

Section 3: Compensation

The % increases:

- 6% DOR (pay rates effective with April bid month)
- 3 % DOR +1
- 3% DOR +2

Section 34-21: Bonus Compensation Provisions (Profit Sharing)

The current Hawaiian profit-sharing program will be replaced with the Alaska Program *[updated LOA attached]*

- For plan year 2024: No change (pay-out in 2025)
- For plan year 2025: Replace HA Bonus Compensation Provisions with Alaska Air Group Performance Based Pay Plan (PBP) on the same basis as the Alaska Flight Attendants with payout in 2026. AFA analysis showed that the PBP plan would have resulted in a higher profit-sharing amount in past years than the Hawaiian profit-sharing plan.

Performance Program

Participate in Alaska Operational Performance Rewards Program (OPR) on the same basis as Alaska Airlines Flight Attendants – currently monthly, quarterly, and annual monetary awards based on achieving operational metrics: \$450 potentially quarterly for a maximum of \$1,800 per plan year.

Section 8: Reserves

Pick-up On a GDO:

- Once a Reserve is in rest, GDO pick-up ability would be based on actual rest (e.g. currently duty period ends at midnight prior to GDO. But if a Reserve ends a duty day prior to noon and has a GDO the following day, and if legal rest is projected, they could pick up prior to noon on the GDO) **[see below for full language change]**

Fatigue Program:

- The company will distribute an in-depth information piece on the Hawaiian Flight Attendant Fatigue Program to all Flight Attendants

Letter of Agreement:

- Incentive for Reserves to Exceed 85 Hours: In months designated by the Company, any Reserve who exceeds 85 hours of Company-assigned or Reserve-Self-Assigned flying will receive a premium of 1.5x pay on hours exceeding 85. A reserve retains the right to call in for no-fly over 85 hours even after agreeing to fly over 85. **[see below for LOA language]**

Section 12: Pickups, Drops, Trades and Exchanges

Add new status indicators for Open Flying:

- N.1.a. All days in the Company's open flying system will be coded red, black, or green (or equivalent status indicators). Such colors will indicate the reserve coverage for that day and the likelihood of a Flight Attendant's ability to drop time into that day.
- N.1.b. The color indication is not a guarantee and is only an indication of reserve coverage on a given day at that moment.

Section 28: Safety:

Revise the following:

- J.2. The Flight Attendant may request, and will be granted, time off without loss of pay and credit for up to three (3) days immediately following the day of incident, inclusive of the remainder of the pairing on which the incident occurred. In addition, the Flight Attendant may request and may be granted additional time off without loss of pay and credit for up to two (2) days immediately following the preceding three (3) day period, inclusive of the remainder of the pairing on which the incident occurred [28.J.3.b.].
- J.3.c. In addition, the Flight Attendant may request and may be granted additional time off without loss of pay and credit for up to two (2) days immediately following the preceding three (3) day period, inclusive of the remainder of the pairing on which the incident occurred
- J.4. A Reserve may request and will be removed from her/his next reserve day(s) that fall within the three (3) day period as stated above. Any removal will be without loss of pay and credit for those days. In addition, the Flight Attendant may request and may be granted additional time off without loss of pay and credit for up to two (2) days immediately following the preceding three (3) day period.

Add new Pandemic Provision:

N. Pandemic Provisions

If a pandemic is declared by the Center for Disease Control and Prevention (CDC) and/or the World Health Organization (WHO) that significantly impacts the Company's operations, it will be considered a change to working conditions that may require bargaining on the effects to working conditions. The Association and the Company will immediately meet and confer to establish pandemic-related provisions for Flight Attendants (e.g., personal protective equipment (PPE), applicable leaves, required notification of exposure, modification of Company policies, etc.) Nothing in this

provision will prohibit the Company from implementing legally required prevention and/or mitigation measures.

Section 34.22: Retiree Health Reimbursement Arrangement (RHRA)

Revise LOA 34-22

- Currently in Paragraph 1., a Flight Attendant would have to retire by April 2, **2025** to receive the RHRA benefit. The TA extends the deadline to April 2, **2026**.
- *Important:* After January 1, 2026, 60 days' notice is required. So, a Flight Attendant retiring on April 2, 2026, would have to give notice by February 1, 2026 in order to receive the RHRA benefit.

Section 24: System Board

Revise Arbitrator Panel in 24.H.

Section 35: Duration: 2 years, 10 months

Amendable date 2/28/2028

LETTER OF AGREEMENT
between
HAWAIIAN AIRLINES
and the FLIGHT ATTENDANTS in the service of HAWAIIAN AIRLINES
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

INCENTIVE FOR RESERVE FLIGHT ATTENDANTS TO EXCEED 85 HOURS

This LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, between Hawaiian Airlines (“Company”), and the Flights Attendants in the service of Hawaiian Airlines, as represented by the Association of Flight Attendants-CWA, AFL-CIO (“Union”).

A. INCENTIVE FOR RESERVE FLIGHT ATTENDANTS TO EXCEED 85 HOURS

1. In a bid month designated by the Company to include this offer, which may be activated at any point in the bid month, Reserve Flight Attendants who elect to fly over eighty-five hours (85:00) of company-assigned or Reserve-Self-Assigned flying will receive premium pay of time and a half pay (1.5x pay, not credit) for any assigned flying over eighty-five hours (85:00).
2. A Reserve Flight Attendant who had previously notified the Company of no-over eighty-five (85) hours, pursuant to Section 8.B.2. of the Flight Attendant Collective Bargaining Agreement, may opt back into flying over eighty-five hours (85) hours by notifying Crew Scheduling.
3. A Reserve Flight Attendant retains the right to call in for no-fly over 85 hours per the existing CBA procedures, at any point, including after having accepted flying over 85 hours for premium pay.

Proposed CBA language change for Section 8.B.1.b.

b. A Reserve Flight Attendant may voluntarily exceed eighty-five (85) or ninety-five (95) credited hours by picking up additional flying from another Flight Attendant or Open Time on a red circle day(s) off. Such flying shall be paid and credited over and above the greater of her/his monthly guarantee or her/his monthly credited hours. If the red circle day off is preceded by a day of Reserve duty, the Reserve Flight Attendant shall not be permitted to pick up a trip that reports prior to 1200. However, if a Reserve Flight Attendant has been released into rest on a reserve day that precedes a red circle day off, she/he may pick up flying that reports after receiving required contractual rest. For example, if a Reserve FA is released at 1900HST from a non ER pairing, she/he can pick up flying for the following red circle day off provided it reports after receiving a minimum of 12 hours rest. Additionally, if the red circle day off is preceded by another day off (red circle or non-red circle), the Reserve Flight Attendant shall be permitted to pick up any grouping which does not conflict with her/his next scheduled day of Reserve availability (a day of Reserve availability begins at 0001 LDT). If picking up a grouping causes the Reserve to be scheduled for more than six (6) consecutive days of work, she/he will be deemed to have waived her/his entitlement to one (1) calendar day off in that seven (7) or more consecutive day period. Such Flight Attendant shall be ineligible for the compensation provisions of Section 7.G. (double pay) for any hours over ninety-five (95) and she/he shall be required to maintain her/his minimum days off in accordance with Section 7.H.1. Further, such Flight Attendant shall not be eligible for the trip(s) dropping provisions in Section 7.B.3., and will be expected to remain available to complete all such flying.

Amendment to Section 34-21: LETTERS OF AGREEMENT

Letter of Agreement
between
HAWAIIAN AIRLINES, INC.
and
THE FLIGHT ATTENDANTS
in the service of
HAWAIIAN AIRLINES, INC.
as represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

AMENDMENT TO SECTION 34-21

THIS AMENDMENT TO LETTER OF AGREEMENT 34-21 (“LOA”) is made and entered into in accordance with the provisions of 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 the Company, as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (hereinafter referred to as the “Union”).

WHEREAS, Alaska Air Group, Inc. (“AAG”), parent of Alaska Airlines, Inc., through its wholly own subsidiary Marlin Acquisition Corp., acquired Hawaiian Holdings, Inc, the corporate parent of the Company, on September 18, 2024, and

WHEREAS, the Company and the Union are parties to a collective bargaining agreement setting forth the rates of pay, rules and working conditions for the Company’s Flight Attendants (“CBA”) effective April 2, 2020.

WHEREAS, the Company and Union agree that the Company’s Flight Attendants should participate in the AAG Performance Based Pay Plan (“PBP”) at the same level, and on the same terms as the Alaska Airlines, Inc. Flight Attendants for the 2025 plan year moving forward in lieu of continued participation in the Bonus Compensation Provisions set forth in Section 34-21 of the CBA,

NOW THEREFORE, the Company and Union agree to the following modifications of the CBA:

1. Section 34-21 of the CBA will be replaced with the following language effective January 1, 2025, and moving forward:

Employees will participate in the Alaska Air Group Performance Based Pay Plan with a target payout of five percent (5%) of eligible earnings. The terms of the PBP plan will be made available to employees annually.

Comprehensive Extension Agreement AFA-Hawaiian – Confirmed and Final Language

2. The 2024 plan year will continue to be governed by the provisions currently contained in Section 34-21 of the CBA, based on the Company's financial performance for 2024, and the metrics set forth at the beginning of the plan year.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement on this _____ of _____ 2025.

FOR HAWAIIAN AIRLINES, INC.:

Joe Sprague
President and Chief Executive Officer

Lokesh Amaranayaka
Vice President, In-Flight and Airport
Operations

Justin Doane
Vice President, Labor Relations

FOR THE
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO:

Sarah Nelson
International President,
Association of Flight Attendants –
CWA, AFL-CIO

Joni Kashiwai
Hawaiian Master Executive Council
President,
Association of Flight Attendants –
CWA, AFL-CIO