When a domicile is closed, all Flight Attendants at that domicile who are affected shall be

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allowed to exercise their seniority to move to the domicile of their choice. All moves will be considered as being moved at Company request, Section 5, Paragraph A.5. and will be handled in accordance with the displacement procedures outlined in this Section, Paragraph D.

2. In the event a domicile opened as a permanent domicile is closed within one hundred eighty (180) days it will be treated retroactively as a temporary domicile in accordance with Section 15, Paragraph B. Any Flight Attendant who moves to a domicile which is closed within a one hundred eighty (180) day period will be moved to her/his new domicile in accordance with the provisions outlined in paragraph J.1. of this Section.

**K. System Awards and Assignment Committee**

1. A System Awards and Assignment Committee shall be established for the purpose of implementing the procedures relating to the filling of vacancies as set forth in this Section. The responsibilities of this committee shall include, but not necessarily be limited to, the following:
  - a. Promulgating and maintaining clear, concise and complete rules, practices and procedures governing bidding, assigning and awarding the filling of vacancies.
  - b. Monitoring the award or assignment of all vacancies system wide. Flight Attendant members will be notified of the date, time and place of such awards and may be present at the award or assignment of each vacancy.
  - c. Reviewing disputes which arise out of the administration of this Section and preparing recommendations as to the disposition of such disputes.
  - d. Ensuring that the procedures set forth in this Section are correctly administered.
2. The Committee shall be composed of an equal number of representatives from the Company and the Association, and either party may call a meeting when it deems necessary.
3. No decisions or actions of the Committee shall in any way restrict or otherwise abridge the rights of any Flight Attendant to seek relief pursuant to the provisions of Section 23 of this Agreement.
4. No decisions or actions of this Committee shall supersede or negate anything in this Agreement.

**L. New Hires**

New Hire Flight Attendants will not be allowed to bid out (this does not apply to

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Company requests) of their initial domicile for a period of one year from their date of hire. However, the Company may waive this restriction.

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