

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 34-20: FIT FOR DUTY EXAMS



May 15, 2020

Sharon Soper
MEC President
Association of Flight Attendants-CWA
3375 Koapaka Street, F238-10
Honolulu, HI 96819

RE: Fit for Duty Exams

Dear Sharon:

During the negotiations for the 2020 Flight Attendant Contract, Non-Occupational Medical Leaves of Absence was discussed at the bargaining table on April 17, 2019, specifically provision 17.C.1.

While no changes were made to the Contract provision, it was agreed that the Company would not subject any Flight Attendant to a “fit for duty” or medical examination while she or he is on such a medical leave of absence unless the Flight Attendant was attempting to return to work. If at that point, the Company believed a Flight Attendant was not fit to return to duty, the Company could require the Flight Attendant to undergo a medical examination under the provisions of Section 20: Physical Exams. If it was determined that the Flight Attendant could not return to work, then she or he would be returned to the medical leave that would not start over but would continue for the applicable contractual period.

Sincerely,

/S/ _____

Robin Sparling
Vice President, In-Flight

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