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

IN-FLIGHT COMMUTER POLICY

THIS AGREEMENT is made and entered into in accordance with the provisions of 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 the Company, as represented by the ASSOCIATION OF FLIGHT ATTENDANTS- CWA, AFL-CIO (hereinafter referred to as the "Union").

Effective November 1, 2020

This policy is intended to protect a registered Flight Attendant commuter from a performance infraction if she/he is unable to report for duty in Base after complying with the procedures listed herein. Once registered with In-Flight Management as a commuter, the Flight Attendant is responsible for reporting to assignments, training and other mandatory meetings with Company management in a timely manner. The following provisions are not intended to relieve Flight Attendants of this responsibility and is also not intended to be used as a method of dropping a pairing.

Registered Commuter Flight Attendants may voluntarily choose to utilize, or not utilize, the provisions and protections contained in this Commuter Policy. This policy applies to commuting on any scheduled air service flight.

Commuters are also not exempt from the Company's carry-on baggage policy which is monitored by the FAA. Operating Crewmembers may carry 3 bags onboard. Commuting Crewmembers are limited to 2 bags (or the TSA allowable maximum, if greater) as are our guests.

Registered Flight Attendant Commuter City

If a Flight Attendant is living in a city other than her/his designated domicile, and chooses to utilize this Commuter Policy, she/he must designate an airport as her/his "registered commuter city" with In-Flight Management and such designation will extend to all airports in that metropolitan area (e.g. A Flight Attendant living in NYC could designate JFK as the registered commuter airport and could commute from any airport within a 100 mile radius, i.e. EWR, LGA).

Flight Listing

If the Flight Attendant commuter is commuting on Hawaiian Airlines, she/he will be required to list for a primary flight and identify a back-up flight with seat(s) available no more than seven (7) days prior to the scheduled departure time of each flight. The flights must be scheduled to have the Flight Attendant arrive in domicile at least thirty (30) minutes prior to report time.

If the Flight Attendant is commuting on an airline other than Hawaiian Airlines, she or he is required to list on a primary and back-up flight with available seat(s). An example of documentation of available seats would be a "screenshot" of seat(s) available for sale on the flight. The flights must be scheduled to have the Flight Attendant arrive in domicile at least thirty (30) minutes prior to report time.

Multi-Flight Commuting: A Flight Attendant may elect to designate a multi-flight routing (e.g. RDU-CLT-LAX) as either a primary or back-up "flight" under this provision.

The cabin jumpseat, if available, may be utilized as the Flight Attendant commuter's primary flight but may not be considered as her/his back-up flight.

A Flight Attendant commuter is not required to list if she/he has purchased and provided proof of a passenger ticket.

Notification Requirements

The Flight Attendant commuter must notify Crew Scheduling if she/he was unable to commute on the primary flight.

The Flight Attendant commuter must notify Crew Scheduling immediately if she/he was unable to commute on the back-up flight.

If the Flight Attendant commuter's flights are significantly delayed and the revised scheduled arrival into Base is within 30 min prior to the Flight Attendant's Report Time, she/he must contact Crew Scheduling to advise of the delay and anticipated arrival into domicile. The Flight Attendant commuter must be on the aircraft for passenger boarding for the flight she/he is working. If a Flight Attendant fails to report to the aircraft for boarding, the Company may elect to not allow the Flight Attendant to take the trip. The Flight Attendant is still responsible for ensuring that the emergency equipment checks are completed.

Documentation in the event of a Commuting Failure

The Flight Attendant commuter must provide documentation to substantiate listing and standing by at the airport for two (2) available flights within seven (7) days after she/he is not able to make assigned check-in in order to be protected from a dependability infraction (missed trip / late sign-in). One of the following will be required to document both the primary and back-up flights.

1. Standby list (printed standby list from CS agent, picture of final stand-by list); or
2. Email listing confirmation and proof that she/he was at the airport (picture from gate; or boarding pass printed from airport)
3. Company may accept other forms of documentation

Re-joining Trip / Pay

If a Flight Attendant commuter arrives in time to report to the aircraft for passenger boarding, she/he will remain on the trip and will not be replaced by a Reserve. However, a Flight Attendant who is more than fifteen (15) minutes late checking in for a foreign destination flight requiring a General Declaration (Gen Dec) may be replaced or kept on the flight, at the company's discretion.

The lost time may be removed from the Flight Attendant's schedule and she/he may elect to have the days unblocked and pick up open flying through applicable open flying processes.

1. If a Flight Attendant commuter has a Neighbor Island pairing, and was replaced by a Reserve, she/he may rejoin the pairing on its return to the domicile and will replace the Reserve Flight Attendant who was assigned the pairing.

A Flight Attendant shall not receive pay or credit for time missed. A Flight Attendant will be paid and credited for work performed.

Corrective Action Protection

This Commuter Policy protects the Flight Attendant commuter from corrective action if a circumstance is beyond their control. The excusable incidents are:

1. Weather delay or cancellation of flight(s)
2. Mechanical delay or cancellation of flight(s)
3. Unforeseen significant event (e.g. airport security breach, weight restriction denial, broken jetway, gate-hold, etc.)
4. Management may approve additional circumstances

A Flight Attendant who uses this Commuter Policy will not incur an infraction for the first three (3) occasions in a rolling 12-month period.

If a Flight Attendant experiences a commuting failure and it is not covered under this Commuter Policy (either the Flight Attendant did not comply with this Policy or has exceeded the number of allowable commuting failures in a 12-month period), then the failure will be handled in accordance with the Progressive Discipline Policy.

Eligibility to Use the Commuter Policy

Flight Attendants on Probation are not eligible to utilize the Commuter Policy.

AFA's

Commuter Policy

Available to FAs who do not live in base

- FA must register
  - Designate a commuter airport city
  - Can use all airports w/in 100 mi (NYC: JFK, EWN, LGA)
- Use/ Not use policy on grouping basis
  - i.e. not bound by restrictions if you do not want to be
- Commute on any scheduled air service, not just HA
- Multi-flight Commuting: considered 1 flight (RDU-CLT-LAX) for primary and back-up

Commuting on HA

- Need 2 flight options that will get into base 30 min prior to report time
- Flights must have seats available w/in 7 days of grouping departure date
  - List on primary flight (can be jumpseat)
  - Have back-up flight (not a jumpseat)
- Company can verify ‘seats available’ w/in 7 days of grouping departure date

Commuting on NON-HA Flight

- Need 2 flight options that will get into base 30 min prior to report time
- Flights must have seats available w/in 7 days of grouping departure date
  - Primary flight (can be jumpseat)
  - Back-up flight (cannot be a jumpseat)
- Example of ‘available seats’: screenshot of seats for sale on airline website

COMMUTING FAILURE

NOTIFICATION REQUIREMENTS: day of

- FA must notify CS if unable to commute on primary flight
- FA must notify CS if unable to commute on back-up flight
- If significant delay in flight – will not arrive w/in 30 min of Report Time, FA must notify CS of delay/anticipated arrival

COMMUTING FAILURE: Documentation

DOCUMENTATION: Commuting Failure

1. Standby List (printed from agent, pic of final list; boarding pass
2. Email listing confirmation + proof of presence at airport (gate pic)
3. Company may accept other forms of documentation
4. Pic of flight with available seats to sell

No discipline will result for first 3 Commuting Failures in rolling 12 mos

DELAYED ARRIVAL:

What happens?

Delayed Arrival: ability to stay on grouping

- Interisland or International/ Non Gen Dec
  - FA must be on a/c for pax boarding
  - Responsible for ensuring EE checks are complete
  - If FA not on a/c for boarding, CS may replace FA at CS discretion
- International Grouping w/ Gen Dec
  - FA > 15 min late to check-in may be replaced or kept on the flight at CS discretion
- Take the Flight and no loss of pay; no discipline

COMMUTING FAILURE: Recoup Flying

FA Options if missed trip

1. Lost flying removed from FA's schedule

2. FA may elect to have days unblocked and pick up open flying through applicable open flying process

3. INTERISLAND EXCEPTION

   If FA was replaced by a Reserve, FA may rejoin pairing on its return to domicile and replace Reserve

   FA will only receive pay/credit for work performed

COMMUTING FAILURE: Discipline

Corrective Action Protection

1. Protects FA for first 3 failures in rolling 12 mos

2. For Circumstances beyond control:
   - Weather delay/ cancellation
   - Mechanical delay/ cancellation
   - Unforeseen event (e.g. airport security breach, weight restriction denial, broken jetway, gate-hold, etc)
   - Ability to approve other circumstances

3. Must present documentation to ????