Dear Hawaiian Flight Attendants:

Many of the new provisions in our new Contract will require software changes, coordination with outside vendors, education of crew schedulers, and new procedures put into place for different company departments. It is a complicated process and we are pleased to report that the company is working with us as we sort through everything that must be implemented.

We are focusing on the items that will be effective in the near term. The changes to the Reserve Assignment Provisions will involve programming and will take months to implement. We will keep you posted on future developments.

In this update, we are highlighting the provisions that will impact Flight Attendants in the next month. Of course, pay is paramount. Since there will be no ER flying or language groupings in May, our next update will include provisions which are impacted by ER and language flights.

RATIFICATION BONUS:
- Paid in May 7 paycheck (2 payments: April + May). A detailed explanation of how your bonus was calculated will be available to each Flight Attendant.

PAY PROVISIONS:
- New Pay Rates:
  - Reflected in May 7 Paycheck and retroactive to April 1!
- Interisland 1st FA Pay $2.50:
  - Reflected in May 7 paycheck and retroactive to April 1!
- Interisland Duty Premium $ 5.50:
  - Reflected in May 7 paycheck and retroactive to April 1!
- Longevity Pay:
  - Reflected in June 7 paycheck and retroactive to April 1
- Eliminate Paper Checks:
  - Due to a legal issue with this item, we will keep the option for paper checks.

TRADING PROVISIONS:
- Interisland trading buffer:
  - Down to 1200 hours if FA in rest: Effective April 15 (12.G.)
- Reserve-Reservo trades:
  - Approved if legal and no loss of day: Effective May 1 (12.D.3)
- Timeframe for Submitting Trades:
  - Down to 2 hrs (4 hrs for foreign): Effective April 16 (12.D.1.)
- ETCH folder processed before OT folder:
  - Effective April 15 (12.O.2.)

SICK LEAVE:
- Elimination of 100/110 Cap:
  - Effective April 1
- Increase SL Bank Cap to 1200:
  - Effective April 1

INTERISLAND WATER BOTTLE:
- Effective April 15 Interisland FAs may pick up their water bottle with their snack for the day.

RESERVE:
- Reserve released after 0030 not required to accept another assignment in same calendar day:
  - Effective April 1 (8.C.2.)
- ADOs only cancelled if assigned a trip:
  - Effective April 15 (8.F.4.)

As we move forward and continue this process, we will report out on the effective dates of our new Contract provisions.

Mahalo!
The Negotiating Committee
Sharon Sopar, Diana Huhuli, Ka’imi Lea, Martin Gusman, Jeff Fuke, and Paula Mastrangelo – AFA Senior Staff Negotiator