

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

**A. Hourly Rates of Pay**

1. Flight Attendants shall be paid, in accordance with their length of service as a Flight Attendant with the Company, at the hourly rates shown below:

	3/7/2012	3/7/2013	3/7/2014	3/7/2015	3/7/2016
1st 6 months	\$22.19	\$22.86	\$23.55	\$24.02	\$24.50
2nd 6 months	24.17	24.90	25.65	26.16	26.68
2nd Year	28.27	29.12	29.99	30.59	31.20
3rd Year	31.52	32.47	33.44	34.11	34.79
4th Year	33.53	34.54	35.58	36.29	37.02
5th Year	40.37	41.58	42.83	43.69	44.56
6th Year	41.43	42.67	43.95	44.83	45.73
7th Year	42.51	43.79	45.10	46.00	46.92
8th Year	43.72	45.03	46.38	47.31	48.26
9th Year	45.01	46.36	47.75	48.71	49.68
10th Year	46.06	47.44	48.86	49.84	50.84
11th Year	47.15	48.56	50.02	51.02	52.04
12th Year	47.61	49.04	50.51	51.52	52.55
13th Year	48.06	49.50	50.99	52.01	53.05
14th Year	48.55	50.01	51.51	52.54	53.59
15th Year	49.08	50.55	52.07	53.11	54.17
18th Year	49.69	51.18	52.72	53.77	54.85
20th Year	50.30	51.81	53.36	54.43	55.52

2. All hours paid and credited to a Flight Attendant shall be used in computing hours for pay purposes for the month.

**B. Monthly Guarantees**

**1. Minimum Monthly Guarantee**

- a. When a Flight Attendant is not available for flight duty for a portion of a month because of leave of absence, furlough or time off without pay, her/his minimum monthly guarantee shall be prorated on the ratio that total days available for flight duty bears to total days in that month.

**SECTION 3: COMPENSATION**

**A. Hourly Rates of Pay**

1. Flight Attendants shall be paid, in accordance with their length of service as a Flight Attendant with the Company, at the hourly rates shown below:

	3/7/2012	3/7/2013	3/7/2014	3/7/2015	3/7/2016
1st 6 months	\$22.19	\$22.86	\$23.55	\$24.02	\$24.50
2nd 6 months	24.17	24.90	25.65	26.16	26.68
2nd Year	28.27	29.12	29.99	30.59	31.20
3rd Year	31.52	32.47	33.44	34.11	34.79
4th Year	33.53	34.54	35.58	36.29	37.02
5th Year	40.37	41.58	42.83	43.69	44.56
6th Year	41.43	42.67	43.95	44.83	45.73
7th Year	42.51	43.79	45.10	46.00	46.92
8th Year	43.72	45.03	46.38	47.31	48.26
9th Year	45.01	46.36	47.75	48.71	49.68
10th Year	46.06	47.44	48.86	49.84	50.84
11th Year	47.15	48.56	50.02	51.02	52.04
12th Year	47.61	49.04	50.51	51.52	52.55
13th Year	48.06	49.50	50.99	52.01	53.05
14th Year	48.55	50.01	51.51	52.54	53.59
15th Year	49.08	50.55	52.07	53.11	54.17
18th Year	49.69	51.18	52.72	53.77	54.85
20th Year	50.30	51.81	53.36	54.43	55.52

2. All hours paid and credited to a Flight Attendant shall be used in computing hours for pay purposes for the month.

**B. Monthly Guarantees**

**1. Minimum Monthly Guarantee**

- a. When a Flight Attendant is not available for flight duty for a portion of a month because of leave of absence, furlough or time off without pay, her/his minimum monthly guarantee shall be prorated on the ratio that total days available for flight duty bears to total days in that month.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

- b. Each Flight Attendant shall be guaranteed seventy-five (75) minimum monthly pay hours.

$$\frac{\text{Total Days Available}}{\text{Total Days in Month}} \times \text{Minimum Monthly Guarantee} = \text{Prorated Minimum Monthly Guarantee}$$

Example: Flight Attendant on ten (10) days leave without pay in a thirty (30)-day month.

$$\frac{20 \text{ days}}{30 \text{ days}} \times 75 \text{ hours} = 50 \text{ hours Minimum Monthly Guarantee}$$

2. Bid Run Guarantee (Line Value Protection)

- a. A bid run Flight Attendant shall be guaranteed pay and credit for the total projected credited hours of her/his published bid run, except as otherwise provided in B.2.c. and d. below.
- b. When a Flight Attendant is in a non-active status during a part of any month, her/his bid run guarantee will be adjusted as follows:

The difference between her/his bid run guarantee and a pro rata figure of two point eighty-three (2.83) hours, multiplied by the number of days of inactive service will be her/his pay hours for the month.

Example:

Bid run guarantee	85.50
Less 10 Days Inactive (2.83 x 10)	-28.30
Adjusted Bid run guarantee	57.20

- c. A bid run Flight Attendant whose line value has been adjusted shall receive no less than the prorated minimum monthly guarantee as provided in Paragraph B.1.b. above.
- d. A bid run Flight Attendant's line value shall not be adjusted except as expressly provided in this Agreement.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

**C. Premium Pay Positions**

1.

- a. In addition to the compensation provided in Paragraph A. above, a Flight Attendant shall receive the following hourly rates of pay for each credited flight hour where she/he is designated as the First Flight Attendant:

	Domestic	International	Inter-Island
DC-9/B-717	n/a	n/a	\$2.00
Wide Body A/C	\$4.00	\$5.00	\$3.00

- b. For purposes of paragraph C.1.a. above, “domestic” shall mean any flying within the forty-eight (48) contiguous United States of America.

2.

- a. In addition to the compensation provided in Paragraph A. above, when performing in the following positions, a Flight Attendant shall receive the following hourly rates of pay for each credited flight hour:

Position	Premium
Wide Body Coach Lead	\$1.50
DC-10 Galley	\$1.50
Wide Body Galley	\$1.50
Wide Body ER Galley	\$2.00
Lead Language Qualified (Int'l)	\$3.00
Service Language Qualified (Int'l)	\$1.00

- b. For the purpose of applying the above premiums, the fifth (5th) flight attendant on a 767-300 shall receive the galley premium.
- c. The current wide-body galley premium shall apply to A330 and A350 aircraft.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

- d. Flight Attendants working wide-body galley positions on ER Flights shall receive a pay premium of two dollars (\$2) per hour, or fraction thereof.
- e. Should the First/Business Class galley duties be separated from the duties of the First Flight Attendant position, the flight attendant working the First/Business Class Galley shall receive the applicable premium (Wide Body or Wide Body ER) specified above.
- f. First Flight Attendants (FFA) filling a galley position shall receive the FFA premium only.

3. Language Qualified (Interisland)

In addition to the compensation provided in Paragraph A. above, when performing as a Language Qualified Flight Attendant in the Inter-Island operation, a Flight Attendant shall be paid \$1.00 for each segment scheduled or assigned as a Language Qualified Flight Attendant.

4. Language Qualified (International)

In the event a DC-10 flight requiring Language Qualified Flight Attendants operates with less than three (3) Language Qualified Flight Attendants, pay per position shall be as follows: the Lead Language Qualified - \$3.00 and the Service Language - \$2.00 per credited block hour. The 767-300 will not have more than two (2) Language Qualified positions.

D. **Equipment Substitution**

When there is an equipment substitution, Flight Attendants will be paid the greater equipment differential, if any. The assignment of the flight will be offered in order of seniority and assigned in inverse seniority order. All bid run Flight Attendants not assigned in such cases may only be reassigned under the provisions of Paragraph J. Section 7.

E. **Special Non-Flying Assignments**

- 1. A Flight Attendant who accepts special non-flying assignments at her/his domicile on a scheduled day of work will be paid and credited for whatever she/he would have

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

normally earned that day, or seven dollars and fifty cents (\$7.50) an hour for the time on-duty, whichever is greater.

- a. If the assignment at her/his domicile falls on a day off, she/he will receive seven dollars and fifty cents (\$7.50) an hour from the time she/he reports for her/his assignment until she/he is released.
  - b. In the event the assignment is away from her/his domicile she/he will receive seven dollars and fifty cents (\$7.50) an hour from the time she/he reports to her/his assigned location until she/he is released, plus two (2) additional hours for time spent enroute on non-work days, in lieu of deadheading credit, or if on a scheduled day of work, what she/he normally could have earned, whichever is greater.
2. Flight Attendants assigned on promotional away from the State of her/his domicile will be given, free from all duties, one (1) day for each four (4) days away (not to exceed five (5) days), following their return to their domicile. In any event, they will be given a minimum of twenty-four (24) hours free from all duty upon their return.
  3. If, after notification of an out-of-state special assignment, a Flight Attendant does not have a day off prior to departure, she/he will be relieved of all duty the day before such departure and will be credited and paid for what she/he normally would have earned that day.
  4. Flight Attendants will be paid and credited for what they normally would have earned for the days free of duty prescribed in Paragraphs 2 and 3 above.
  5. Flight Attendants on promotional trips will be reimbursed for all reasonable and necessary expenses over and above the compensation noted in Paragraphs 1, 2, 3 and 4 above, or at a mutually agreeable per diem rate.

**F. Understaffing Pay - International**

Each Flight Attendant working any segment with less than the applicable standard or augmented crew specified in Paragraph C.2. of Section 7 shall be paid, not credited, ten dollars (\$10) per

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

hour for each flight hour or fraction thereof rounded up in half-hour increments, for each missing Flight Attendant in addition to all other compensation.

**G. Ground Holding Pay**

1. Flight Attendants will be required to remain on duty with passengers on the aircraft at originating, intermediate, and terminating stations until relieved from duty.
2. Interisland
  - a. On originating flights, after boarding begins, when the ground time is forty (40) minutes or more, each Flight Attendant shall receive eight dollars (\$8.00) per hour or fraction thereof rounded up in half-hour increments, for all time spent with passengers, paid retroactively to the first minute.
  - b. On through flights, after block-in, when the ground time is forty-five (45) minutes or more, each Flight Attendant shall receive eight dollars (\$8.00) per hour or fraction thereof rounded up in half-hour increments, for all time spent with passengers, paid retroactively to the first minute. If passengers are removed on a through flight, then for ground holding purposes, the originating flight parameters will apply.
  - c. At the end of the duty period, ground holding pay of eight dollars (\$8.00) per hour or fraction thereof rounded up in half-hour increments will begin if Flight Attendants are still on board with passengers after the scheduled check-out time (block-in plus fifteen (15) minutes).
3. International
  - a. On originating flights, after boarding begins, when the ground time is ninety (90) minutes or more, each Flight Attendant shall receive eight dollars (\$8.00) per hour or fraction thereof rounded up in half-hour increments, for all time spent with passengers, paid retroactively to the first minute.
  - b. On through flights, after block-in, when the ground time is ninety (90) minutes or more, each Flight Attendant shall

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

receive eight dollars (\$8.00) per hour or fraction thereof rounded up in half-hour increments, for all time spent with passengers, paid retroactively to the first minute. If passengers are removed on a through flight, then for ground holding purposes, the originating flight parameters will apply.

- c. At the end of the duty period, ground holding pay of eight dollars (\$8.00) per hour or fraction thereof rounded up in half-hour increments will begin if Flight Attendants are still on board with passengers after the scheduled check-out time (block-in plus fifteen (15) minutes or block-in plus thirty (30) minutes if customs clearance is required).

**Ground Holding Pay Examples**

**Example One (Originating Flights):**

Interisland - Originating flight/originating crew - Boarding begins at 0700. Flight departs at 0740. A forty (40) minute holding claim is applicable. Ground holding pay for each Flight Attendant would be \$8.00.

International - Originating flight/originating crew - Boarding begins at 0700. Flight departs at 0830. A ninety (90) minute holding claim is applicable. Ground holding pay for each Flight Attendant would be \$12.00.

**Example Two (Through Flights):**

Interisland - Flight blocks in at 1200. Flight Attendants still on board with passengers at 1305. A one hour and five minute (1:05) holding claim is applicable. Ground holding pay for each Flight Attendant would be \$12.00.

International - Flight blocks in at 1200. Flight Attendants still on board with passengers at 1335. A one hour and thirty-five minute (1:35) holding claim is applicable. Ground holding pay for each Flight Attendant would be \$16.00.

NOTE: If passengers are removed on a through flight, then for ground holding purposes, the parameters for originating flights will apply.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

**Example Three (End of Duty Period):**

Interisland - Flight blocks in at 1700. If Flight Attendants are still on board with passengers at 1716, ground holding pay begins.

International - Flight blocks in at 1700 and Flight Attendants are not required to clear customs. If Flight Attendants are still on board with passengers at 1716, ground holding pay begins.

International - Flight blocks in at 1700 and Flight Attendants are required to clear customs. If Flight Attendants are still on board with passengers at 1731, ground holding pay begins.

**H. Inter-Island Pay Protection**

When a Flight Attendant is scheduled for or assigned to a trip or a series of trips and she/he is unable to complete her/his scheduled hours of trips due to cancellation, substitution of equipment, re-routing or delay, she/he will receive pay and credit, including pay as described in Paragraph C. of this Section, and in no event will a Flight Attendant receive less than what she/he normally would have earned on that given day. A bid run Flight Attendant will not be re-routed if the re-routing adds more than thirty (30) minutes to her/his scheduled on-duty period.

- I. In the event a Flight Attendant does not return to her/his domicile in time to originate or is illegal to originate her/his next sequence of trips for the following day, she/he shall receive no less than scheduled or actual flight time pay and credit, whichever is greater, plus segment credits, including pay as described in Paragraphs A. and C. of this Section, for all trips missed.

**J. Segment, Duty and Trip Rig Credit**

1. Interisland

- a. Segment Credit - In addition to receiving pay and credit for the greater of scheduled (published) or actual block time, a Flight Attendant shall also receive pay and credit of six (6) minutes for each segment scheduled or flown (whichever produces the most segments).

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

- b. Duty Credit - When a Flight Attendant reports for duty, she/he shall receive flight pay and credit for no less than sixty percent (60%) for all time spent on duty that day in the type of equipment she/he was scheduled to fly or actually flew, whichever is greater.
- 2. International - Trip Rig Credit
  - a. A Flight Attendant shall be paid and credited for the scheduled, published, or actual trip hours whichever is greater, at the rate of one (1) hour of pay and credit for each four (4) trip hours.
  - b. If the trip rig credited hours for a grouping is greater than the flight time pay and credit, the difference shall be added to the total flight time pay and credit to determine a Flight Attendant's total pay and credit for her/his published schedule. Trip rig hours shall be credited on the last day of a Flight Attendant's published or actual trip grouping.
- K. In the event Flight Attendants are removed from their regular bid run at Company request, they shall be paid and credited with what they normally would have earned had they remained on their regular bid run. Furthermore, Flight Attendants removed from such bid run at Company request shall not be assigned to another flight in its place except as provided in Paragraph D. of this Section.
- L. Holiday Pay

In addition to all other compensation earned while on duty on January 1st (New Year's Day), Thanksgiving Day or on December 25th (Christmas Day), a Flight Attendant shall be paid an additional amount equal to the applicable hourly rate multiplied by all hours credited on such holiday. Any Flight Attendant who reports for duty on a holiday or who is away from base with no flying on a holiday shall receive a minimum of three (3) hours pay/no credit for such duty on the holiday.
- M. Delay In Return To Domicile (DIRTD) Pay - International
  - 1. Pay and credit for schedule changes of a bid or reserve Flight Attendant shall be for the actual time flown or the time

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

originally scheduled or rescheduled to be flown, on a segment basis, or trip rig credit, whichever is greater. If, for any reason, a Flight Attendant is delayed in returning to her/his domicile and the time of her/his actual release from all duty at her/his domicile is more than twelve (12) hours later than her/his originally scheduled release from all duty at her/his domicile, the Flight Attendant will be paid and credited as provided herein, and in addition, she/he shall be paid the greater of the following:

- a. Fifty percent (50%) of her/his hourly rate for the greater of all time actually flown or scheduled to be flown for each actual or scheduled segment beginning with the first re-scheduled segment.
- b. One (1) hour of pay at the Flight Attendant's hourly rate for each six (6) hours the Flight Attendant has remained away from her/his domicile beyond her/his originally scheduled return to her/his domicile.
  - (1) In the event a Flight Attendant returns to her/his domicile on one of her originally published trips, DIRT pay will stop at the time the Flight Attendant reports for duty for that trip.

(2) Example:

<u>Published Schedule:</u>			(HST)
Monday	HNL-LAX-HNL	On-duty	0800
	(Flt 10-Flt 09)	Off-duty	2100
Tuesday	Day Off		
Wednesday	HNL-LAX-HNL	On-duty	0800
	(Flt 10-Flt 09)	Off-duty	2100

Actual Schedule:

Monday	HNL-LAX	On-duty	0800
	(Flt 10 MCD)	Off-duty	2100
Tuesday	RON LAX		
Wednesday	LAX-HNL	On-duty	1500

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

	(Flt 09)	Off-duty	2100
<u>DIRTD Calculation:</u>			
Monday	Published Schedule	Off-duty	2100
Wednesday	Put back on original published schedule	On-duty	1500
			42:00
			hrs
Total DIRTD Pay (42:00 hrs @ 1:6)		7:00 hrs	

2. Minimum Days Off (DIRTD)

When a Flight Attendant is delayed in returning to her/his domicile for any reason and ends her/his duty period at her/his domicile on one of her/his minimum day(s) off, the day(s) off shall be returned with pay and credit for the published trip from which she/he is removed. The Flight Attendant shall give the Crew Scheduler three (3) choices and the Crew Scheduler shall grant one (1) of the choices.

N. Paychecks

1. "Pay Day" shall be the seventh (7th) and twenty-second (22nd) day (excluding Saturdays, Sundays, and legal holidays observed by the Company's Accounting Division) of each month and the pay checks shall be available no later than 10:00 a.m. on the aforementioned dates.
  - a. The pay check on the seventh 7th of the month will contain the reconciliation for the previous month's activity.
  - b. The "advance" will be 37.5 hours on each pay period.
2. "Direct Deposit" - Upon request, the Company shall have its bank arrange to directly deposit the paycheck of any Flight Attendant to the bank of her/his choice. Such deposit shall be sent to the Flight Attendant's account within twenty-four (24) hours of the last payroll working day prior to the seventh (7th) and twenty-second (22nd) of each month. The Company has no control over when the Flight Attendant's bank actually credits her/his account with such deposit.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

3. Mailing - Paychecks will be express mailed to the Flight Attendant's permanent domicile or such other domicile as the Flight Attendant has designated in writing to the Company on "pay day."
  4. Only One Paycheck in a Month - When a Flight Attendant receives only one paycheck in a month (e.g. Low-time, etc.), the full monthly Union dues will be deducted from that check.
- O. In the event a reserve Flight Attendant has been scheduled for any or all trips on a bid run for which the bid run Flight Attendant is legally available, the bid run Flight Attendant shall not be required to work the trip(s) involved unless the reserve Flight Attendant is unable to report for the flight, nor shall the bid run Flight Attendant be assigned to any other duties. Furthermore, the bid run Flight Attendant shall be paid and credited with what she/he normally would have earned.
- P. A Flight Attendant who has been scheduled and is available for a trip or trips or duty period and who has been replaced, through no fault of her/his own, shall be paid and credited for what she/he normally would have earned or what she/he actually flew, whichever is greater.
- Q. For flight time, the actual time (block-to-block) as defined in Section 2.S, or the scheduled time, whichever is greater, on a segment basis shall be used.
- R. **Pay and Credit**
1. Interisland
    - a. In determining the pay and credit hours of a bid Flight Attendant for the day, including those working an Airport Reserve grouping, the greater of the following shall be used:
      - (1) Scheduled (published) block-to-block, plus segment credit, on a segment basis; or
      - (2) Actual block-to-block, plus segment credit, on a segment basis; or
      - (3) Scheduled (published) on-duty time; or
      - (4) Actual on-duty time; or

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

- (5) Minimum daily guarantee of four hours and ten minutes (4:10); or
  - b. Bid Flight Attendants shall be guaranteed pay and credit as provided in Paragraph a. (1)-(5), above, plus additional time and/or pay claims as provided in Paragraph R.3. of this Section.
  - c. A reserve Flight Attendant who is assigned to work a published grouping in the interisland operation shall be paid and credited in accordance with Subsection R.1.a. of this Section.
  - d. A reserve Flight Attendant who is assigned to work only a portion(s) of a published grouping in the interisland operation shall be paid and credited the greater of the following:
    - (1) Scheduled (published) block-to-block, plus segment credit, on a segment basis; or
    - (2) Actual block-to-block, plus segment credit, on a segment basis; or
    - (3) Scheduled (published) on-duty time for the portion of the published grouping; or
    - (4) Actual on-duty time for the portion of the published grouping; or
    - (5) Two (2) hours.
2. International
- a. During each on-duty period, Flight Attendants shall be paid and credited for the actual time flown or the time scheduled to be flown, whichever is greater, including First Flight Attendant Compensation, on a segment basis. The foregoing shall apply to a Flight Attendant's published schedule.
  - b. When a Flight Attendant reports for flight duty at the airport, she/he shall receive the greater of (1) or (2) below, but in no case shall her/his pay and credit be less than two (2) hours.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

- (1) A minimum flight time pay and credit she/he was scheduled to fly or actually flew in that duty period, whichever is greater, or
- (2) Trip rig - The scheduled (published) or actual trip hours, whichever is greater, at the rate of one (1) hour of pay and credit for each four (4) trip hours.

c.

- (1) Pay and credit for trips published but not flown, as provided for by other Sections of this Agreement, shall be included to determine a Flight Attendant's total pay and credit for the entire on-duty period.

\*\* Example: Total time away from domicile thirty-six (36) hours

	(A)	(B)
	Block Time	
	Flown or	Trip Rig 1:4
	Schedule	
Trip I	1:01	
Trip II (not flown)*	1:08	
Trip III	2:02	
	4:11	
Pay and Credit Calculation:		9:00
Block Time	4:11	
Total Pay and Credit	9:00	

\*Trip canceled or equipment substituted.

\*\*Example does not apply to Section 3.S. where time is made up.

- (2) As an exception to 3.R.2.c.(1)., if a Flight Attendant misses the outbound segment of the hub turn due to operational reasons (inbound flight late, inbound flight canceled) she/he will receive pay and credit for the outbound segment(s), and has the option to make up the remaining balance of the grouping

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

(return segment(s)). This applies only to a Flight Attendant who scheduled her/himself for the hub turn. Such Flight Attendant who has indicated her/his desire to make up the missed segment(s) will be given the same priority as Vacation Make-up.

d.

- (1) A Reserve Flight Attendant who reports to the airport for Airport Reserve but does not fly shall receive four (4) hours pay and credit.
- (2) An Airport Reserve who is assigned a grouping/trip shall receive the following:
  - (a) Pay and credit of one (1) flight hour for each two (2) hours on airport reserve duty, plus
  - (b) The scheduled or actual pay and credit for the assigned grouping/trip, whichever is greater.
  - (c) If the total of (a) and (b) above is less than four (4) hours, the Airport Reserve shall receive four (4) hours pay and credit.

3. Additional Pay Claims

In addition to the bid guarantee (Inter-Island)/pay and credit (International) specified above, additional pay claims will be paid to bid run Flight Attendants for the following:

- a. Duty Extension -- A bid run Flight Attendant shall be paid and credited for each minute of duty time extended on either end or both ends of her/his original bid duty period which is printed on the Daily Flight Schedule.

Example:     5:00 hours bid guarantee  
                  :15 minute duty extension  
                  5:15 pay and credit

Such duty extension shall not apply to bid Flight Attendants requesting make-up time.

- b. Added Segments -- If a bid run Flight Attendant is scheduled for more than the original number of segments shown on her/his original bid grouping she/he shall

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

receive twenty (20) minutes of pay (no additional credit) for each additional segment flown above the number specified on her/his original bid grouping. If the original bid grouping included a scheduled layover of one (1) hour or more, the twenty (20) minutes of pay will be increased to thirty (30) minutes of pay for each additional segment flown. This additional pay will not apply to rescheduling due to weather or mechanical.

Examples:

(1) Original bid - Eight (8) landings without 1 hour layover  
Rescheduled bid - Nine (9) landings  
One (1) Claim (if nine (9) landings flown) - twenty (20) minutes pay but no additional credit

(2) Original bid - Eight (8) landings with one (1) hour layover  
Rescheduled bid - Nine (9) landings without one (1) hour layover  
One (1) Claim (if nine (9) landings flown and no layover) - thirty (30) minutes pay but no additional credit)

4. In the absence of electronic access, the Company shall post in the Flight Attendants' lounges the Flight Attendants' total time for pay purposes for each on-duty period. Such posting shall reflect all pay and credit time and shall be a duplicate of the pay and credit time figures used by Crew Scheduling. Further, the posting shall be made within five (5) days following the respective on-duty periods. The following types of pay and credit shall be included in the daily posting of pay and credit.
- a. Pay time and credit from the Captain's flight report.
  - b. Pay time and credit for on-duty time or credited block time, whichever is greater.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

- c. Pay time and credit for all paid absences from active line flying.
  - d. Pay and credit for minimum report time.
  - e. Pay and credit for trip rig.
  - f. Pay and credit for all segment credits.
5. In the absence of electronic access, the Company shall post on its bulletin board, on or before the fifteenth (15th) of the following month, the actual number of credited hours earned by each Flight Attendant during the past month.

**S. Canceled Flights - International**

A bid run Flight Attendant's scheduled flight(s) may be canceled for any reason and such Flight Attendant may be required to make up the canceled time within that month. Make-up of lost time may be scheduled only during the same time period of the canceled trip and shall be offered in seniority order and assigned in inverse seniority order; however, in no event may the workdays exceed the maximum permitted in this Agreement. If make-up is scheduled for the same day as the day on which the canceled flight(s) was scheduled, such make-up assignment must be made in accordance with the provisions of Section 7.J.2.a. of this Agreement. Pay and credit for such schedule change(s) shall be for actual time flown or the time scheduled to be flown, or trip rig credit, whichever is greater, in addition to all other compensation to which she may be entitled. The Flight Attendant has the option to make-up canceled trips in either International or Interisland flying.

**T. Published Schedule**

The monthly schedule of a bid run Flight Attendant shall be considered published on the date awarded under Section 10; the schedule of a reserve Flight Attendant shall be considered published at the time the Daily Flight Schedule is printed (this time shall be stated on the Daily Flight Schedule) but no later than 1600 (HST-Inter-Island/PST/PDT-International) of the day preceding the day in which the schedule is to be flown or when assigned to fly after the Printed Daily Flight Schedule has been published.

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 3: COMPENSATION**

**U. International**

A Flight Attendant utilized as an “augmented crew” will be paid at her/his rate of pay and will be paid and credited one hundred percent (100%) of all flight time.

- V. A Flight Attendant who is asked by the Company to perform duties prior to her/his scheduled report time or who is asked by the Company to perform such duties immediately following her/his scheduled debriefing time, shall be paid and credited at a rate of fifty percent (50%) of her/his rate of pay for all such time spent performing such duties. Such pay will be in addition to her flight pay and/or guarantee.

**W. Accrual of Seniority for Pay Purposes for Part-time Flight Attendants (Longevity)**

Part-time Inter-Island Flight Attendants shall retain and accrue seniority for pay purposes at the rate of one (1) month for each sixty-eight (68) credited hours. In computing such seniority, all time flown as part-time or full-time Flight Attendant shall be included.

**X. Compensation of Part-time Inter-Island Flight Attendants**

1. A part-time Inter-Island Flight Attendant shall receive pay at the hourly rate of her/his longevity pay bracket as set forth in Paragraph A. of this Section.
2. A full-time Flight Attendant on furlough shall be eligible for work as a part-time Inter-Island Flight Attendant in accordance with provisions of Subparagraph S.1. of Section 7. of this Agreement, in which event she/he shall receive pay at the hourly rate to which her/his longevity entitles her/him.