



Hawaiian Airlines Master Executive Council

June 28, 2021

Re: Interisland Pick-Ups/Drops/Trades Memorandum of Understanding

Dear Flight Attendants,

With the recent introduction of interisland layovers, the MEC leadership has been working with the company on providing Flight Attendants the ability to do segment picks-ups/drops/trades for interisland flying. The existing language of the Collective Bargaining Agreement (CBA) Section 12.L. (Pick Ups/Drops/Trades) covers international and not interisland flying.

Many of you have already inquired into the possibility of doing these pick-ups/drops/trades with Crew Scheduling. To address this desire, the attached Memorandum of Understanding (MOU) between the AFA and the company will provide this accommodation. Crew Scheduling has implemented this process effective immediately and can be processed via FLICA.

Please keep in mind the pick-ups/drops/trades for interisland flying must be in the form of full duty period picks-ups/drops/trades only (i.e., the Flight Attendant must pick up all flight segments in the duty period). The Flight Attendant picking up a full interisland duty period must be legal to do so, as is required under Section 12.L.

If you have any questions, please use our MEC Questions Form: [TinyUrl.com/AFAQuestionForm](https://tinyurl.com/AFAQuestionForm)

In Unity,
Joni, Scott, Chasity, Jaci-Ann, Josh
and the entire AFA Leadership
[AFA-CWA Mutual Respect Policy](#)

MEMORANDUM OF UNDERSTANDING
between
HAWAIIAN AIRLINES, INC.
and
THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Interisland Pick Ups/Drops/Trades

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is made and entered into in accordance with the Railway Labor Act, as amended, by and between Hawaiian Airlines, Inc., hereinafter referred to as the "Company," and the Flight Attendants in the Service of Hawaiian Airlines, Inc. , as represented by the Association of Flight Attendants-CWA, AFL-CIO, hereinafter referred to as the "Association," and jointly, hereinafter referred to as the "Parties."

WHEREAS, with the recent introduction of interisland layovers, a desire has been expressed by Flight Attendants to be able to conduct segment trades for interisland flying;

WHEREAS, the existing AFA CBA Section 12.L (Pick Ups/Drops/Trades) language covers international flying and was not intended by the parties to cover interisland flying; and

WHEREAS, the parties recognize that entering into the following, temporary Memorandum of Understanding will provide the accommodation sought under the circumstances and, in the interim, give Flight Attendants the flexibility they so desire.

NOW THEREFORE, the Company and the Association have reached the following understanding:

- A. **Interisland Pick Ups/Drops/Trades**
 1. The Company will allow duty period pick ups/drops/trades for interisland flying in the form of full duty period pick ups/drops/trades only (i.e., the Flight Attendant must pick up all flight segments in the duty period).
 2. Flight Attendants will remain unable to pick up/drop/trade individual interisland flight segments, unless (under this MOU only) the entire duty period is comprised of one flight segment or deadhead.
 3. The respective credit for each of the duty periods shall remain unchanged from the original published credit associated with each duty period.
 4. The Flight Attendant picking up a full interisland duty period must be legal to do so, as is required under Section 12.L.
 5. As is also required under Section 12.L, a hotel room will be provided by the Company.
 - a. The Flight Attendants shall determine between themselves who shall be eligible for the room.
 - b. If the Flight Attendants determine they do not wish to use the hotel room, they should advise Crew Scheduling no later than 24 hours prior to the date of check-in via email at crew.schedule@hawaiianair.com.

B. Duration

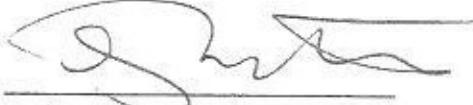
1. Either party may cancel this MOU with 30 days' written notification to the other party.
2. This MOU shall become effective on date of signature and shall remain in effect through December 31, 2021, unless extended or modified by mutual agreement of the parties, or unless cancelled by either party per the provision above.

IN WITNESS WHEREOF, the parties hereto have adopted and executed this Memorandum of Understanding this 23rd day of June 2021.

FOR the ASSOCIATION

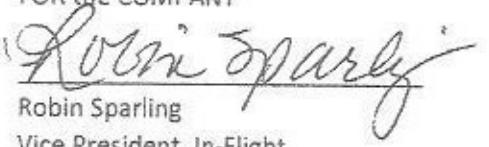


Joni Kashiwai
MEC President

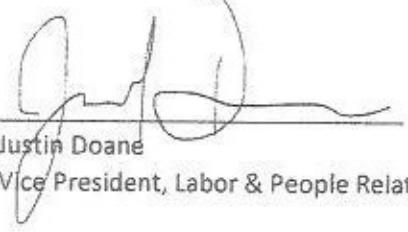


Paula Mastrangelo
Senior Staff Negotiator

FOR the COMPANY



Robin Sparling
Vice President, In-Flight



Justin Doane
Vice President, Labor & People Relations