

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 22: ASSOCIATION PROVISIONS

A. Bulletin Boards

1. Three (3) bulletin boards will be provided by the Company in the Flight Attendants' lounge for posting notices of the Association appointments, recreational and social affairs, elections, meetings and notices pertaining to the administration of this Agreement. Further, all available updated interline information will be posted.
 2. Within 90 days after the full implementation of PBS, the Company shall establish and maintain a separate and secure computer bulletin board system (BBS) for the exclusive use of the Flight Attendants and the AFA. This shall not preclude the Company from distributing e-mail and other electronic data on this system. Flight Attendants shall have the ability to log-on to this system from their homes, via modem. The AFA shall appoint a committee which will establish the operating rules for the Flight Attendant BBS. Except as provided below, all e-mail and electronic data sent or received by Flight Attendants using the system shall be private, and the Company shall not use them in any disciplinary action against a Flight Attendant.
 - a. E-mail and electronic data which match any of these three (3) criteria shall not be protected for purposes of discipline:
 - (1) Information, software, or content which is prohibited by law, or which is related to any activity prohibited by law.
 - (2) Any unsolicited information, software, or content, sent to an individual, which would be considered abusive or profane to the average person.
 - (3) Any information, software, or content of a sexual or sexually suggestive nature, sent to an individual, who has previously indicated such material unwanted.
- B. The Company shall provide an LEC office at the Honolulu and Los Angeles domiciles within the Flight Attendant lounge. The Company shall also provide a private office for the MEC at its Corporate headquarters.

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 22: ASSOCIATION PROVISIONS

C. The MEC or their duly appointed representatives shall be allowed use of the Company's employee mail boxes for distribution of official association bulletins, newsletters, notices and applications.

D. AFA Flight Pay Loss

1. A Flight Attendant on Company authorized AFA business shall be paid and credited at five (5) hours per day or trips missed, whichever is greater. Bid Flight Attendants shall also be paid First Flight Attendant pay. Such Flight Attendant may, at her/his option, make up this time in that month.
2. The Company shall pay all AFA flight pay loss for a Flight Attendant on AFA leave.
 - a. The Company shall pay a total of six hundred (600) hours pay and credit system-wide for AFA business each month at no cost to the Association. Such pay and credit shall be distributed as the AFA MEC President shall direct. Any remaining portion of the six hundred (600) hour monthly allowance shall be accrued up to a maximum of 2,500 hours.
 - b. The Company shall pay all AFA flight pay loss, hotel and transportation expenses at no cost to the Association for the Flight Attendants' Negotiating Committee (maximum of three (3) members) for any negotiations initiated by the Company, other than negotiations pursuant to Section 6 of the Railway Labor Act.
3. The Scheduling Division shall prepare and submit to the MEC President a compilation of AFA flight pay and credit not later than the fifteenth (15th) of the month following any month during which Flight Attendants are on Company-authorized AFA business. The MEC President shall promptly review and return such compilation to the Scheduling Division, designating the distribution of allowable Company-paid AFA pay and credit as set forth in Paragraph 2. above. The Company shall then prepare a billing for the remaining reimbursable AFA pay and credit which, after review by the MEC President, will be reimbursed by the Association.

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 22: ASSOCIATION PROVISIONS

4. In calculating the reimbursable cost of such pay and credit, the actual pay plus override costs of benefits such as retirement, insurance, and workers' compensation shall be included. In no case, however, shall charges for such override costs exceed thirty (30) percent of a Flight Attendant's direct pay. Further, the Company shall not be reimbursed for any such override costs in cases of AFA leave for the MEC or Grievance Chairperson.

E. Address to Trainees

Association representatives shall be afforded an opportunity during Flight Attendant training programs to address the trainees.

- F. The Company shall provide free transportation over its routes for Association staff members for the purpose of conducting business with the Company or the MEC/LEC, subject to appropriate governmental approval. All AFA travel, including Hawaiian Airlines Flight Attendants, is positive space (P1B/SA0F).
- G. The Company shall provide the Master Executive Council President with a copy of the monthly Flight Attendant utilization report showing the total hours flown by each Flight Attendant that was posted in the Flight Attendants lounge for the previous month. The Company shall also provide the MEC President or a designee a monthly list indicating all current Flight Attendants, furloughed/ recalled Flight Attendants, transfers in/out of each domicile, new hires, terminations, and Flight Attendants on leave of absence (reflecting leave commencement, duration and termination dates). This list shall indicate any changes in each Flight Attendant's name, address and telephone number.
- H. A Flight Attendant on Association leave shall be extended on-line and interline free and reduced rate transportation privileges as an active Flight Attendant.
- I. The Company's President, CEO, Senior Management, and Director of In-Flight shall meet with the MEC quarterly, if not more frequently, and any flight pay loss incurred by the MEC shall be paid by the Company.

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 22: ASSOCIATION PROVISIONS

J. Flight Attendants on Association business shall be furnished non-revenue Company business passes (P1B/SA0F) when requested by a member of the Master Executive Council.

K. **Hotel Committee**

The Company and the Association shall establish a joint Hotel Committee to select/review appropriate hotels for Flight Attendants at layover stations. The Committee shall establish standards and guidelines for layover hotels (including but not limited to safety and security, hotel location, cleanliness, quietness, adequate eating facilities, proximity to airport/in relation to the length of layover). If an agreement on hotel site selection cannot be reached, it is understood that the Company shall retain final site selection authority.

L. **Association Bank**

1. An Association Bank shall be established by the Company and the MEC President shall direct the use of such hours for Association flight pay loss.
2. Each month, any residual hours from D.2.a. above shall be added to the Association Bank up to the specified maximum.
3. The Association Bank hours shall be exclusive of, and in addition to, those hours as provided for in Subparagraphs D.2.a. and b., of this Section 22.