

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

SECTION 34-5: 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, AFL-CIO

DC10-30

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act by and between HAWAIIAN AIRLINES, INC. (hereinafter referred to as "Hawaiian" or the "Company") and the ASSOCIATION OF FLIGHT ATTENDANTS, INTERNATIONAL (hereinafter referred to as "AFA" or the "Association") in its capacity as the exclusive collective bargaining representative of the Flight Attendants in the service of the Company.

WITNESSETH:

WHEREAS the Company has indicated that it desires to begin utilizing DC10-30 aircraft on its Current Routes (as utilized herein "Current Routes" means the Company's schedule flown by DC10 aircraft as of December 19, 1998 including the LAX-KOA-LAX and the LAX-OGG-LAX routings and charter flights on Current Routes) and whereas Section 27.C.4 of that Collective Bargaining Agreement between the Company and the AFA effective January 31, 1996 through February 28, 2000 (the "Agreement") requires the Company and the Association to negotiate and agree on additional staffing and service for such new aircraft before the Company puts that aircraft into service,

NOW THEREFORE, the undersigned parties agree as follows:

1. The Company may utilize DC10-30 aircraft without further negotiation and agreement, as long as said aircraft are used only on Current Routes and with service as currently provided (which is understood to be the first class and coach services provided under the DC 10-10 Current Routes).

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2. In the event that the Company desires to use the DC 10-30 aircraft on any routes other than the Current Routes, or to modify the service from the current service utilized on the DC10-10 aircraft, then the DC10-30 aircraft shall be treated as new aircraft and the Company agrees that it will negotiate and agree on staffing and service for the DC10-30 before the Company puts said aircraft into service on other than Current Routes or with new service consistent with the requirements of Section 27.C.4.

IN WITNESS WHEREOF, the undersigned parties adopt and execute this letter of agreement as of this 18th day of January, 1999.

FOR:
THE ASSOCIATION OF FLIGHT
ATTENDANTS

FOR:
HAWAIIAN AIRLINES, INC.

_____/s/

Patricia A. Friend
Its International President
Association of Flight Attendants

_____/s/

Paul J. Casey
President and CEO

_____/s/

Sharon Soper
MEC President
Services

_____/s/

Ruthann S. Yamanaka
Senior Vice President
People Services Group

_____/s/

Diana Huihui
Negotiating Committee
Chairperson

_____/s/

Blaine Miyasato
Senior Director, Inflight Services
Catering & Product Development

_____/s/

Andy Watson
Manager, Inflight Administration