

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

**SECTION 10: PREPARATION, BIDDING AND AWARDING OF
FLIGHT SCHEDULES UNDER PBS**

A. Awarding of Schedules

1. A Flight Attendant retains the right to fly any runs out of her/his domicile to which her/his seniority entitles her/him as a result of bidding.
2. Schedules shall be bid monthly and Flight Attendants shall be awarded their monthly run in accordance with their seniority.

B. Preparation of Groupings and Bid Runs

1. One hundred percent (100%) of the known flying at each domicile shall be used to construct the flight groupings.
2. The criteria for preparation of monthly flight groupings are:
 - a. Flight groupings shall be constructed so as to comply with Section 7, Section 27.H. and Section 27.AE., of this Agreement.
 - b. The minimum number of positions available for bid and award for each flight grouping shall be no less than that provided for in Section 7.C., Section 27.H., Paragraph B.2.c. and B.2.e. below.
 - c. The general criteria for preparation of Interisland flight groupings shall be that, whenever feasible, they shall be comprised of eight (8) landings within an eight (8) hour duty period. In addition, Interisland Airport Reserve groupings will be comprised of AM and PM groupings with a minimum of two (2) positions per grouping.
 - d. The flight groupings as posted on the Master Grouping Sheet in the monthly bid package shall be used for open flight assignments. Posted flight groupings shall remain intact but may be modified, when necessary, to accommodate schedule changes prior to printing of the Daily Flight Schedule.
 - e. B767Extended Range (ER) Groupings
 - (1) During grouping construction, after this agreement becomes effective, if the monthly load factor for the following month is less than 70%, the company may build ER groupings with one (1) less Flight Attendant than required in Section 7.C.2.b.

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- (2) During grouping construction, when passenger bookings equal or exceed 70% of the passenger load capacity, the grouping containing such segment will be fully crewed.
- (3) For the purpose of calculating 70% of load factor, aircraft passenger capacity shall be determined by taking the actual number of passenger seats minus six (6) seats designated as crew rest seats.

	Capacity**	B767 246 (252-6)	B767 253 (259-6)	B767 258 (264-6)
70%		172	177	180
75%		184	189	193
**-The numbers in this chart are based on the 767 aircraft seating configurations currently in the Hawaiian Airlines System.				

- (4) The company may utilize the reduced staffing provisions on any new ER flight for a period not to exceed two (2) years from the date of the inaugural flight for such new ER flight. However, the reduced staffing provisions may not be utilized while any flight attendant is on involuntary furlough.
3. When the Master Grouping Sheets are posted, they shall contain the following information for each grouping:
- a. Flight numbers
 - b. Date and day of departure and arrival
 - c. Time of departure and arrival of each segment (In local and GMT time)
 - d. Published block pay time for each segment
 - e. Daily on-duty and off-duty periods
 - f. Layover times (R.O.N.)
 - g. Total duty hours away from domicile (including pre-flight post-flight requirements)

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- h. Total Credit Time - Interisland (includes on-duty credit, minimum daily guarantee and segment credits, if applicable)
 - i. Total trip rig credit - International
 - j. Positions available
4. A copy of the information outlined in Paragraph B.3. above will be included with each Flight Attendant's published monthly packet.
 5. The flight groupings shall not be altered or changed between the time and date of posting of the bidding period and the date of the awarding of monthly runs.
 6. The Company will prepare the monthly flight groupings for submission to the Flight Attendant Scheduling Committee as early as possible but no later than 1200 hours H.S.T. on the fourth (4th) of each month. The Flight Attendant Scheduling Committee may make amendments to these flight groupings, which will not cause more than 0.25% increase in pay. The finalized groupings will then be returned to the Company for review and approval. The Company shall not withhold approval provided all the provisions of the Agreement have been complied with.

C. Preferential Bidding System (PBS) Parameters

1. The PBS shall not award a trip(s) during all known absences, either with or without pay, excluding sick leave. However, the PBS will credit each affected Flight Attendant with pay and credit as provided for in this Agreement.
2. In the Honolulu domicile, Flight Attendants shall preference for an Interisland or International run as a primary preference. Honolulu domiciled Flight Attendants who preference a bid run in either operation in lieu of being awarded a Reserve run will be accommodated. Flight Attendants may opt to construct a line of either International flying, Interisland flying or a combination of the two.

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3. Criteria for Bid Runs

- a. A bid run shall be a monthly run composed entirely of scheduled groupings with a monthly time of not less than seventy-five (75) hours or the increased floor set under Section 7.B.1.b.(2), except in a month where the Company has set a lower minimum of seventy (70) to seventy-four (74) hours, and maximum of ninety (90) or one hundred/one hundred ten (100/110) hours (option Paragraph D.1.below) of projected pay and credit hours at the time of the award. A Flight Attendant may set her/his bid cap anywhere within the range of seventy-five (75) to ninety (90) hours via her/his bid. If no cap is specified, the default cap of ninety (90) hours will be used. At her/his option, the Flight Attendant may build her/his bid up to one hundred (100) hours or, in certain months designated by the Company, one hundred and ten (110) hours.
- b. Bid run Flight Attendants shall have a minimum of twelve (12) calendar days off in a thirty (30) day month and thirteen (13) calendar days off in a thirty-one (31) day month at their domicile unless their days off have been prorated as provided in Paragraph O. of this Section.
- c. A Low/Reduced time run is a bid run that is composed entirely of scheduled groupings with a monthly minimum time of thirty-seven and one-half (37½) and a maximum of fifty-five (55) hours of projected pay and credit hours at the time of the award.
- d. No days off are subject to change by the Company, except as provided in Section 7.I.

4. Criteria for Reserve Runs

- a. All Reserve runs shall have a minimum of twelve (12) calendar days off at their domicile of which eight (8) will be red circle days off. A Flight Attendant who submits insufficient preferences or fails to preference red circle days off during the bidding process will be assigned the days in patterns of 2/2/2/2, 2/2/4, 2/3/3, 3/5, 4/4, 2/6 or 8. The system will not give these red circle days off in a

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group of eight (8) consecutive days unless the Flight Attendant specifically requests such.

- b. A Low/Reduced Time Reserve run shall have a minimum of six (6) calendar days off in domicile of which four (4) will be red circle days off. Of the remaining days of the month, the low time Reserve Flight Attendant shall preference and be awarded nine (9) days of Reserve availability. Such days of availability shall be in groups of no less than two (2) consecutive days. All days not designated as duty or red circle days off shall be days off.
- c. Each domicile shall be allocated a minimum number of weekend and holiday days off to be awarded on the Reserve runs. Such allocation shall be based on the following formulas. Any fraction will be rounded up to the next whole number.

Weekends: Fifteen percent (15%) of the total Flight Attendants in the domicile multiplied by twenty percent (20%) will equal the minimum number of off-duty days to be awarded on a Saturday and on a Sunday.

Example: The domicile has 500 Flight Attendants. $500 \times 15\% = 75$. $75 \times 20\% = 15$. There will be a minimum of 15 off-duty days awarded on each Saturday and each Sunday for that bid period.

Holidays: Fifteen percent (15%) of total active Flight Attendants in the domicile multiplied by ten percent (10%) will equal the minimum number of days off to be awarded on a holiday.

Example: The domicile has 500 Flight Attendants. $500 \times 15\% \times 10\% = 7.5$. There will be a minimum of eight (8) off-duty days awarded on each holiday in that bid period.

This holiday formula shall apply for New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve Day, Christmas Day and New Years Eve Day.

- 5. Honolulu Flight Attendants hired prior to April 1, 1984 cannot be involuntarily assigned to the International Operation.

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6. Stacking and Optimization

- a. If a no-stacking PBS run at HNL yields open time of 1.0 percent or less of “total time”, then stacking and optimization will not occur that month.
- b. If the no-stacking run yields open time of greater than 1 percent of “total time”, then stacking with choice optimization only will occur.
- c. If stacking with choice optimization yields open time greater than 1.5 percent of “total time”, then for such months, up to a maximum of three months in a given calendar year, the company may utilize stacking with line optimization and choice optimization.
- d. Whenever optimization is used, the remaining open time may be manually built into lines of flying (which may include completing incomplete lines) which will then be put out for secondary bid, but if unbid, may be assigned by the company in inverse seniority order.
- e. To the extent the above provisions are not fully programmed, the parties agree that they will be implemented manually while the parties work cooperatively toward the implementation of a fully automated system. The parties also agree that they will work together to explore the availability of alternative PBS software programs that may meet their joint needs and be preferable to the software program now being used.
- f. In the above provisions, “total time” means the total published credit hours for a bid month that may be assigned/awarded to Flight Attendants by the PBS program.
- g. The Company will not implement stacking at LAX.
- h. Additional Holidays
 - (1) If the company exercises its right under paragraph C.6.c. above for the first time in a given year other than November or December, and in that month there is a company-designated holiday, work on that

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holiday will receive holiday pay. Where the Company decides to exercise its right in paragraph C.6.c. above, the company will give notice of such intention prior to the final run, so that Flight Attendants will know of the holiday-pay opportunity before the final bid.

- (2) If the month does not have a company-designated holiday, work on the next unpaid company-designated holiday will receive holiday pay.

D. Monthly Run Bidding Options

A Flight Attendant shall have the following options when bidding for her/his monthly run with PBS.

1. Optional Monthly Maximum - A Flight Attendant may preference a maximum of one hundred (100) hours (one hundred ten (110) hours in an increased flying month) pay and credit.
2. Any Flight Attendant may preference for specific groupings, specific groupings on specific dates, specific trips, days off, red circle days off, Interisland, International or Mixed bid run (HNL), Reserve run, minimum or maximum pay and credit time, on duty or off duty time, layover destinations, bid run pay and credit time (in no case shall such pay and credit time windows be less than ten (10) hours or greater than fifteen (15) hours), premium pay position, buddy bidding, team bidding, hub turns, avoid groupings and avoid a Flight Attendant(s) (with confidentiality).
3. As an exception to Section 7.D.2.e., in PBS, a Flight Attendant may voluntarily waive the provision to have one (1) calendar day off in any seven (7) consecutive days when building her/his run, however, the FAR requirement to have twenty-four (24) hours off in any seven (7) consecutive days will still apply.
4. As an exception to Paragraph C.3.b. above, in PBS, a Bid Flight Attendant may voluntarily elect to take her/his minimum calendar days off away from her/his domicile.

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5. As an additional exception to Paragraph C.3.b. above, in PBS, a Bid Flight Attendant may voluntarily elect to waive two (2) of her/his monthly minimum days off.
6. Buddy/Team Bidding
 - a. Buddy Bidding - A Flight Attendant may opt to waive her/his seniority during the bid award process so that she/he may be awarded the identical schedule of a junior Flight Attendant. Identical schedules (bid runs or reserve runs) will be awarded to both Flight Attendants, based upon the preferences and awards of the junior Flight Attendant. If a completely identical schedule cannot be awarded to both Flight Attendants because of a trip being carried-in by one or both of them or a planned absence which would result in an illegal or conflicting flight assignment, aside from the schedule conflict, the remainder of the schedule(s) shall have as many identical groupings as possible.
 - b. Team Bidding - A junior Flight Attendant may request to be awarded as many of the same groupings as possible that have been awarded to a designated Flight Attendant who is senior to her/him.
 - c. Buddy and Team bidding shall not preclude any Flight Attendant from bidding or being awarded a premium pay position.
7. Hub Turns (International)
 - a. Hub turns are defined as International groupings that can be paired together (back to back) with a minimum turn time of one (1) hour (block in to block out) up to a maximum combined duty period of fourteen (14) on duty hours on the day of the hub turn.
 - b. Flight Attendants may preference for a hub turn(s) on a specific date or a range of dates.
 - c. Hub turns shall solely be a Flight Attendant's option and shall not be a forced assignment in PBS.

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E. Low/Reduced Time Positions

Those Flight Attendants who have been awarded Low/Reduced Time positions as provided in Section 13 shall be identified in PBS.

F. Monthly Bid Packet

The monthly bid packet will include Master Grouping sheets, a monthly bidding calendar and training information. The monthly bid packets will be posted on the In-flight web site and will be published and available in the crew lounge no later than 1200 hours local domicile time (LDT) on the tenth (10th) day of each month at which time bidding will begin. Bidding will close in HNL at 1500 hours, and for all other domiciles at 1200 hours, on the seventeenth (17th) LDT. In any event, Flight Attendants will have a minimum of seven (7) days to submit their bid preferences.

G. Submitting Bids

1. Bids may be submitted from home computers or from computers in the Flight Attendant lounges at each domicile. A sufficient number of terminals and a printer will be supplied by the Company for the Flight Attendants' use in each of the lounges. Due to regular daily maintenance, the PBS system will be closed for bid inputs between 2400 and 0200 H.S.T. The PBS system will also be closed once each day for the purpose of updating the absence files. These times shall be posted on the monthly bidding calendar.
2. The system will allow a Flight Attendant to revise her/his bid. The last bid submitted will be honored.
3. It is recommended that all Flight Attendants have a Standing Monthly Bid on file in PBS. This standing bid shall be used if a Flight Attendant does not submit a monthly bid. If a Flight Attendant fails to submit a monthly bid and has no Standing Monthly Bid on file, she/he will be assigned a Reserve run.
4. A Flight Attendant returning from any leave of absence who was not awarded a monthly run will be assigned a Reserve run for days remaining in the month with prorated days off. Such Flight Attendant's preference for days off shall be considered.

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5. On an exception basis, a Flight Attendant shall be permitted to submit a handwritten bid on the PBS bid form in person or by FAX to the Base Manager or Supervisor. Exceptions shall include, but not be limited to, the server being down (outside of regular daily maintenance periods) for thirty (30) minutes or more, or other circumstances when the Flight Attendant does not have computer access during the PBS bidding period.

H. Awarding and Assignment of Monthly Runs

1. All monthly runs shall be awarded in accordance with seniority and bid preferences.
 - a. Test Awards - Test awards shall be posted on the In-flight web site no later than 1200 H.S.T. on the thirteenth (13th) and fifteenth (15th) days of each month.
 - b. Preliminary Award - A preliminary award of all monthly runs shall be posted on the In-flight web site no later than 1200 LDT on the eighteenth (18th) day of each month. If there is a problem with the award it must be identified to the Flight Attendant PBS Committee as soon as possible. The Committee shall monitor all awards and resolve any conflicts or errors arising from the award process.
 - c. Final Award - The final award of all monthly runs shall be posted on the In-flight web site and published and available in the crew lounge no later than 1200 LDT on the twentieth (20th) day of each month.
2. Flight Attendant PBS Committee
 - a. The PBS committee shall be a joint Company and Association committee consisting of a maximum of two (2) Company persons and two (2) Association persons. The intent is that such committee members shall be knowledgeable in PBS and related scheduling and programming issues.
 - b. Any Flight Attendant who has an inquiry or believes she/he may have received a mis-award on her/his final award shall notify the joint committee within a reasonable time after notification of her/his award. Generally, a

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- “reasonable time” shall be three (3) days prior to the start of the new month.
- c. The PBS committee shall promptly review any inquiry submitted as provided above and the joint committee shall have the authority to make the affected Flight Attendant whole.
 - d. The joint committee shall promptly notify the Vice President of In-flight or her/his designee of the resolution they are proposing. The Vice President shall have the authority to accept, reject or modify such proposal, but the Vice President shall be governed by the same criteria set forth in this agreement including the definition of “like flying” set forth below.
 - e. In the event the joint committee is unable to agree upon a resolution, they shall notify the Vice President of In-flight or her/his designee. The Vice President shall then make a determination as to the appropriate remedy due if any.
 - f. If the affected Flight Attendant is not satisfied with the remedy determined by the Vice President of In-flight or her/his designee, the Flight Attendant shall have all available all rights and obligations set forth in the Agreement.
 - g. In fashioning a remedy, the joint committee may consider the availability of other open, like flying, which may be awarded to the affected Flight Attendant in accordance with the Flight Attendant's bid preferences. As used herein, “like flying” shall be flying which is comparable in terms of city pairings, flight time, departure times, days of the week, number of days, flight time for duty-time ratio, etc. The Flight Attendant shall be paid the greater of her/his bid trip or the like trip, including First Flight Attendant premium.
3. The Flight Attendant PBS absence file (e.g. vacation cancellation or awards, leaves, training) shall be updated daily during the bidding period. The Flight Attendant activity file (e.g. trip drops, trips picked up, end of month carry in) shall be updated for the start of the bidding period on the

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tenth (10th) and just prior to the preliminary awards. Flight Attendants can have their individual activity file updated during the bidding period by notifying the PBS committee when there is a change in their schedule that may affect bidding for the new month.

- I. If, after the final bids have been awarded, any errors are subsequently discovered that makes any bid illegal in any manner, the Company will compensate the affected Flight Attendant without any adjustment to her/his schedule.

J. **Vacating a Bid Run**

When a Flight Attendant vacates a bid run more than one (1) day after awarding and by no later than the tenth (10th) day of the bid month, it shall be posted and available for bid for three (3) days. In accordance with seniority, a Reserve Flight Attendant at the same domicile shall be awarded such bid run for that period vacated. Bid runs shall be considered vacated at the time the last scheduled work day is flown by the vacating Flight Attendant.

K. **Premium Positions**

Each flight shall have a minimum of one (1) First Flight Attendant (F). In addition, each International flight with more than one (1) class of service shall have a Coach Lead Flight Attendant (CL). The First Flight Attendant shall be in charge of all Flight Attendants on the flight and shall give work guidance and direction to such crew members. The Coach Lead Flight Attendant shall act as First Flight Attendant for the coach section under the direction of the First Flight Attendant.

1. Flight Attendants shall have the option to preference for the First Flight Attendant position in PBS on a monthly or on a grouping basis and shall be awarded this bid designation in order of seniority. In the event no Flight Attendant bids for the First Flight Attendant position on a grouping, the position shall remain undesignated and the required number of positions in the grouping shall be awarded.
2. If the First Flight Attendant position becomes open for any reason, the position shall be offered in seniority order and assigned in inverse seniority order on a trip by trip basis from

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among those Flight Attendants assigned to the trip, except as provided in 4. below.

3.
 - a. International - For Coach Lead (CL) and the remaining positions, each Flight Attendant will select, on the basis of seniority, the position she/he desires to fly. Such selection shall be made during the briefing, prior to boarding the aircraft.
 - b. Interisland - On the day of operation on any open flight, each Flight Attendant assigned to the flight will select, in order of seniority, the position she/he desires to fly upon boarding of the aircraft
4. International - The Company shall establish and maintain a training program to train and support any Flight Attendant who wishes to fly First Flight Attendant and Coach Lead positions. A Flight Attendant who wishes to fly such positions will schedule herself/himself to attend such class(es). Beginning six (6) months after such class(es) are first provided by the Company, only a Flight Attendant who has attended such class(es) shall fill First Flight Attendant or Coach Lead positions, unless no Flight Attendant who has attended such class(es) is assigned to the flight. In the event no Flight Attendant who has completed such training is assigned to a flight, First Flight Attendant and Coach Lead positions on that flight will be filled in accordance with Paragraphs 2. and 3. above.

L. Foreign Language Flight Attendant Positions - Interisland

1. The Company shall post those specific charter flights carrying all non-English speaking passengers to be staffed with a Language Qualified Flight Attendant in the Inter-Island Lounge as soon as such trips become known.
2. If known, such charter trips shall be posted and provided to Language Qualified Flight Attendants by the second (2nd) of each month. Language Qualified Flight Attendants may submit bids for a posted trip(s) by 1200 LDT on the ninth (9th)

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of the month. Each trip(s) shall be awarded according to seniority and assigned in inverse order of seniority.

3. All such charter trips which are to be staffed with a Language Qualified Flight Attendant that are not included in the monthly bid package shall be offered to all Language Qualified Flight Attendants in seniority order and if no one accepts, the trip(s) shall be assigned to language qualified Flight Attendants in inverse seniority order.
4. Bid Flight Attendants
 - a. If a Bid Flight Attendant is assigned as a Language Qualified Flight Attendant on a work day, such Flight Attendant shall be removed from any trip(s) on her/his bid grouping that conflicts with a trip that she/he is assigned as a Language Qualified Flight Attendant. She/He will receive pay and credit for what she/he would have earned and such Bid Flight Attendant shall not be reassigned to another trip(s).
 - b.
 - (1) A Bid Flight Attendant awarded a trip as a Language Qualified Flight Attendant on a day off shall be scheduled as a Reserve Flight Attendant on that day and the Flight Attendant shall be given another day off mutually agreed to between her/him and Crew Scheduling. Pay and credit for what she/he normally would have earned shall be the greater of the time credited on the day she/he worked or the day off mutually agreed to.
 - (2) If the awarded trip(s) causes a Flight Attendant to be projected to exceed the limitations of Section 7, Paragraph D.1.d. (30 hours in 7 days and 1 calendar day, free of duty in a 7-day period), she/he shall be allowed to trade a day off with Crew Scheduling or another Flight Attendant in order to make herself/himself legal for the awarded trip(s).

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5. Any Flight Attendant who is assigned to a trip as a Language Qualified Flight Attendant in inverse seniority on a day off shall be entitled to the provisions of Paragraph I. of Section 7.
6. Language Qualified Flight Attendants employed by the Company prior to January 1987 may bid for Language Qualified Positions, but shall not be required to bid or be assigned to fill a Language Qualified position.
7. A Flight Attendant awarded/assigned to a trip as a Language Qualified Flight Attendant as provided above shall be in addition to crew staffing as required by F.A.R.'s and must fill the Fourth (4th) Flight Attendant position on the segment she/he is scheduled as a Language Qualified Flight Attendant and shall be paid and credited what she/he normally would have earned.

M. Foreign Language Flight Attendant Positions-International

1. The Company may designate a Language Qualified position(s) on any flight to or from any foreign country, trust territory or charter flight involving foreign passengers, provided Flight Attendants with such foreign language capabilities are in the employ of the Company. The number (complement) of Language Qualified positions designated on qualifying flights shall be as follows:
 - a. No more than one (1) Language Qualified position may be designated on aircraft with 100 seats or less.
 - b. On DC-10 aircraft there shall be no more than:

Classes of Service	Language Qualified Positions
1	3
2	4
3	4

- c. On Boeing 767-300 (18/234 seats) aircraft there shall be no more than two (2) Language Positions designated.
2. Language qualification shall be divided into two (2) categories: "fluent" and "proficient". Further, (effective on a

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mutually agreed date) the on-board Language Qualified position complement shall be divided into two (2) categories: Lead Language position and Service Language position. On any flight that meets the parameters outlined in paragraph M.1. above, there shall be one (1) Lead Language position. The rest of the available positions shall be designated Service Language positions. The Lead Language position shall be responsible for all non-English announcements, except the In-flight "Fasten Seat Belt" announcement. Only Flight Attendants with a qualification of "fluent" may bid for the Lead Language position.

3. The Company shall work with the Association on standards of testing. All Flight Attendants on the Company language list (as of February 17, 1999) shall be deemed "proficient" and shall be able to bid for the appropriate on-board service positions. In addition, the Company shall offer Language Qualified Flight Attendants a three (3) hour initial training class, covering specified airline service related vocabulary and emergency/evacuation related vocabulary. Upon completion of the training, the Company will furnish the Language Qualified Flight Attendant with a manual containing all relevant announcements and additional vocabulary. This language manual shall be updated as appropriate. Annual "language recurrent training" will be considered, with Company and the Association agreeing on the need and curriculum.
4.
 - a. Flight Attendants hired for Language Qualified positions shall be assigned to a domicile at the discretion of the Company for a period of two (2) years after date of hire, and shall, for that two (2) year period, be required to bid for Language Qualified runs. After completion of two (2) years of service, such Flight Attendants may bid for their choice of domiciles as vacancies occur, but shall remain subject to assignment to Language Qualified positions in inverse seniority order, should an insufficient number of Language Qualified Flight Attendants bid for such positions.

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- b. Language Qualified Flight Attendants who have more than seven (7) years of service shall not be eligible to be assigned to a language position in inverse seniority should there be unfilled language positions on eligible flights.
- c. Language Qualified Flight Attendants employed by the Company prior to January 1987 may bid for Language Qualified positions, but shall not be required to bid, transfer, or be assigned to fill a Language Qualified position.
- d. A Flight Attendant crew that includes a Language Qualified Flight Attendant(s) in addition to the standard number of Flight Attendants provided in Section 7.C., shall be considered an Augmented Crew for purposes of the extended duty time limits contained in Section 7.C., so long as all conditions for the use of an Augmented Crew are met.
- e. Concurrent with the implementation of the two-tiered language system, Flight Attendants occupying language positions on the aircraft will be barred from flying the Lower Lobe Galley position.

N. General

- 1. The Company shall bear all training costs, including flight pay loss for the Association members of the PBS Committee. The Company shall not alter or modify the PBS software or equipment without the prior consent of the Association.
- 2. The Company shall bear all expenses related to the initial start-up and subsequent "de-bugging" of PBS including, but not limited to, software development and all post-installation software modifications requested by AFA, equipment purchase, interfacing current hardware with new PBS computers, supplying sufficient terminals for Flight Attendants to bid at each domicile, provide telephonic and network (Internet access or equivalent) bidding capabilities with the understanding that individual Flight Attendants shall bear the cost of any user fees for Internet access or equivalent bid entry telecommunication system.

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3. The PBS Committee shall develop all required PBS procedure manuals and training programs and oversee Flight Attendant training on PBS which will begin at least three (3) months prior to the PBS going “on line”. During the training period, a parallel bidding procedure (manual and computerized) will be made available to Flight Attendants for familiarization purposes. The Company shall bear all costs of training, including flight pay loss for Association Committee members and no part of the PBS software or equipment shall be substituted, altered or modified without the prior written consent of the Association.

O. Prorated Absence Table

Absence (Days)	Bid		Reserve	
	30 Day Month Days Off	31 Day Month Days Off	30 Day Month Days Off	31 Day Month Days Off
0	12	13	12	12
1	12	13	12	12
2	12	13	12	12
3	12	13	12	12
4	11	12	11	11
5	11	12	11	11
6	11	12	11	11
7	11	12	11	11
8	10	11	10	10
9	10	11	10	10
10	10	11	10	10
11	9	10	9	9
12	9	10	9	9
13	8	9	8	8
14	8	9	8	8

**HAWAIIAN AIRLINES
FLIGHT ATTENDANT AGREEMENT**

**SECTION 10: PREPARATION, BIDDING AND AWARDING OF
FLIGHT SCHEDULES UNDER PBS**

Absence (Days)	Bid		Reserve	
	30 Day Month Days Off	31 Day Month Days Off	30 Day Month Days Off	31 Day Month Days Off
15	7	8	7	7
16	7	8	7	7
17	6	7	6	6
18	6	7	6	6
19	5	6	5	5
20	5	6	5	5
21	5	5	5	5
22	4	5	4	4
23	4	4	4	4
24	3	4	3	4
25	3	3	3	3
26	2	3	2	3
27	2	2	2	2
28	1	2	1	2
29	1	1	1	1
30	0	1	0	1
31	N/A	0	N/A	0

(INTENTIONALLY BLANK)