

**HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT**

**SECTION 26: TRAINING**

The objective and purpose of Flight Attendant training is to support and empower Flight Attendants in being proficient in safety and service.

- A. No Flight Attendant employed by the Company shall be requested to pay for training required or conducted by the Company.
- B. All training classes, including F.A.A. emergency ditching classes, whenever possible, should be conducted between the hours of 0830 to 1730 and/or 1100 to 2000. By mutual agreement between the Association and the Company, these class times may be altered. Notice of classes and meetings should be at least three (3) months in advance. In the event of introduction of new equipment or required F.A.A. procedures, notice will be given as far in advance as possible. In no event shall a meeting exceed a total of eight (8) hours or shall a day of training exceed a total of eight and one-half (8½) hours, which shall include a scheduled thirty (30) minute unpaid meal break.

**C. Training Pay and Credit**

1. Initial/Transitional Training

Flight Attendants shall have one (1) of the following options for initial/transitional training:

- a. Paid at her/his hourly rate (no credit or additional time off) for each hour or fraction thereof spent in training; or
- b. Paid at one half (½) her/his hourly rate for each hour or fraction thereof spent in training and, for line building purposes, paid and credited five (5.0) hours per training day.

2. F.A.A. Recurrent Training

a. Flight Attendants shall have the option to be paid for F.A.A. recurrent training as follows:

- (1) Paid at her/his hourly rate (no credit or additional time off) for each hour or fraction thereof spent in training; or
- (2) Paid and credited five (5.0) hours per training day.

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- b. Required F.A.A. recurrent training shall consist of one and one-half (1½) consecutive days. The Company may schedule other training for the remainder of the second day and a minimum of thirty (30) minutes shall be allotted to the Association if the Association so desires.
  - c. Upon receiving the necessary approvals to do so, one day of recurrent training may be replaced with a computer-based training module that will be paid at five (5) hours, pay only, no credit and no per diem. The remaining day of classroom training will be paid at the Flight Attendant's option under paragraph a. above.
3. Other Training
- a. One (1) Day - A Flight Attendant may be required to attend a one (1) day "stand alone" training, once a year. A Flight Attendant shall not be required to attend such training during a month she/he attends F.A.A. recurrent training. Such one (1) day training shall be on a Flight Attendant's day off and the Flight Attendant shall be paid at her/his hourly rate of pay (no credit or additional time off) for each hour or fraction thereof spent in training.
  - b. More Than One (1) Day - A Flight Attendant shall not be required to attend this type of training during a month she/he attends F.A.A. recurrent training. Flight Attendants attending such training shall be entitled to the options for training pay as provided in C.2. above.
4. Service Training
- a. A Flight Attendant may be required to attend up to two (2) days of service training in a calendar year. Each day of training will be no more than eight (8) hours, inclusive of a meal break and convenience breaks. Such training shall be on a day off and the Flight Attendant shall receive five (5) hours pay at her/his hourly rate of pay (no credit or additional time off) for each day of training. A Flight Attendant shall not be required to attend such training during a month she/he attends F.A.A. recurrent training.

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- b. If a Flight Attendant is required to attend more than two (2) days of service training in a calendar year, the day(s) in excess of two shall be paid in accordance with Paragraph C.2.above.
  - c. The Company will use its best efforts to provide service training in each domicile.
  - d. As an exception to Section 26.C.1. the Company may choose to apply the provisions above to initial training on the A330 aircraft. Such application shall not increase the total number of days in a calendar year to which this provision is applied. A Flight Attendant may not be required to attend such training during a month she/he attends F.A.A. recurrent training.
5. A Flight Attendant who attends any training shall not have her/his minimum guarantee adjusted; furthermore, a Bid Flight Attendant shall retain line value protection, except as provided in Section 12.

**D. Bidding For Training**

1. Recurrent Training Self-Scheduling Procedures

a. Notice and Change of Anniversary Date

- (1) Each month the Company shall publish, in conjunction with the posting of bids, a list of Flight Attendants, in alphabetical order, who are eligible or due for training in the coming months. The list shall be divided into three parts indicating which Flight Attendants are in which of their three (3) training months during the coming months (i.e., prior month, anniversary month, grace month). The anniversary month is the month each year a Flight Attendant is due for training. A Flight Attendant also may attend training during the month prior to her/his anniversary month, or during the month following the anniversary month (must-go). The posting shall also indicate the days training will be offered for the subsequent month(s).

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(2) Should the Company need to alter the anniversary date they will offer Flight Attendants the opportunity to do so in seniority order. If there are insufficient volunteers the Company will assign in inverse seniority order from the applicable month(s). However, in such circumstances, no Flight Attendant will be reassigned if doing so would force her/him to attend recurrent training twice within the same calendar year.

b. Bidding for Recurrent Training

(1) A Flight Attendant appearing on the published list may bid to attend training in her/his anniversary month or must-go month. Such bid, indicating order of preference and the Flight Attendant's choice of pay and credit or pay-no credit, must be completed by the fifth (5th) day of the month prior to the month the Flight Attendant desires to attend training (i.e., prior to the anniversary month or must-go month). The Company shall award training days in order of preference, except that all Flight Attendants who are bidding for their must-go month shall be awarded in seniority order first.

(2) A Flight Attendant who fails to bid for a training date in the anniversary month, or who desires to attend training in the may-go month, may call Training and, on a space available basis, select a training date on a known day off in either month. Such training shall be for pay-no credit.

(3) A Flight Attendant who does not attend training in the may-go or anniversary month and fails to bid for training in the must-go month, shall be assigned training by the Company and will be deemed to have selected the pay and credit option.

2. Bidding for All Other (Non-Recurrent) Training

The Company shall post all other training classes for bid. Bids shall close at 1700 on the seventh (7th) of the month

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preceding the respective training month and they shall be awarded to Flight Attendants in order of seniority.

3. The Company shall provide a sufficient number of training classes with a sufficient number of vacancies to allow all Flight Attendants to attend training.
- E. No Flight Attendant will be required to attend any of the above without her/his sufficient rest period as required in this Agreement under Section 7.
- F. Flight Attendants shall not be required to return from sick leave, medical/maternity leave, or personal leaves of absence for any required training if the Flight Attendant is out of the state of her/his domicile. In no event shall a Flight Attendant be required to return from sick leave or medical/maternity leave if her/his doctor will not release her/him for such training. If a Flight Attendant is out of the state of her/his domicile and her/his requalification requirements include ground school, the Company shall, upon expiration of her/his leave, have seven (7) days in which to requalify her/him. Said Flight Attendant will be paid and credited what she/he normally would have earned upon completion of her/his requalification or from the eighth (8th) day of active status, whichever occurs first. Flight Attendants on leaves of absence but who are out of the state of their domicile will receive free or reduced rate transportation privileges to and from such training.
- G. Any active or furloughed Flight Attendant who is illegal to fly due to the Company's failure to provide F.A.R. required training will be scheduled for training to qualify as soon as possible and she/he shall be paid and credited for what she/he normally would have earned during the period of illegality.
- H. A Bid Flight Attendant shall not be required to perform any other Company duties on a day of training in excess of her/his original bid schedule.
- I. If Flight Attendants train out of uniform, they will receive adequate time, excluding their one (1) hour lunch period, between training and flight assignments to prepare for duty. Such time will be considered part of the duty period.

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**J. Home Study Course**

A Flight Attendant may be required to complete a home study course once per year in conjunction with an all aircraft recurrent training class. The home study course will not exceed three (3.0) hours and shall be without any compensation. Flight Attendants shall be given at least seven (7) days to complete their home study course.

**K. Travel Time**

Training will normally be conducted at a Flight Attendant's domicile. Whenever a Flight Attendant is required to attend training away from her/his domicile, at the Flight Attendant's option, her/his space positive travel to and from training may be utilized from any city served by the Company. If traveling to training on a day off causes a Flight Attendant to fall below her/his required minimum days off, she/he shall have the day(s) off returned in the same month (with pay and credit for all trips missed). A Flight Attendant required to travel shall not have her/his minimum guarantee adjusted; furthermore, a Bid Flight Attendant shall retain line value protection. A Flight Attendant required to travel for training away from her/his domicile shall be compensated as follows:

1. Bid Flight Attendants shall be paid and credited what they normally would have earned for all trips missed due to travel. A Bid Flight Attendant may be required to work her/his published bid trip(s) to and from training.
2. Reserve Flight Attendants traveling for training on a work day shall be paid and credited if required to work to or from training or receive deadhead credit.
3. A Flight Attendant shall be paid and credited five (5) hours for each day of travel.

**L. Training Curriculum**

1. The Head of In-Flight shall consider recommendations from the AFA MEC Air Safety and Health Chairperson regarding the curriculum and methods of instruction for Flight Attendant training.

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2. Each year the Manager of In-Flight Training, or designee, shall survey Flight Attendants to discern the effectiveness of Flight Attendant training.
  3. The Head of In-Flight shall review any examinations used in Flight Attendant ground school where the failure rate appears to be excessive. The parties shall establish procedures to accomplish this review.
- M. Flight Attendants shall have the right to audit F.A.A. required training one (1) time per year. Flight Attendants who audit shall not be evaluated, tested, or be compensated for training in which they audit. The Company shall accommodate Flight Attendants who wish to audit said training.
- N. **Rest Following Training**

1. The minimum rest provisions at the Flight Attendant's domicile following days of training including all travel days shall be as follows:

<b>Days in Training (Including Travel)</b>	<b>Minimum Rest</b>
1 day	12:00
2 consecutive days	12:00
3 consecutive days	24:00
4 consecutive days	36:00
5 consecutive days	48:00

2. A Flight Attendant who is removed from a trip(s) following a day(s) of training as provided under the minimum rest provisions above, may be reassigned to another flight(s) in place of a flight(s) projected on her/his published schedule, provided, the final arrival at domicile time as it appears on her/his published scheduled is extended by no more than a maximum of thirty (30) minutes for Inter-Island and three (3) hours for International.
3. Pay and credit for such Flight Attendant shall be for actual time flown or the time scheduled to be flown, or duty (Inter-Island)/trip rig (International) credit, whichever is greater, in

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addition to all other compensation to which she/he may be entitled.

4. Such reassignments and/or extensions must be made prior to 1700 (local domicile time) of the preceding day and must be printed on the Daily Flight Schedule.
  5. The Company and the Association agree to establish by mutual agreement pay and credit provisions for rest following days of training as provided above. Further, it is agreed that such provisions shall be no less than those provided to pilots in the employ of the Company.
- O. The MEC President of the Association shall be consulted by the Company for input with regard to the curriculum, content and other details during the planning and implementation of the First Flight Attendant and Coach Lead Flight Attendant training program.