



March 18, 2020

**COVID-19 TEMPORARY CONTRACT MODIFICATIONS**

Dear Fellow Flight Attendants,

As all of you know, the COVID-19 global pandemic has had a devastating effect on the entire airline industry. Hawaiian Airlines has not been spared from these effects. The new flight restrictions to foreign countries that seem to be added daily and the rapid drop in demand for travel between the mainland and Hawaii, and even between the Hawaiian Islands, have put Hawaiian Airlines in a very difficult position. The ever-changing flight schedules create disruptions and instability for many of us and create huge cost burdens for Hawaiian.

Yesterday, the Company reached out to the three main labor unions at Hawaiian (AFA, ALPA, and the IAM) for relief from some of the problems created by the COVID-19 crisis. We, along with ALPA and the IAM have agreed to temporary changes to the awarding of schedules, starting with this month's award, which will allow the Company to better respond to the ever-changing environment.

The Company will be offering Leaves of Absences, Low Time Lines, and Voluntary Furlough Leaves (these are not furloughs), to help offset the need for reduced staffing due to the reduced flight schedule.

The Company also reaffirmed its commitment to support and protect Flight Attendants and their families, who are exposed to COVID-19.

Details of all of these provisions are spelled out in a Letter of Agreement regarding *COVID-19 Temporary Contract Modifications* that will be distributed electronically to all Flight Attendants. In the meantime the revised bid schedule for this month's award and important highlights of the Letter of Agreement may be found at the end of this letter.

Your AFA leadership has been in continuous contact with the Company. We remain committed to advocating for you and supporting you during these challenging and ever-changing times.

In Solidarity,

The Hawaiian MEC

Sharon, Scott, Joni, Jaci-Ann, Josh

And the entire Hawaiian Airlines AFA Leadership

## COVID-19 MODIFICATIONS LOA HIGHLIGHTS

### I. REVISED MARCH 2020 AWARD SCHEDULE (HNL & LAX)

March 20, 1200 LDT	Bids Open
March 22, 1500 HST	First Practice Award
March 24, 1200 LDT	Deadline to Cancel/Cash-Out Vacation
March 24, 1500 HST	Last Practice Award
March 25, 1500 HST	Bids Close/Deadline to Submit LOA/LTL Request
March 26, 1700 HST	Preliminary Award Posted
March 27, 1200 HST	LOA/LTL Award Posted
March 27, 1700 HST	Final Award Posted
March 28, 1200 HST	FLiCA Opens for Trading*

\*No Secondary Lines built due to time and schedule constraints

### II. LEAVES OF ABSENCE, LOW TIME LINES, & VOLUNTARY FURLoughS

Per Section 16.L., the Company will be offering LOAs, additional Low Time Option positions, and Voluntary Furloughs awarded in seniority order. To be clear – the Company has not announced any furloughs. Any Flight Attendant who accepts one of these options will have all group insurance premiums, including all medical, dental, and life insurance, paid by the Company (Flight Attendant pays \$0). In addition, any Flight Attendant who is awarded a LOA or Voluntary Furlough will continue to accrue full seniority and longevity for the duration of the leave.

### III. FLIGHT ATTENDANT COVID-19 EXPOSURE

Any self-isolation or quarantine as a result of COVID-19 exposure, either at or away from work, will be 100% pay protected without any charge to sick leave, and there will not be any charge to the attendance program.