

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

A. Reserve Categories

1. "Reserve" means a Flight Attendant who is awarded a Reserve run and performs Reserve duty in both International and Interisland operations. A Reserve may only be assigned flights in one (1) operation within a single duty period. A Reserve, when flying in either operation, will follow the respective rules and pay for that operation with the following exceptions:
 - a. Exceeding seven (7) hours flying time in twenty-four (24) hours (Section 7.D.1.c.) will not apply when a Reserve is assigned to fly an International grouping.
 - b. The thirty (30) hours duty limitation during any seven (7) consecutive days (Section 7.C.3.a.) will not apply and Reserves shall not be scheduled to fly in excess of thirty-five (35) hours during any seven (7) consecutive days.
 - c. Twelve (12) hours domicile rest following a grouping will apply for a Reserve unless more rest is required before and/or after an International grouping (e.g., Sections 7.D.2. and 7.F.2.b.(6)).
2. "Airport Reserve" means a Reserve Flight Attendant who is assigned to duty at the airport without a specific flight assignment for the purpose of covering an International grouping in order to prevent a delay. An Airport Reserve may be assigned to an inter-island flight only after the Interisland Airport Reserves have been assigned.
3. "Interisland Airport Reserve" means a Flight Attendant who has been awarded, picked up, or been assigned to an Interisland Airport Reserve Desk grouping for a specific period of time to cover an Interisland flight(s) in order to prevent a delay.
4. "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. All such Flight Attendants shall be listed on the Daily Flight Schedule in their callout order together with their assigned Standby coverage periods, including the specific times such periods will begin and end.

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

B. Reserve Monthly Maximums

1. Reserves

a. Eighty-five (85) credited hours will constitute the monthly maximum for a Reserve on her/his Reserve duty days. Such Reserve shall have the option of extending her/his monthly maximum credited hours to ninety-five (95) hours/ one hundred (100) hours on her/his Reserve duty days.

b. A Reserve Flight Attendant may voluntarily exceed eighty-five (85) or ninety-five (95) credited hours by picking up additional flying from another Flight Attendant or Open Time on a red circle day(s) off. Such flying shall be paid and credited over and above the greater of her/his monthly guarantee or her/his monthly credited hours. If the red circle day off is preceded by a day of Reserve duty, the Reserve Flight Attendant shall not be permitted to pick up a trip that reports prior to 1200. However, if the red circle day off is preceded by another day off (red circle or non-red circle), the Reserve Flight Attendant shall be permitted to pick up any grouping which does not conflict with her/his next scheduled day of Reserve availability (a day of Reserve availability begins at 0001 LDT). If picking up a grouping causes the Reserve to be scheduled for more than six (6) consecutive days of work, she/he will be deemed to have waived her/his entitlement to one (1) calendar day off in that seven (7) or more consecutive day period. Such Flight Attendant shall be ineligible for the compensation provisions of Section 7.G. (double pay) for any hours over ninety-five (95) and she/he shall be required to maintain her/his minimum days off in accordance with Section 7.H.1. Further, such Flight Attendant shall not be eligible for the trip(s) dropping provisions in Section 7.B.3., and will be expected to remain available to complete all such flying.

2. On Reserve duty days, Reserve Flight Attendants shall be scheduled or assigned in such a manner as to afford them, in order of seniority, an opportunity to be credited as close to the maximum as possible, unless she/he has indicated

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

otherwise in accordance with Section 8.C.2. (e.g.- “call me last”). Upon reaching their monthly maximum, Reserves are released from further Reserve duty for the month, unless they are willing to voluntarily exceed the maximum and the Company determines they are needed to fly more time. Reserves who desire not to exceed 85 hours, or who wish to call out of time after exceeding 85 hours, must notify Crew Scheduling no later than 0900 the day prior to her/his duty day. Such notification may be by phone call or fax. However, fax notification must be followed-up by a phone call.

C. Assigning of Open Flying to Reserve Flight Attendants

1. Reserve Flight Attendants will be assigned to open flying on a daily basis in order of seniority and according to their individual preferences as provided in Section 12.N.2.e.
2. Reserves may specify the following preferences: AM/PM, Standby, Standby Release, Interisland, International, Airport Reserve, specific groupings, call me first and call me last. These preferences will be honored, when possible, according to seniority.

D. Reserve Duty At The Airport

1. Interisland Airport Reserve Desk Flight Attendant
 - a. The Company will have Flight Attendants on Reserve duty at the airport to cover vacated trips and disruptions in the flight schedule. An Interisland Airport Reserve Desk Flight Attendant will not be utilized unless the Crew Scheduling Office is unable to assign the vacated trips to a Standby Reserve Flight Attendant in time to make the flight, except when the trip is vacated for a drug/alcohol test. The names of Interisland Airport Reserve Desk Flight Attendants and the periods of their Reserve duty will be printed on the Daily Flight Schedule and shall cover a whole flight day schedule.
 - b. Interisland Airport Reserve Desk Flight Attendants will be assigned flights as provided in Paragraph 7.K.1.e. in order of inverse seniority.

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

- c. There shall be a minimum of two (2) Interisland Airport Reserve Desk groupings scheduled per day and a minimum of two (2) Flight Attendants scheduled for each grouping. Interisland Airport Reserve Desk groupings and the Flight Attendants assigned to such groupings shall be printed on the Daily Flight Schedule. Interisland Airport Reserve Desk duty shall not be assigned to any Flight Attendant printed on the Daily Flight Schedule. This shall not preclude Crew Scheduling from assigning a Standby Flight Attendant to a vacated grouping of Interisland Airport Reserve Desk duty.
- d. Flight Attendants who have been assigned Interisland Airport Reserve Desk will not be used to cover International flying.

2. Airport Reserve Flight Attendants

- a. The Company may schedule Reserve Flight Attendants to Airport Reserve duty. Such duty shall be scheduled for four (4) hours from report to release. The duty periods, along with the names of the Reserves assigned to such duty shall be printed on the Daily Flight Schedule. Nothing herein shall restrict Crew Scheduling's ability to replace an Airport Reserve with a Standby Reserve.
- b. Duty time for an Airport Reserve shall begin upon scheduled report time at the airport and will continue until the scheduled report time of an assigned grouping/trip, the actual time of assignment to a delayed grouping/trip, or until released for the applicable domicile rest provided in Section 7. However, if an Airport Reserve is assigned a grouping that is scheduled to report prior to her initial report time at the airport, she shall begin accruing duty time as if she reported for that grouping. The combined duty time for Airport Reserve and an assigned trip shall not exceed fourteen (14) hours (twelve (12) hours if assigned in the interisland operation).
- c. If there are two (2) or more Airport Reserves on duty, and a flight assignment becomes available, it shall be assigned as follows:

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

- (1) Flight Attendant is legal for the assignment.
 - (2) All legal Flight Attendants will be offered the assignment in seniority order, and assigned in inverse seniority order.
 - (3) If there are multiple Airport Reserve periods (e.g. 1000, 1100, 1300) then the assignments will be done on a "first in, first out" basis, to the Airport Reserves who are legal for the assignment.
- d. If an Airport Reserve is assigned a grouping, such grouping must be scheduled to depart no later than six (6) hours from the commencement of the Airport Reserve duty.
 - e. An Airport Reserve Flight Attendant will not be utilized unless the Crew Scheduling Office is unable to assign the vacated grouping to a Standby Reserve Flight Attendant in time to make the flight.
 - f. Airport Reserves may be assigned to an inter-island flight only after the Interisland Airport Reserves have been assigned. Once assigned to an operation the Airport Reserve must finish the day in that operation. The only exception to this rule is the Airport Reserve may be given a boarding assignment in either operation.
3. Airport Reserve Coverage for Augmented Flights

The Company, at its option, shall schedule no more than one (1) Reserve Flight Attendant to Reserve duty at the airport to cover an augmented flight. The Reserve Flight Attendant, her/his period of Airport Reserve duty and the flight she/he is covering shall be printed on the Daily Schedule. An Airport Reserve Flight Attendant's duty period shall be four (4) hours, beginning at the time the augmented crew is scheduled to check in. Such Reserve Flight Attendant may be placed only on the augmented flight if necessary to keep the flight augmented.

E. Standby Reserve Flight Attendants

1. A Standby Reserve Flight Attendant shall be on call for flight or Airport Reserve duty only during her/his scheduled

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

Standby coverage period and shall be prepared to report for such duty within a reasonable time not to exceed three (3) hours (two (2) hours Honolulu domicile for interisland groupings only) after receiving notice for such duty. A Standby Reserve Flight Attendant shall be reasonably available to be called for an assignment during her/his scheduled Standby period but shall not be required to Standby at home during these hours providing the Flight Attendant keeps Crew Scheduling advised of her/his contact number or whereabouts.

2. A Standby Reserve Flight Attendant will not be assigned to a duty period unless such duty period commences within two (2) hours after the end of the Standby period. Once a Standby Reserve Flight Attendant is assigned to a duty period, she/he is released from further Standby duty that day. However, if the company is able to make positive contact with the flight attendant (not a message or the like), the Company may change her/his assignment provided that the new assignment is within the same operation (Interisland or International) as the original assignment.
3. Should a Standby Reserve Flight Attendant not be at her/his listed telephone number, she/he will keep the Crew Scheduling Office advised of her/his contact number and be prepared to report for flight duty as provided in Paragraph E.1. above.
4. Standby Duty Limits
 - a. A Reserve's Standby period will not exceed a maximum of twelve (12) hours. If a Flight Attendant is not assigned to a duty period during her/his Standby period, she/he will be free from all duty for a period of twelve (12) hours.
5. The Company shall ensure adequate Standby coverage to protect the integrity of the operation.
6. Order of Standby Callout Assignments

The following factors will be considered when assigning Standby Reserve Flight Attendants to groupings: preferences in order of seniority (AM, PM, call me first, call me last,

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 8: RESERVES

International only, Interisland only), days of availability, days off.

7. Once a Standby Reserve Flight Attendant has been assigned to duty, she/he shall be considered "assigned" as provided in Section 3, Paragraph T.
8. A Standby Reserve Flight Attendant may, when operationally practical, be released from duty for a period of time for the purpose of conducting personal matters. Once it is determined that a Standby Reserve Flight Attendant is no longer required, she/he will be released for the day.

F. Days Off in Domicile

A Reserve Flight Attendant shall have a minimum of twelve (12) calendar days off each month at her/his domicile.

1. Subsequent to receiving her/his bid award, a Reserve Flight Attendant, at her/his sole option, may waive her/his minimum days off down to six (6) days off per month.
2. All scheduled periods free from duty (days off) shall be at the Reserve Flight Attendant's domicile unless otherwise requested by the Flight Attendant.
3. Additionally a minimum of eight (8) days off will be considered red circle days off and will not be subject to change by the Company. Red circle days off will be bid and awarded in patterns of 2/2/2/2, 2/2/4, 2/3/3, 3/5, 4/4, 2/6 or 8. A Reserve Flight Attendant is not subject to recall on her/his red circle days off unless she/he volunteers for recall.
4. Non-red circle days off may be changed by Crew Scheduling as a last resort, provided the Flight Attendant is given notice of the change by noon of the previous day. When such a change occurs the Flight Attendant will be given another day off in return and, if possible, it will be a day off of her/his preference. This day off will then become an additional red circle day off. A Reserve Flight Attendant who is not given notice by noon of the previous day shall be guaranteed pay and credit for not less than four (4) hours as provided in Section 7.I.

HAWAIIAN AIRLINES FLIGHT ATTENDANT AGREEMENT

SECTION 8: RESERVES

- G. Reserve Flight Attendants on a break between Interisland flight assignments shall notify Crew Scheduling if they are going to leave the Flight Attendant Lounge.
- H. Reserve Flight Attendants shall check out with Crew Scheduling at the end of their duty period.

Prorated Reserve Days Off Table

30 DAY MONTH				31 DAY MONTH				REDUCED BLOCK		
ABS	OFF	GDO	RES	ABS	OFF	GDO	RES	ABS	GDO	RES
0	12	8	18	0	12	8	19	0	4	9
1	12	8	17	1	12	8	18	1	4	9
2	12	8	16	2	12	8	17	2	4	9
3	12	8	15	3	12	8	16	3	4	8
4	11	8	15	4	11	8	16	4	4	7
5	11	7	14	5	11	8	15	5	3	6
6	10	7	14	6	10	7	15	6	3	6
7	10	7	13	7	10	7	14	7	3	5
8	10	7	12	8	10	7	13	8	2	4
9	9	6	12	9	9	7	13	9	2	3
10	9	6	11	10	9	6	12	10	2	3
11	8	6	11	11	8	6	12	11	2	2
12	8	6	10	12	8	6	11	12	1	1
13	7	5	10	13	8	5	10	13	0	0
14	7	5	9	14	7	5	10			
15	7	5	8	15	7	5	9			
16	6	5	8	16	6	5	9			
17	6	4	7	17	6	4	8			
18	5	4	7	18	6	4	7			
19	5	4	6	19	5	4	7			
20	5	3	5	20	5	4	6			
21	4	3	5	21	4	3	6			
22	4	3	4	22	4	3	5			
23	3	3	4	23	4	3	4			
24	3	2	3	24	3	3	4			
25	3	2	2	25	3	2	3			
26	2	2	2	26	2	2	3			
27	2	2	1	27	2	2	2			
28	1	1	1	28	2	2	1			
29	1	1	0	29	1	1	1			
30	0	0	0	30	1	1	0			
				31	0	0	0			

ABS = ABSENCE
 OFF = DAYS OFF
 GDO= GUARANTEED DAY OFF
 RES = RESERVE WORKDAY