



April 3, 2020

Dear Fellow Flight Attendants:

Please know that our Negotiating Committee (NC) sent out an email blast earlier today. The news announced the results from our 2020 Tentative Agreement (TA) ratification. This entire negotiation process was a long road for many of us. It started in the spring of 2016 when we first assembled the NC. Then, it was on to putting out the negotiations survey to hear what you wanted in this TA. Starting today, we have an agreement that was ratified by you, the Flight Attendants.

As we look ahead, many of you have a myriad of questions. Today is the Date of Signing (DOS) for our agreement with the company. The NC could not work on the TA implementation until the voting results were certified. They will take the weekend to "re-set" and will meet with the company starting Monday. Over the next weeks they will work on the TA implementation plan. Please know that this is an elaborate process and will take weeks to work through; the NC will update us on what to expect early next week.

Shifting gears, our flights are determined by the company. As a reminder, you are encouraged to check your schedule the day before your bid flight. However, please wait until the Daily Flight Schedule (DFS) is completed. This way, you can match up what is printed and what is expected of you. We have had reports that some Flight Attendants are being reassigned. Please go to your Collective Bargaining Agreement (CBA; a.k.a. "contract") and look at Section 7. Hours of Service. J. Reassigning of Flight Attendants in the 2012 CBA. You will see that the provision clarifies any reassignment.

In terms of the May flight schedule, the company will notify us when they have an idea of what it will look like. Many of you have asked if they will offer Leaves and Voluntary Furloughs in May. We do not know the answer and await their determination.

For those of you who were awarded a Leave (1 or 2 months) or Voluntary Furlough, please go to the company resources for more information. Hawaiian Airlines, employee links:

<https://hawaiianair.sharepoint.com/sites/ERRES/General%20Preparedness/SitePages/Unemployment-Benefits-Information.aspx>

Hawaiian Airlines, Frequently Asked Questions:

<https://www.hapeople.com/Documents/Coronavirus/Coronavirus-FAQs-updating.pdf>

And finally, as we face each day, we do so together. Much like any other day, we work side-by-side. We laugh together, cry together, eat together, help passengers together and we have been known to disagree on occasion. However, at the end of each day, we move forward - together.

We have been inspired by each and every one of you. The AFA leadership is your voice and we are here to support and help you as best possible. Like everything else, we are not perfect, but we stand with you and often times, we stand up for you. Thank you for being a part of our Flight Attendant family...we are all in this together.

In Unity,

Sharon, Scott, Joni, Jaci-Ann, Josh

And the Entire AFA Leadership