

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 2: DEFINITIONS

As used in this Agreement, the term:

- A. "Augmented Crew" means a crew that includes a crew complement of Flight Attendant(s) on the Hawaiian Airlines Flight Attendant Seniority List as specified in Section 7.C.2.d. and Section 10.M.7.
- B. "Bid Run" means a Flight Attendant's monthly unit of pay and credit time and awarded schedule of flying which is composed of any combination of scheduled trips arranged in known daily groupings of trips by flight numbers, points of departure, intermediate stops and destination points; airport reserve groupings; training days; vacation days; AFA business days; or any other Company-approved planned or known absences along with intervening days off.
- C. "Bid Run Flight Attendant" means a Flight Attendant who, in accordance with seniority, is awarded a bid run in accordance with her/his preference, as defined in Paragraph B. of this Section.
- D. "Buddy Bidding" means that two (2) Flight Attendants wish to bid together for a monthly schedule in accordance with Section 10.D.6.a. The bids of both Flight Attendants will be honored according to the seniority of the junior Flight Attendant.
- E. "Calendar Day" shall mean the period of time from 0001 hours through 2400 hours.
- F. Cancellations
 - 1. "Company convenience" means the time when a scheduled trip or a portion thereof is canceled for reasons other than mechanical, mandatory, weather or change of equipment as specified in Sub-paragraphs 2, 3 and 4 below.
 - 2. "Mechanical" means any modification or mechanical defect which, in the opinion of the Company or the pilot in command requires rectification prior to release of aircraft for flight.
 - 3. "Mandatory" means a mandatory grounding of aircraft by government order.
 - 4. "Weather" means weather conditions below authorized minimums of weather and airport conditions considered unsafe for flight operations.
- G. "Coach Lead Flight Attendant" is the Flight Attendant in charge of the coach section of any flight which has more than one class of service. The coach lead Flight Attendant acts under the direction of the First Flight Attendant.
- H. "Company" means Hawaiian Airlines, Inc., and all operations conducted in whole or in part or controlled by the said Hawaiian Airlines, Inc., of every entity, character, kind or description, either domestic or international irrespective of their organizational structure, entity or designation.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 2: DEFINITIONS

- I. "Comparable time" shall mean thirty (30) minutes or less.
- J. "Credited Hours"
1. Interisland
"Credited Hours" shall be those applied towards a Flight Attendant's monthly maximum, as set forth in Paragraph B. of Section 7, and shall include regular scheduled trips, airport reserve groupings, extra sections, charter trips, ferry trips, deadhead time, vacation credit, sick leave credit, AFA flight pay, on-duty credit, two (2) hours minimum reporting credit, training credit, minimum daily guarantee, duty extension, and segment credits.
 2. International
"Credited Hours" shall be those applied towards a Flight Attendant's monthly maximum, as set forth in Paragraph B. of Section 7, and shall include regular scheduled trips, extra sections, charter trips, ferry trips, deadhead time, vacation credit, sick leave credit, AFA flight pay, on-duty credit as provided for in Paragraph V. of Section 3, two (2) hours minimum reporting credit, trip rig credit, training credit, duty extension, Average Minimum Day, and airport reserve.
- K. "Deadheading" means the transport by air or surface vehicle of a Flight Attendant from one point to another pursuant to Company orders for the purpose of performing any duty under this Agreement after arrival at the destination point or for the purpose of returning after having performed such duty.
- L. "Domicile" means a geographical location designated by the Company as a basic or primary reporting point where Flight Attendants commence and terminate a duty period.
- M. "Except as otherwise provided herein" as used in this Agreement means "except as otherwise provided for in this Agreement".
- N. "Employee" means a Flight Attendant whose name appears on the Flight Attendant System Seniority List, and who has completed training as prescribed by the Company, but in no event less training than is prescribed by the Federal Aviation Administration.
- O. "Enroute add-on" means a printed segment that is added on to the Flight Attendant's Daily Flight Schedule and is a segment along the general routing of the flight with no backtracking.
- P. "First Flight Attendant" means a Flight Attendant, as defined in Paragraph R. of this Section, who, in accordance with her/his seniority, has the additional responsibility of giving work guidance and direction to other Flight Attendants assigned to the crew or flight.

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 2: DEFINITIONS

- Q. A “Flag Stop” means an unscheduled segment after the Flight Attendant's Daily Flight Schedule is published and is a segment along the general routing of the flight with no backtracking.
- R. “Flight Attendant” means an employee of Hawaiian Airlines, Inc., whose duties consist of performing all enroute and ground cabin service on board the aircraft to Hawaiian Airlines' passengers, and includes the responsibility for the welfare and safety of passengers in accordance with Company standards and as required by law.
1. “Interisland Flight Attendant” means a Flight Attendant who is awarded/assigned a position on an Interisland grouping.
 2. “International Flight Attendant” means a Flight Attendant who is awarded/assigned a position on an International grouping.
- S. “Flight Time” (Block-to-Block) means that period of time beginning when an aircraft moves from the ramp blocks for the purpose of flight and ending when the aircraft comes to rest at the next point of blocking at either intermediate stops or final destination.
- T. [INTENTIONALLY LEFT BLANK]
- U. [INTENTIONALLY LEFT BLANK]
- V. “Grouping”
1. “Flight Grouping” means a number of trips grouped together in such a manner that one crew can fly the complete group within the flight time/duty time limitations set forth in this Agreement.
 2. “Airport Reserve Grouping” (Interisland) means a specific duty period at the airport to
 3. The term “Pairing” shall be synonymous with the term “Grouping”.
- W. Interisland/International Flying
1. “Interisland Flying” means all flying done between the main Hawaiian group consisting of Ni’ihau, Kaua’i, O’ahu, Moloka’i, Lana’i, Maui, Hawai’i and Kaho’olawe.
 2. “International Flying” means any flying other than Interisland flying.
- X. “Line Value Protection” shall mean a guarantee of the published total projected credited hours of a bid run.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 2: DEFINITIONS

- Y. "Longevity" means the cumulative total of years, months, and days that a Flight Attendant has been on the payroll in the service of the Company in a Flight Attendant capacity, except as hereinafter provided in Paragraph D.2. of Section 9, and Paragraph K. of Section 17.
- Z. "Month" means the period from and including the first day of, to and including the last day of each calendar month of the year, except that the Company may adjust any months to create 30- or 31-day bid months as follows:
1. Such adjustments must take place at the time of Vacation Bid Posting (September 1 of the prior year).
 2. After vacation bidding, the Company may make changes to the bid months on a quarterly basis with a minimum of forty-five (45) days notice to the MEC President and the Flight Attendants.
 3. If a change made pursuant to paragraph 2. above impacts a flight attendant's awarded vacation period(s) by creating, deleting or otherwise involving a vacation overlap from one month to the next, she/he may, at her/his sole discretion, slide the vacation period one (1) day in either direction. Such discretion must be exercised before final bid awards in order to effectuate the change.
- AA. "On-Duty/Duty Period"
1. Interisland
"On-Duty/Duty Period" means that a Flight Attendant's on- duty time or duty period shall be that period of time beginning thirty-five (35) minutes before the scheduled departure of her/his first flight of the day or whenever the Flight Attendant is required to report, whichever is earlier, and ending fifteen (15) minutes after block-in or until the Flight Attendant is released from duty, whichever is later.
 2. International
"On-Duty/Duty Period" means that a Flight Attendant's on- duty time or duty period shall be that period of time beginning one (1) hour and fifteen (15) minutes (MAC Charters - one (1) hour and thirty (30) minutes) before the scheduled departure of her/his first flight of the day or whenever the Flight Attendant is required to report, whichever is earlier, and ending fifteen (15) minutes, or thirty (30) minutes on International flights that require customs clearance, after scheduled or actual block-in or until the flight Attendant is released from duty, whichever is later. However, if the grouping begins with an inter-island deadhead, such On- Duty/Duty Period shall begin forty-five (45) minutes before the departure of such deadhead flight and ending as specified above.

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 2: DEFINITIONS

- AB. "Reserve Flight Attendant" is a Flight Attendant who has not been awarded a Bid Run and is available to be assigned to flying in the International operation, the Interisland operation, Airport Reserve duty, Interisland Reserve Desk duty or Standby Reserve duty.
- AC. "Open Flying" means all flying not included in bid runs. Bid run flights vacated due to Flight Attendant's scheduled adjustment, illness, vacations, leaves of absence, extra sections, or other Company approved absences will become open flying.
- AD. "Reserve Run" means a monthly schedule of days off and days during which a reserve Flight Attendant is available for Reserve duty.
- AE. "Part-Time Flight Attendant" means a Flight Attendant, as defined in Paragraph R. of this Section, who is utilized to supplement the complement of Inter-island full-time Flight Attendants. Part-time Flight Attendants shall be utilized for flight, standby and airport reserve duty. Part-time Flight Attendants are limited to those who are on the Flight Attendants Seniority List as of September 1, 1977.
- AF. "Pay and Credit" or "Paid and Credited" means all pay and credit time provided for in this Agreement shall be included as part of a Flight Attendant's maximum pay for that month, including flight time pay and credit.
- AG. "Printed Daily Schedule" (Daily Flight Schedule) means a printed listing of the flights assigned to Flight Attendants each day and may include flights not appearing on timetables distributed to the general public. It shall include all provisions as specified in Paragraph F. of Section 11.
- AH. A "Probationary Flight Attendant" is one who has not completed her/his length of time as defined in Section 9. of this Agreement.
- AI. "Red Circle Days" or "Guaranteed Days Off (GDO)" are reserve days off that are not subject to change by the Company.
- AJ. "Released Flight Attendant" means a reserve Flight Attendant who is released from standby duty for the day by the Crew Scheduling Office.
- AK. "Reposition" means operation of DC-10/B767-300 aircraft in revenue service inter-island in order to position such aircraft to a neighbor island station (Hilo, Kona, Kahului, Lihue) for departure to a destination outside the Hawaiian Islands and to position such aircraft to Honolulu from a neighbor island station after arrival from a destination outside the Hawaiian Islands. There shall be no in-flight service on a repositioning flight segment.
- AL. "Re-Routing" means a scheduled round trip from a Flight Attendant's domicile of which some segments are canceled and substitute routing is implemented. The

HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT

SECTION 2: DEFINITIONS

round trip from such domicile must contain at least one segment under the original trip number(s) on the original routing.

AM. "Reserve Duty" means periods of time that a reserve Flight Attendant is available for assignment to open flying, airport reserve, or standby.

AN. "Rest Period" means a defined period of time, either at the Flight Attendant's domicile or at a hotel if out of domicile, free of all duty immediately prior to starting any duty with the Company and at the completion of any duty with the Company. An out of domicile rest period is further defined as time in the hotel (door to door) when a hotel is required, uninterrupted by the Company, except as provided in Section 7.D.2.b.(3).

AO. "Round Trip" means a series of trips originating at a Flight Attendant's domicile and terminating with the first landing at her/ his domicile.

AP. "Scheduled Trip" means a flight which appears on the timetable distributed by the Company to the general public, a Flight Attendant's published schedule, or the Daily Flight Schedule.

AQ. "Scheduling Policy" means a Company manual setting forth the objectives, procedures, and rules for the scheduling of Flight Attendants.

AR. "Segment" means the flight between any airport of departure and the point of first landing thereafter.

AS. "Standby Reserve Flight Attendant" means a reserve Flight Attendant who is legal to fly and who is assigned to Standby duty on the Daily Flight Schedule.

AT. "Substitution of equipment" means a substitution of type of aircraft from that scheduled according to the flight timetable schedule, a Flight Attendant's published schedule or from the Daily Flight Schedule.

AU. "Trainee" means an employee who is undergoing the initial Hawaiian Airlines Flight Attendant training program.

AV. "Trip" means the flight between the airport of departure and the last point reached under the same flight number.

AW. "Trip Hours" or "Time Away From Base (TAFB)" means all the time, scheduled or actual, whichever is greater, which elapses from the time a Flight Attendant reports to the airport at her/his domicile for duty, and shall continue until she/he is released from duty upon return to the airport at her/his domicile.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 2: DEFINITIONS

AX. "Trip Rig" shall mean those hours paid and credited to a Flight Attendant for scheduled (published) or actual trip hours, whichever is greater, at the rate of one (1) hour of pay and credit for each four (4) trip hours.

AY. "What she/he normally would have earned" means pay and credit which a Flight Attendant's schedule would have produced (actual or scheduled credited hours, whichever is greater) or what she/he actually flew in a duty period, whichever is greater. It is understood that this Paragraph includes pay as outlined in Paragraphs A., C.1., and C.3. of Section 3.

AZ. "Vacated Flight" means after all Flight Attendant positions have been scheduled or assigned on a flight and a position(s) is subsequently vacated for any reason.

BA. "Extended Range Flight" or "ER" is a flight segment that is eight or more hours.

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 2: DEFINITIONS

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