

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 30: BENEFITS

A. No Less Favorable Pass Policy

The pass policy applicable to Flight Attendants and their eligible family members shall be no less favorable than the pass policies for any other employee group in Hawaiian Airlines.

B. Travel Privileges While on Leave

1. When a Flight Attendant on parental leave of absence elects to utilize part or all of her/his accrued vacation benefits, she/he and her/his eligible family members shall be extended on-line and interline free and reduced rate transportation privileges in accordance with Company policy, interline reciprocal agreements and federal regulations during her/his vacation period.
2. A pregnant Flight Attendant and her eligible family members shall be extended on-line and interline free and reduced rate transportation privileges in accordance with Company policy, interline reciprocal agreements and federal regulations.
3. A Flight Attendant and her eligible family members shall be extended on-line and interline free and reduced rate transportation privileges in accordance with Company policy, interline reciprocal agreements and federal regulations for the first ninety (90) days of her additional personal leave following the expiration of her disability leave due to pregnancy.

C. Medical/Dental Services Requested by Company

Any medical or dental services requested by the Company shall be paid for in full by the Company.

D. Employee Cards

Company shall issue Flight Attendants employee cards which identify them as flight crew members and which shall enable them to obtain on-line passes and quarter-fare tickets at all Hawaiian Airlines ticket counters.

E. Insurance Benefits for Those Accepting Part-Time in Lieu of Furlough

The Company shall provide and pay for group insurance benefits for a period up to sixty (60) days for Flight Attendants who accept part-time status in lieu of a furlough.

F. Pass Policy

1. The Company and representatives of the Association and other employee groups shall review the current pass policies for the employees of Hawaiian Airlines and compare them with the policies currently in place at other airlines in order to develop a policy at Hawaiian Airlines that meets or exceeds current airline industry standards.

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2. The Company shall invite the comments and input from individual Flight Attendants during the review process by providing a suggestion box and appropriate forms at each base.
3. The Company and the Association agree that the essential elements of an improved and liberalized Hawaiian Airlines pass policy shall include, but shall not be limited to, the following:
 - a. an improved ticketing system which shall include issuance of passes and tickets for employees, dependents, siblings, and companions at each domicile, and a self ticketing procedure or similar system;
 - b. inclusion of employees' designated companions and siblings among those eligible for on-line and inter-line pass provisions;
 - c. aggressive negotiation of liberalized inter-line agreements; and
 - d. elimination of all service charges to the extent allowed by relevant Internal Revenue Code provisions.

G. Cabin Jump Seat Authority

1. Effective January 1, 1993, the Company shall restrict cabin jump seat authority on all Hawaiian Airlines aircraft to Flight Attendants on the Flight Attendant System Seniority List and to employees on Company business. The Company and the Association mutually agree that priority for assignment of cabin jump seats shall be as follows: first, Company employees traveling on Company business and then, if any jump seats are available, Flight Attendants on the System Seniority List in seniority order. The Company and the Association shall mutually agree on procedures for assignment of cabin jump seat authority.
2. Minimum Jumpseats
 - a. New A330/A350 aircraft delivered from the factory shall be provisioned with cabin jumpseats totaling two (2) greater than the standard crew complement in Section 7.C.2.b. of this agreement.
 - b. 787-9 aircraft shall be provisioned with a minimum of twelve (12) cabin jumpseats.
3. Reciprocal Jumpseat Program
The parties agree to develop reciprocal agreements with other airlines to allow Hawaiian Airlines flight attendants the ability to travel on those airlines on a space-available basis. Such travel on Hawaiian Airlines for flight attendants of the reciprocating airline will be restricted to available cabin passenger seats only.

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4. There shall be no weight and balance restriction from utilizing the Flight Attendant jumpseats for non-revenue travel on B717, A320 family, B737 family, A330, A350, and B787-9 aircraft operating interisland. In the event weight and balance restrictions limit an International flight operated by any aircraft such that not all cockpit and cabin jumpseats may be occupied, Flight Attendant seniority date shall be the date used for Flight Attendants to determine priority, compared to Hawaiian Airlines pilots, for being accommodated.

H. Emergency Travel

The highest priority shall be given to Flight Attendants for emergency travel.

I. Passes While on Leave of Absence

1. The Company agrees that Flight Attendants on any leave, shall be provided with unlimited on-line passes for the Flight Attendant (and her/his eligible dependents/family members) while on leave, regardless of pay status, for one (1) year.
2. Flight Attendants on Medical or Occupational leave shall be provided with unlimited on-line passes for the Flight Attendant (and her/his eligible dependents/family members), for the duration of their leave, regardless of pay status. The Company may request the Flight Attendant to provide her/his doctor's clearance prior to such travel.
3. A Flight Attendant on a leave of absence, as well as her/his eligible dependents, shall be permitted to travel on interline passes in accordance with interline reciprocal agreements. The Company agrees to seek to amend all existing interline agreements to permit reduced rate travel for the first ninety (90) days of a leave of absence.
4. The Company shall waive the restrictions set forth in subparagraph 1. above if, during a Flight Attendant's leave of absence, the Company determines that verifiable, bona fide circumstances have arisen which would reasonably require that the Flight Attendant and/or her/his eligible dependents be allowed to utilize her/his pass privileges.

J. Health

1. For routes to foreign destinations, the Company will address health concerns which include lists of qualified medical providers in the area and advisories as to insurance coverage and payment for services. Additionally, the Company will designate service providers and pay for any inoculations/vaccinations required or recommended by the U.S. Centers for Disease Control if the Flight Attendant elects to receive such inoculations/vaccinations.

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2. Flight Attendants who become ill or injured while away at foreign destinations will receive necessary medical attention. The Company shall pay any up-front costs for such medical attention and the Flight Attendant will reimburse the Company any payments that are subsequently reimbursed by the Flight Attendant's insurance plan or that the Flight Attendant would have been responsible for under her/his insurance plan.
3. The Company will maintain a system for communicating information relevant to J.1. and J.2. above to the Flight Attendant group.

K. Employee Credit Cards

1. After one year of employment, the Company will provide Flight Attendants, upon request, with Hawaiian Miles credit cards. The type of card available will be dependent on the employee's credit rating and normal charges for such cards will apply.
2. Flight Attendants who wish to receive a card should complete an application form available through Inflight and submit the completed application to Inflight. All applications will be processed through the Marketing Department to ensure prompt handling.

L. Taxation of Benefits

Upon passage of legislation which causes employee fringe benefits to be taxed, the Company and the Association shall meet under the provisions of the Railway Labor Act to consider and exercise their best efforts to effectuate reallocation of the monetary equivalent of the benefits affected, except free and reduced rate transportation.