

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 25: ASSOCIATION MEMBERSHIP & DUES CHECK-OFF

- A. Subject to the pertinent provisions of the Railway Labor Act, as amended, it is agreed that as a condition of continued employment all the Flight Attendants presently in the employ of Hawaiian Airlines, Inc., shall become members of the Association within sixty (60) days after the execution of this Agreement. Newly employed Flight Attendants shall make application for membership in the Association within sixty (60) days after the date of their employment and shall be admitted to membership in the Association upon expiration of their probationary period as defined in Section 9 of this Agreement. All Flight Attendants who become members of the Association shall maintain such membership in accordance with the Association's Constitution and By-Laws as a condition of continuing employment with the Company provided that this provision shall not apply to any employee to whom membership is not available upon the same terms and conditions as are generally applicable to any other member of the Association or with respect to whom membership was denied or terminated for any reason other than the failure of the employee to tender the periodic dues, initiation fees and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership in the Association. The employer will, within seven (7) working days after receiving notice from the Association, give any employee a discharge notice who is not in good standing in the Association as required by this provision.
- B. During the life of this Agreement, the Company agrees to deduct from the pay of each member of the Association and remit to the Association membership dues and initiation fee uniformly levied in accordance with the Constitution and By-Laws of the Association and as prescribed by the Railway Labor Act, as amended, provided such member of the Association has voluntarily executed a check-off form. The initiation fee will be deducted in four (4) equal payments after the Company receives a properly executed dues check-off form.
- C. Deductions provided for above shall be made from the 7th of the month paycheck and remitted to the Association of Flight Attendants, no later than five (5) business days following the deduction. The remittance will be accompanied by a

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downloadable (e.g. Excel file) record that contains, at a minimum, the following information:

- Record of those for whom deductions were made and the amount of the deduction.
- Attrition information including the dates of termination/resignation/retirement.
- Leave of absence and Furlough information, including the date Flight Attendant is Off Payroll.
- New hire list including all contact info.
- Domicile changes.
- Transfers to management.

Upon issue of such remittance of same to the Association of Flight Attendants, all responsibility on the part of the Company shall cease with respect to any amount so deducted. The Company shall not be bound in any manner to see to the application of the proceeds of any such remittance, nor to investigate the authority of any designated officer of said Association to sign any request, to accept any remittance, or to collect the same. The Association hereby undertakes to indemnify and hold harmless the Company from any claim that may be made upon it for or on account of such deduction from the wages of any such employee after being remitted to the Association of Flight Attendants. The Association shall bear the administrative costs, if any, incurred by the Company in processing and forwarding remittances to the Association.

- D. The parties agree that the check-off authorization shall be in the following form:

ASSOCIATION OF FLIGHT ATTENDANTS-CWA AFL-CIO

ASSIGNMENT AND AUTHORIZATION FOR VOLUNTARY CHECK-OFF
OF ASSOCIATION DUES

TO: HAWAIIAN AIRLINES, INC.

I hereby assign to the Association of Flight Attendants-CWA, from any salary earned or to be earned by me as your employee, such sums as the Association may certify as dues and owing for me as membership

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dues including initiation fee and monthly dues in such sum as may be established from time to time in accordance with the Constitution of the Association. I authorize and direct you to deduct such sums from my pay and to remit same to the Association of Flight Attendants-CWA (AFA-CWA) at such time and in such manner as may be agreed upon between you and AFA-CWA at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for the period of one (1) year from this date or until the termination of this Agreement between the Company and the Association whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed and shall be irrevocable for successive periods of the one (1) year or for the period of each succeeding Agreement between the Company and the Association of Flight Attendants-CWA, whichever shall be shorter, unless revoked by me in writing within fifteen (15) days prior to the expiration of each period of one (1) year, or of each applicable Agreement between the Company and the Association of Flight Attendants-CWA (AFA-CWA), whichever occurs sooner.

This authorization is made pursuant to the provisions of the Railway Labor Act, as amended.

Employee Signature:

Street Address:

City, State, & Zip _____

Domicile: _____

Hire Date: _____

Date: _____

HAL Employee Number: _____

Printed Name:

Please complete and return to:

ASSOCIATION OF FLIGHT ATTENDANTS-CWA

501 3rd Street, NW, 6th Floor

Washington, DC 20001

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**Dues, contributions or gifts to the Association of Flight Attendants are not deductible as charitable contributions for federal income tax purposes. Dues paid to the Association of Flight Attendants, however, may qualify as business expenses, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

- E. Dues check-off will automatically begin upon a Flight Attendant's return to active status from a leave of absence.