

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 34-12: 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**

PREFERENTIAL BIDDING SYSTEM (PBS)
for
HAWAIIAN AIRLINES FLIGHT ATTENDANTS

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").

THE PARTIES hereby agree as follows:

- A. The Association agrees to NavTech as the new product for PBS. Such product must comply with all contractual parameters and other agreed upon parameters. The PBS system may be programmed to build partial lines after all regular bid lines have been built, as long as this does not restrict a Flight Attendant's ability to bid for days off based upon her/his seniority. Prior to final implementation of the NavTech product, the Union must sign off on the product and such sign off will not be unreasonably withheld. During parallel bidding pay protection and scheduling will be based on SBS awards.
- B. The Company agrees that any new PBS system purchased will address the recurring seniority violations. In addition the new system will build partial lines (reserve lines with projected trips) for reserve Flight Attendants.
- C. The Company agrees to add NavTech Real Time Trade/Pick-Up Board to the PBS system.

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- D. Following implementation of the NavTech product, the Company may reduce the AFA PBS Representative to half-time if the work allows for said reduction.


IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement as of this 23rd day of March, 2011.

FOR HAWAIIAN AIRLINES, INC.

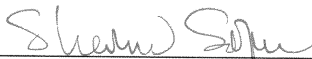
FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO



Louis Saint-Cyr
Vice President-Inflight Services




Veda Shook
International President



Sharon Soper
MEC President



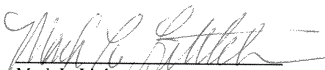
Diana Huihui
Negotiating Committee Chairperson



Scott Akau
Negotiating Committee



Ka'imi Lee
Negotiating Committee



Mark L. Littleton
Sr. Staff Negotiator