

**HAWAIIAN AIRLINES
2020 FLIGHT ATTENDANT AGREEMENT**

SECTION 34-22: RETIREE HEALTH REIMBURSEMENT ARRANGEMENT

LETTER OF AGREEMENT

between

HAWAIIAN AIRLINES, INC.

and

THE FLIGHT ATTENDANTS

in the service of

HAWAIIAN AIRLINES, INC.

as represented by

THE ASSOCIATION OF FLIGHT ATTENDANTS–CWA, AFL-CIO

Retiree Health Reimbursement Arrangement

THIS LETTER OF AGREEMENT is made and entered into in accordance with the Railway Labor Act, as amended, by and between Hawaiian Airlines, Inc., hereinafter referred to as the “Company,” and the Flight Attendants in the Service of Hawaiian Airlines, Inc., as represented by the Association of Flight Attendants–CWA, AFL-CIO, hereinafter referred to as the “Association,” and jointly, hereinafter referred to as the “Parties.”

WHEREAS, in the recently concluded contract negotiations, the Company and the Association agreed to create a Retiree Health Reimbursement Arrangement (RHRA) Plan.

WHEREAS, This Letter of Agreement hereby supersedes and replaces Section 33.L. of the Tentative Agreement dated/initialed on March 20, 2020.

NOW, THEREFORE, the Parties agree as follows:

1. The Company will credit the following dollar amounts into an individual Retiree Health Reimbursement Arrangement (RHRA) for eligible Flight Attendants who terminate employment between January 1, 2017 and April 2, 2025. Flight Attendants will receive the applicable credit according to their Years of Service (YOS) as a Flight Attendant threshold at the effective date of their retirement:

Years of Service (YOS) Requirement	<u>Credit</u>
30 – 35 YOS	\$ 10,000
35+ - 40 YOS	\$ 20,000
40+ YOS	\$ 30,000

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2. The Company and AFA agree to the following provisions of the RHRA:
- a. The RHRA Plan will be sponsored by the Company. Company will be responsible for maintaining the plan document and ERISA compliance, and for appropriate reporting and cost accounting using actuarial assumptions determined by the Company. The Company will select and pay the fees of the third party administrator and all other operating costs of the RHRA Plan.
 - b. The amounts listed in the table in 1., above, will be credited to individual accounts and are not transferable or pooled, except that, if the eligible Flight Attendant dies while a participant in the Plan with an eligible dependent or spouse, his or her HRA Account shall transfer to the eligible dependent or spouse who shall then become a “participant” until he or she dies or ceases to be an eligible dependent. RHRA credits are not taxable and do not count as compensation for any other purpose under the Contract or 401(k) plan. Flight Attendants who terminate or retire with less than 30 Years of Service, or who retire after April 2, 2025, will not receive a credit pursuant to this LOA.
 - c. The RHRA is intended to be used to pay for medical insurance or medical expenses in retirement before Medicare is available or as a supplement to Medicare. The RHRA is not a savings or retirement income account and cannot be used for anything other than medical care as defined in Code section 213(d).
 - d. The Plan shall remain in effect until the later of April 3, 2025, or when all RHRA Accounts of all Participants and their Eligible Dependents/Spouses are exhausted.
 - e. No changes will be made to the plan provisions without first negotiating those changes with the Association. If any provision in the Summary Plan Description and Plan Document for Hawaiian Airlines Flight Attendants Retire Health Reimbursement Arrangement, attached as Exhibit A., conflicts with this LOA, this LOA controls.

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IN WITNESS WHEREOF, the parties hereto have adopted and executed this Letter of Agreement this 30th day of July, 2020.

For the ASSOCIATION OF FLIGHT ATTENDANTS

For HAWAIIAN AIRLINES

/S/

Sara Nelson
International President

DocuSigned by:

Joni Kashiwai

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Joni Kashiwai
MEC President

DocuSigned by:

Diana Huihui

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Diana Huihui
Chairperson, Negotiating Committee

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Sharon Soper

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Sharon Soper
Member, Negotiating Committee

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Ka'imi Lee

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Member, Negotiating Committee

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Martin Gusman

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Jeff Fuke

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Jeff Fuke
Member, Negotiating Committee

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Paula Mastrangelo

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Sr. Staff Negotiator

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Justin Doane

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Justin Doane
Vice President, Labor Relations

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Vice President, In-Flight Services

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Sr. Contract Administrator

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