

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 34-15: 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**

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**2011-2012 CONTRACT NEGOTIATIONS**

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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").

WHEREAS in 2011 the parties entered into negotiations for a successor collective bargaining agreement using a Facilitated Problem Solving approach (also known as Interest-Based Bargaining); and

WHEREAS that process resulted in an agreement on March 7, 2012, which was put before the Hawaiian Airlines Flight Attendants for consideration and ratification;

NOW THEREFORE the parties agree as follows:

- A. Any and all provisions of the Basic Agreement, Sideletters and any attendant Settlements not specifically altered in the negotiations remain in full force and effect, except those provisions with a specified ending date/period (e.g., International First Flight Attendant for ICN and HND, Contract Clean-up Process Letter).
- B. The parties have put forth their best efforts to identify all the sections of the agreement that required modification due to the changes agreed upon. Likewise, best efforts have also been made to make sure the provisions agreed upon are free of typographical or other errors.

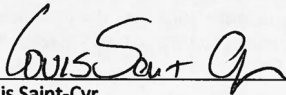
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- C. Should any changes agreed upon be found to be in conflict with existing provisions of the Agreement or should typographical or other errors be found during or after the ratification of the new Agreement, the parties agree that they will meet, in a continued spirit of Facilitated Problem Solving, to resolve such conflicts and/or correct such errors.
- D. If the efforts under paragraph C. above are unsuccessful in resolving the issue(s) that have arisen, then, and only then, will the parties seek other remedies as may be available to correct the conflict(s). Any contractual or statutory time limits which may be applicable will be considered to be held in abeyance until such efforts of resolution under Paragraph C. have been exhausted.

IN WITNESS WHEREOF, the parties hereto have signed this 2011-2012 CONTRACT NEGOTIATIONS LETTER OF AGREEMENT as of this 18th day of April, 2012.


FOR HAWAIIAN AIRLINES, INC.



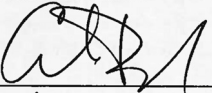
Louis Saint-Cyr  
Vice President Inflight Services



Karen Berry  
Vice President Employee and Labor Relations



Fredrick Proute  
Senior Director Finance

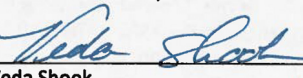


Colin Beard  
Director Crew Planning



Kalani Sloat  
Senior Contract Administrator Flight and Inflight

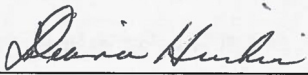
FOR THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO



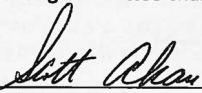
Veda Shook  
International President



Sharon Soper  
MEC President



Diana Huihui  
Negotiating Committee Chairperson



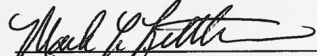
Scott Akau  
Negotiating Committee



Ka'imi Lee  
Negotiating Committee

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A handwritten signature in black ink, appearing to read "Mark Littleton", is written over a horizontal line.

**Mark Littleton  
Senior Staff Negotiator**

(INTENTIONALLY BLANK)