

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 34-14: LETTERS OF AGREEMENT

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

LANGUAGE QUALIFIED FLIGHT ATTENDANTS FOR ASIA

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, Hawaiian Airlines, Inc. is expanding its service to Asia; and

WHEREAS, the Company desires to increase Flight Attendant language positions on flights to these destinations from two (2) to three (3); and

WHEREAS, the Association of Flight Attendants recognizes that providing Language Qualified Flight Attendants on these flights will enhance and contribute to the success of the service;

NOW THEREFORE, the parties agree as follows:

A. The Company may designate three (3) Language Qualified Flight Attendant positions on flights/groupings operating on all routes to and from Asia, with the exception of MNL. The three (3) shall consist of one (1) Lead Language and two (2) Service Language positions as provided in Section 10.M.2 of the Flight Attendant Agreement.

1. The Lead Language position will be a designated position in business class and shall not be the First Flight Attendant (FFA).

2. The two (2) Service Language positions will be in the coach cabin, one (1) in each aisle, to be selected by seniority during briefing, and shall not be the coach galley position unless there are more than two (2) Service Language Flight Attendants in the coach cabin.

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B. The crew to load staffing provisions as provided in Section 7 and Section 10 of the Agreement shall not apply to these destinations. However, after the agreed A330-200 crew to load provisions (i.e.- revenue load factor of 90% or greater) shall apply to such ER flights operated on the A330-200.

C. In the event less than three (3) Language Qualified Flight Attendants are assigned to a flight the following shall apply:

1. The Lead Language Flight Attendant position will be in business class and the Service Language Flight Attendant in an aisle position in coach.

2. When no Lead Language Flight Attendant is assigned at check-in, the position will be offered to those Service Language Flight Attendants on the grouping in seniority order and assigned in inverse seniority.

D. The following procedure will be used for filling language positions:

1. Language positions shall be posted for bidding; one (1) Lead, and two (2) Service positions on each affected grouping. Awards will be in seniority order, and assignments in inverse seniority order.

2. Language positions not awarded or assigned after PBS bidding will be posted with open time and will be available for trade or pickup by any Language Qualified Flight Attendant qualified for the position. Open Language positions will be awarded by seniority at 1800 each day in accordance with the procedures of Section 12.N.2.a. An open Language position will cease to be available for trade or pickup thirty (30) hours prior to the date of departure.

3. If at 30 (thirty) hours prior to the date of departure there are unfilled Language positions, those positions may then be assigned in the following order:

Assignment Order:

a. First, to Language Qualified Bid Flight Attendants with a request on file through Trip Request, in seniority order;

b. Then, to Language Qualified Reserve Flight Attendants with a request on file through Trip Request, in seniority order;

c. Then to Language Qualified Reserve Flight Attendants;

d. Then to non-Language Qualified Bid Flight Attendants with a request on file through Trip Request, in seniority order;

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e. Then to non-Language Qualified Reserve Flight Attendants with a request on file through Trip Request, in seniority order;

f. Then to non-Language Qualified Reserve Flight Attendants.

E. Dropping and Trading Language Assignments.

Language Qualified Flight Attendants may only drop and/or trade Language assignments/groupings with another Language Qualified Flight Attendant qualified in the language required for the position. Furthermore, Lead Language positions may only be dropped and/or traded with another Lead Language Qualified Flight Attendant. Trades for Language assignments must comply with Sections 12.O.1.b. and 12.A. of the Agreement.

F. Language compensation shall be based on pay and credit for the grouping.

G. Flight Attendants who are Language Qualified in the appropriate language and who are able to hold the appropriate international trip outside of the designated language positions shall be eligible for language pay of \$1.00 per credited block hour.

H. The Company and the Association agree to review on an ongoing basis, all aspects of this Language Qualified Flight Attendants For Asia Letter of Agreement with the intention to resolve issues and problems that may arise.

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IN WITNESS WHEREOF the parties have signed this LANGUAGE QUALIFIED FLIGHT ATTENDANTS FOR ASIA letter of agreement this 18th day of April, 2012.

FOR HAWAIIAN AIRLINES, INC.:

FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO:

Louis Saint-Cyr
Vice President-Inflight Services

Veda Shook
International President

Karen Berry
Vice President-Labor and Employee
Relations

Sharon Soper
MEC President

Kalani Sloat
Senior Contract Administrator- Flight
and Inflight

Diana Huihui
Negotiating Committee Chairperson

Colin Beard
Director of Crew Planning

Scott Akau
Negotiating Committee

Ka'imi Lee
Negotiating Committee

Mark L. Littleton
Sr. Staff Negotiator