

LOA # _____

LETTER OF AGREEMENT
Between
HAWAIIAN AIRLINES, INC.
And the
MAINTENANCE PLANNERS
In the service of
HAWAIIAN AIRLINES, INC.,
As represented by the
INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS

MAINTENANCE PLANNERS

This letter of agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Hawaiian Airlines, Inc. (the "Company"), and the Aircraft Inspectors, Mechanics, Line Servicemen, Cleaners, and Contract Servicemen of Hawaiian Airlines, Inc. as Represented by the International Association of Machinists and Aerospace Workers (the "IAM").

Whereas, the National Mediation Board has determined that the Maintenance Planners and Production Controllers are to be included in the Aircraft Inspectors, Mechanics, Line Servicemen, Cleaners, and Contract Servicemen craft and class and represented by the International Association of Machinists and Aerospace Workers for the purposes of collective bargaining under the Railway Labor Act;

Therefore, it is hereby agreed as follows:

1. **Definitions:**
Maintenance Planners and Production Controllers shall mean any employee performing this work immediately prior to the effective date.
2. **Effective Date:** The Effective Date shall be the date this Letter of agreement is signed.
3. **Seniority:** It is agreed that the non-contract employees currently performing the duties and responsibilities of the Maintenance Planner and Production Controller classifications of work shall accrete into the Hawaiian Airlines IAM District 142 bargaining unit as outlined in this Agreement. Seniority shall be recognized for these classifications as follows:

The employee's original date of entry into the Maintenance Planner and Production Controller classifications shall be the date used as that employees Transfer Date or Last Date of Hire into one of these classifications of work. If there are employees with identical dates, the employee with the earlier date of hire shall be ranked higher. After the initial seniority order has been established, any future employees entering this classification of work shall establish seniority in accordance with Articles 9 and 10 of the Collective Bargaining Agreement.

This classification will not carry any basic Classification (Aircraft Inspectors, Mechanics, Line Servicemen, and Cleaners) seniority rights unless the employee previously held such seniority as per Article 9.

A single seniority list will be maintained for this group.

All mechanic classifications or equivalent as listed in Article 4.1 shall be considered as classifications ranking above that of Maintenance Planner and Production Controller. Should a mechanic accept a position as a Maintenance Planner or Production Controller while still actively employed as a mechanic, his/her mechanic seniority and longevity for pay purposes as a mechanic shall be frozen upon successful completion of his/her trial period.

Any mechanic who accepts a position in one of these classifications due to a reduction in force or similar job elimination from the mechanics' group and is unable to maintain a mechanics position shall not lose their mechanics' seniority while on a furlough status unless that employee refuses a recall back to the mechanic workforce when recalled by the Company.

Article 4.1 shall be amended to include 4.1(c) Maintenance Planner

4. Union Membership: Within sixty (60) days of the effective date, these employees will be required to become members of the IAM in accordance with Article 21.
5. It is understood that any third-party, outside vendors performing work covered under the scope of this LOA shall continue without expansion until the termination of such current contracts, as stipulated therein. At no time will the Company enter into an extension of a current agreement or establish a new agreement unless they first receive express written consent from DL 142 PDGC.
6. All articles and applicable Letters of Agreement in the current Collective Bargaining Agreement shall apply to Maintenance Planners where not in conflict with the terms outlined in this Letter of Agreement.
7. For the purpose of this LOA, it is understood that Maintenance Planners and Production Controllers are the same work classification and shall be referred to officially as MX Planners.
8. Maintenance Planners shall maintain their current medical plans as of DOS and shall be allowed to select any plan offered to the IAM during the 2018 Open enrollment scheduled dates. Any increase or decrease in the employee contribution shall be effective January 1st, 2019.
9. Vacation: Maintenance Planners shall adopt the system currently used by the IAM of earning vacation credits in the current year to be applied and utilized for the following year. As of DOS, any vacation credits not used by the employee in 2018 shall be applied towards the 2019 year. It is understood that an employee(s) shall be granted a leave of absence without pay for any vacation bids already made for the rest of the 2018 year. Additional vacation requests can still be made, pending approval based on needs of the service.
10. Should the Company payout any profit sharing for the 2018 calendar year in 2019, the time pre-DOS shall be compensated as normally would be a non-contract employee and the time post-DOS shall be paid in accordance with the collective agreement.

11. Maintenance Planners and Production Controllers shall be treated as separate bid areas. Within the Maintenance Planners group, employees shall be primarily assigned as Short Haul Planners (SHP) or Long Haul Planners (LHP). The Company may interchange the SHP/LHP personnel provided the employees' regular schedule shall not be altered in anyway. When moving between the SHP and LHP work locations, all overtime provisions shall apply.
12. Due to the unique requirements of the Maintenance Planner/Production Controller classification, should there be a vacancy, it is agreed that the Company will give first preference, subject to qualifications, first to bargaining unit employees covered by this agreement, then to bargaining unit employees covered under the Clerical agreement, then to Companywide or outside hire as governed by Article 10.

Acknowledgement

It is acknowledged that the Maintenance Planners and Production Controllers, as of January 16th, 2018, when the National Mediation Board issued its official determination, the majority of the planners group were assigned to 12 (twelve) hour work assignments with rotating days off. The remaining minority of the group was scheduled a 9 (nine) hour day for 5 consecutive days followed by 2 (two) consecutive days off. Although the Unions intent was not to alter that unique scheduling, the Company has maintained it was their intention of eliminating the 12 hour shifts prior to the NMB's ruling and that it has no desire to enter into an agreement that will continue to allow the utilization of the planners on a 12 (twelve) hour schedule. The company does recognize the significant change this will bring about to the affected employees and agree to give 90-days written notice to all employees and to the Local Committee Chairman of its intent to transition from 12 (twelve) hour work shifts to either 8 (eight) or 10 (ten) hour work shifts as outlined in article 6 (six) of the CBA. The effective day shall be the first of the month after the 90th day has expired)

Effective DOS, all current planners, not on a scheduled 12-hour shift, shall transition to an assigned 8-hour or 10-hour workday (exclusive of a 30-minute meal period) and shall immediately have the CBA in its entirety applied to them and paid an hourly rate as stated below.

	<i>CURRENT</i>	<i>DOS</i>	<i>2018 (2%)</i>	<i>2019 (3%)</i>
<i>Maintenance Planner</i>	\$30.63	\$30.63	\$31.22	\$32.18

- On DOS, article 19.12 shall apply to all Maintenance planners who maintain either an Airframe or a power plant License or for those who have been working for a minimum of two years as a Maintenance Planner/Production Controller, Maintenance Controller, Aircraft Mechanic, Lead Aircraft Mechanic, Inspector or Lead Inspector for Hawaiian Airlines.

For the employees who remain on a 12-hour shift, the following shall apply until they are transitioned to the hours of service under Article 6 of the agreement.

Article 6 Hours of Service provisions will not apply.

Article 7 Overtime and Holidays provisions shall not apply for an employee(s) on a twelve (12)-hour shift unless specifically referenced below.

For employee(s) working a twelve (12)-hour shift, Article 7 shall not apply except for the following: Overtime will be worked only by direction of proper Company Management.

- Time and one-half (1/2) will be paid for;
 - a. First four (4) hours worked, either prior to or after an employee's regular scheduled shift,
 - b. First twelve (12) hours worked on any one of his four (4) regularly scheduled days off.

- Double time will be paid for;
 - a. All hours worked after the first twelve (12) hours worked on any one of his four regularly scheduled days off, and for all hours worked on any of his of his subsequent days off provided he has worked on a previous day off.
 - b. All time worked in excess of sixteen (16) in any work day, unless the time worked was the result of a Shift trade.

For overtime purposes, the overtime/double time rates will be based on the equivalent hourly rate as noted. Any overtime worked shall be paid out normally.

Articles 7.9 and 7.12 through 7.17 shall be applicable to employees on a regularly scheduled twelve (12)-hour shift.

12-hour Maintenance Planners / Production Controllers will be paid as follows:

	<i>CURRENT</i>	<i>DOS</i>	<i>2019 (2%)</i>	<i>2020 (3%)</i>
<i>Maintenance Planner</i>	<i>\$63,708.00</i>	<i>\$63,708.00</i>	<i>\$64,982.00</i>	<i>\$66,932.00</i>
<i>Production Controller</i>	<i>\$63,708.00</i>	<i>\$63,708.00</i>	<i>\$64,982.00</i>	<i>\$66,932.00</i>

<i>Overtime Rate:</i>	<i>\$45.94</i>	<i>\$46.86</i>	<i>\$48.27</i>
<i>Double-time Rate:</i>	<i>\$61.26</i>	<i>\$62.48</i>	<i>\$64.36</i>

Article 19.12 shall also apply to the 12-hour employees if they maintain either an Air frame or power plant license or have been working for a minimum of two years as a Maintenance Planner or Production Controller for Hawaiian Airlines.

It is agreed that once 12 (twelve) hour shifts are no longer in practice, the entire current Collective Bargaining Agreement and any applicable Letters of agreements shall apply to all Maintenance Planners and Production Controllers in its entirety. It is understood at least 30 days prior to the transition from the twelve (12) hour shifts, a one-time general shift bid will be accomplished for all the Maintenance Planners.

The pay scale listed below will apply to all new Maintenance Planners/Production Controllers after the signing of the LOA:

	DOS	1/2019	1/2020
0-18 months	\$20.95	\$21.37	\$22.01
19-36 months	\$21.61	\$22.04	\$22.70
37-54 months	\$22.41	\$22.86	\$23.54
55-72 months	\$23.30	\$23.77	\$24.48
73-84 months	\$26.03	\$26.55	\$27.35
85-96 months	\$28.87	\$29.45	\$30.33
97 + months	\$30.63	\$31.24	\$32.18

Lead MX Planner	\$32.16	\$32.80	\$33.78
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For clarification purposes:

Article 4.1 shall be amended to include 4.1(c) Maintenance Planners

Article 4.4 (qualifications) shall be amended to include:

- (r) Lead Maintenance Planner
- (s) Lead Production Controller
- (t) Maintenance Planner
- (u) Production Controller

LEAD MAINTENANCE PLANNER

A Lead Maintenance Planner is a Maintenance Planner who in the course of his/her work as a Maintenance Planner also leads, directs and approves the work of other employees under his/her direction. A lead must be able to give instruction and training to Maintenance Planners as required.

A Lead Maintenance Planner shall be maintained on duty at all times when three (3) or more Maintenance Planners are on duty.

MAINTENANCE AIRCRAFT PLANNERS

To qualify as an aircraft maintenance planner, an employee shall possess sufficient experience and training to perform the type work outlined below.

The work of a maintenance planner shall consist of forecasting, publishing, revising and updating planned line and heavy-maintenance schedule for all Hawaiian Airlines aircraft and maintaining maintenance planning oversight of all present and future HAL aircraft. Performs long and short-range time control forecasting, creates work orders and builds daily work folders. Coordinates with various vendors and internal departments in the planning of scheduled work. Prepares and conduct maintenance planning meetings with maintenance personnel and outside vendors. Maintenance planners shall also perform work incidental to their primary duty as a maintenance planner.

LEAD PRODUCTION CONTROLLER

A Lead Production Controller is a Production Controller who in the course of his/her work as a production planner also leads, directs and approves the work of other employees under his/her direction. A lead must be able to give instruction and training to production planners as required.

A Lead Production Controller shall be maintained on duty at all times when three (3) or more Production C Controllers are on duty.

PRODUCTION CONTROLLER

To qualify as a maintenance production planner, an employee shall possess sufficient experience and training to perform the type work outlined below.

The work of a production planner shall consist of developing HNL Base Maintenance plans and timelines, including event Sequence and equipment requirements and availability to efficiently and effectively flow checks and align workload with available manpower. Maintains all documents associated with aircraft and shop check events to ensure Completeness and accuracy. Production planners shall collaborate with Management in the creation of maintenance visit plans and project flow to ensure continuity. Production Controllers shall also perform work incidental to their primary duty as a production planner.

Article 6.4 (a) shall be added to include Maintenance Planners.

Article 19 .12 Skill pay will only be paid to Maintenance Planners/Production Controllers with two years or more working in Maintenance Planning or the higher classifications of Maintenance Control, Aircraft Mechanic, Lead Aircraft Mechanic, Inspector, and Lead Inspector OR who possess either an Airframe or Power plant license.


Article 19.19 (Pay Scales and Wage Tables) shall be amended to add MX Planners under "Other Classifications".

In establishing these wage rates, the parties agree that any Maintenance Planner/Production Controller who is paid a base rate exceeding the base rates above on the date of signing, will have their pay frozen at their current rate. Those employees will only be eligible for annual pay increases after the contractually agreed to rate of pay for Maintenance Planners exceeds their current rate of pay.

The parties acknowledge that with the introduction of these new classifications that certain matters may have been overlooked or not foreseen. Therefore, for the term of this Agreement, the parties agree to meet and resolve such matters.

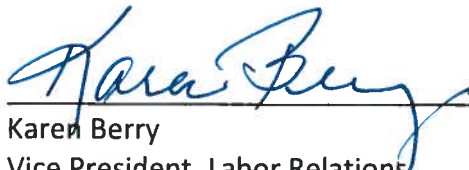
The above is acknowledged and agreed to on this the 2, November 2018.

For the IAMAW:



David Supplee
President/General Chairman
District Lodge 142, IAMAW AFL-CIO

For Hawaiian Airlines, Inc.:



Karen Berry
Vice President, Labor Relations
Hawaiian Airlines, Inc.