

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 28: SAFETY**

- A. The Company will work with AFA to develop health and safety programs for Flight Attendants. The recommendations of the AFA MEC Air Safety and Health Committee shall be considered by the Company regarding matters affecting the safety of Flight Attendants and passengers.
- B. The AFA MEC Air Safety and Health Committee Chairperson or designee shall be notified and allowed to attend HAL-F.A.A. aircraft demonstrations including emergency evacuations.
- C.
  - 1. The Company shall make every effort to standardize the type and configuration of safety emergency equipment on each series of aircraft except where cabin structural change is necessary.
  - 2. The Company shall notify the AFA MEC President and MEC Air Safety and Health Committee Chairperson within ten (10) business days of any final decision to add new aircraft to its fleet not covered by this Agreement or to reconfigure or re-design the interior of aircraft covered by this Agreement if such reconfiguration or re-design impacts Flight Attendant safety. The Company shall meet and confer with the AFA MEC Safety Committee members to discuss the parties' mutual interests and concerns for inflight safety and to allow the Association to review and comment on the proposed aircraft acquisition or changes to the cabin interior of the current fleet with the Company retaining the sole right to make a final decision.
- D. The Company and the MEC Air Safety and Health Committee shall meet once each quarter. Special meetings may be called by either party when unusual or emergency situations warrant. Flight pay loss shall be paid by the Company for the MEC Air Safety Committee (for up to three (3) members) for one meeting each year.
- E. The MEC Air Safety and Health Chairperson may enter any aircraft, aircraft accident crash site if there are surviving Flight Attendants, or any environment where the Flight Attendant is required by the Company to be, in order to inspect pertinent conditions related to Flight Attendants' safety.

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F. There shall be a copy of the applicable emergency procedures checklist on board each aircraft during all times when Flight Attendants are on duty.

G. **Bomb Search**

No Flight Attendant shall be required to perform a bomb search on an aircraft or to remain on board during such search.

H. **Release After Emergency**

If a Flight Attendant is emotionally unable to continue to perform her/his duties after an inflight emergency, she/he shall so notify the Captain of the flight who shall contact her/his supervisor or appropriate station manager to obtain the Flight Attendant's release from the remainder of the trip without loss of pay and credit. If the Flight Attendant suffers on-going trauma as a result of the emergency, she/he shall be placed on occupational leave under the provisions of Paragraph K. of Section 19.

I.

1. In the event of an accident or incident involving a Hawaiian Airlines aircraft or a hostage situation involving Hawaiian Airlines Flight Attendants, the Company shall immediately communicate all known details of the situation directly to the Association MEC Air Safety and Health Committee Chairperson or, if unable to reach her/him, either the AFA MEC President, the AFA MEC Vice-President, or the domicile AFA LEC President. The Company shall make every reasonable effort to speak directly to one of the above referenced individuals by telephone, but if that fails, notification shall be made by telephone or fax transmission to the Association Air Safety and Health Department in Washington, D.C.
2. Upon request of the Association, the Company shall meet with the Association Director of Air Safety and Health and/or AFA MEC Air Safety and Health Committee members to give them a full briefing on the circumstances surrounding the accident or incident or the hostage incident.
3. The Company shall arrange positive space on-line transportation for the Association Director of Air Safety and

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Health, the AFA MEC Air Safety and Health Committee Chairperson, and the AFA MEC EAP Committee Chairperson, or their designee, to the site of any casualty situation or hostage-taking incident. Subject to approval by the National Transportation Safety Board ("NTSB"), the Association's representatives shall be permitted to participate in any investigation regarding Flight Attendant procedures or duties or the role of Flight Attendants in the specific situation and to provide aid to affected Flight Attendants covered by this Agreement.

- J. Upon request, the Company shall provide the AFA MEC Air Safety and Health Committee Chairperson with copies of the annual OSHA 200 report.
- K. The Company shall promptly notify the AFA MEC President upon receipt of information regarding hostilities or political disruptions which, in the opinion of the Company, may endanger Flight Attendants' safety at stations into which they are required to fly.

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