



August 31, 2020

Aloha All,

I'm sure most of you have had the opportunity to see the message sent from Peter Ingram earlier today. We all agree this is an incredibly difficult time for our company, and we are dealing with issues none of us would have ever imagined. We are not alone in our current reality. Our peers on the mainland are laying off many thousands of employees. Many of us have friends and family who have been impacted.

As you know, in an effort to minimize the involuntary impact on our Flight Attendants we have offered VEOPS and 16.L leaves. Originally, when the number of leaves were published, we capped the number of six month leaves at twenty. Due to the overwhelming demand for these leaves and in light of the latest changes in the likely opening date of the state for tourism, we agreed with AFA that we would uncapped all the categories in order to honor the offset request of every Flight Attendant who bid. In doing so, we were able to grant the leave requests of those 113 Flight Attendants which will offset the involuntary furlough of other Flight Attendants.

As a result of the feedback that resulted from this rapidly changing situation, we have agreed that we will:

- Re-open the VEOP for 7 days, beginning on 9/1 - 9/7, with a 2-day rescission period following (9/8 - 9/9).
- Re-post the 16.L leaves, which will run concurrent with the VEOP posting for 9 days. The number of leaves will be un-capped.
- Re-post 16.L Low Time leaves. The cap will be 14.

All previously awarded VEOPs and 16.L awards will not be changed, unless a FA who was awarded a 16.L leave of any kind, wishes to apply for a VEOP, or anyone who bid for a 6 or a 12 month leave wants to bid for a longer leave.

If you did not originally bid for a 6-month leave and bid a 12-month leave because you didn't think you could hold the 6-month leave based on the cap, but would have bid for a 6-month leave had you known that availability was uncapped, please send an email to [fapbs@hawaiianair.com](mailto:fapbs@hawaiianair.com) by September 8, 2020. Those requests will be awarded if the number does not disproportionately erode the total number of 12 month leaves, and if awarded, will be processed in seniority order.

I truly hate that we are having to do any of this, and involuntarily furloughing employees is something I never thought we would see at Hawaiian. It is so heartening however, to see the enormous number of our more senior Flight Attendants who have volunteered to take either an Early Out, or an extended leave in order to protect a junior Flight Attendant from being involuntarily furloughed. It is a strong reminder of how truly amazing all of you are, and how honored I am to work with all of you.

In addition, we are continuing to monitor the progress of the Payroll Support Program (PSP) when Congress reconvenes after Labor Day. As Peter shared earlier, we would welcome the opportunity to keep our team intact through March of next year. If that were to happen, we would adjust our plans and reduce the scale of our workforce downsizing. Please stay tuned for more updates as that process continues.

Mahalo nui,

Robin Sparling  
Vice President, In-Flight Services