



January 28, 2021

VIA U.S. MAIL & ELECTRONIC MAIL

State of Hawai'i, Department of Labor & Industrial Relations
Attn: Anne Perreira-Eustaquio, Director
830 Punchbowl Street, Room 321
Honolulu, Hawai'i 96813
E-mail: dlir.director@hawaii.gov

2021 FEB -2 AM 10: 03
DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

Dear Ms. Perreira-Eustaquio:

This is to notify you that while we have seen a modest increase in travel to our islands since the rollout of Hawai'i's pre-travel testing program and nationwide administration of COVID-19 vaccines, the pandemic continues to negatively affect Hawaiian Airlines, Inc. (the "Company"). The Company has made changes to adapt to the unprecedented challenges that the airline industry faces, including modifying the frequency of flights to accommodate drastically altered market demands, offering special and discounted fares and implementing multi-layered procedures to ensure that our passengers are flying in a safe and healthy environment.

The Company recently requested and is receiving additional financial support offered to passenger air carriers through the extension of the Payroll Support Program under the CARES Act ("PSP2"). With such assistance, the Company was able to recall or otherwise provide compensation and benefits to those of our employees who were affected by the Company's reduction in workforce last year. However, with PSP2 funding expiring on March 31, 2021, and despite our ongoing cost-saving efforts and changes to our business to generate more revenue, the Company does not anticipate that it will be able to retain all employees beyond March 31, 2021. Consequently, effective April 1, 2021, or during the 14-day period thereafter, the Company will likely invoke layoffs of its unionized employees in all its Hawai'i locations¹ as described below:

Location	No. of Employees Affected
Daniel K. Inouye Int'l Airport (HNL) 300 Rodgers Blvd., Honolulu, Hawai'i 96819	
Hilo Airport (ITO) 2450 Kekuaaoa Street, Hilo, Hawai'i 96720	
Kahului Airport (OGG) 1 Keolani Place, Kahului, Hawai'i 96732	
Kailua-Kona Airport (KOA) 73-200 Kupipi Street, Kailua-Kona, Hawai'i 96740	
Lihue Airport (LIH) 3901 Mokulele Loop, Lihue, Hawai'i 96766	

¹ Union employees based in other states may also be affected, but for purposes of this letter, such information is not included.

Although these furloughs will be temporary,² we anticipate that the duration of the furloughs will last six (6) months or longer.

There are some factors that may require the Company to modify this notice. The number of involuntary furloughs may also be reduced if there is significant participation in the Company's voluntary early out program. A material improvement in demand conditions could also enable us to increase our schedule beyond March 31, 2021. Therefore, the Company is unable to determine with precision which or how many of its union employees will be affected by this planned action.

Exhibit A is a listing of the job classifications/titles and number of Hawai'i-based employees who are presently expected to be affected by the Company's reduction in its workforce. Exhibit B lists the unions and union representatives who have been notified of the anticipated furlough date affecting their respective members.

This letter is intended to fulfill any notice requirements that may be imposed under the Worker Adjustment and Retraining Notification Act ("WARN Act") and/or state law, but should not be construed as a concession that notice under the WARN Act and/or state law is required.

Should you have any questions regarding this notice, please do not hesitate to contact me at (808) 564-7470 or Aaron.Alter@HawaiianAir.com.

Very truly yours,

Aaron J. Alter
Executive Vice President & Chief Legal Officer

Exhibit A (Listing of Affected Job Classifications/Titles)
Exhibit B (Listing of Unions and Union Representatives)

cc: The Honorable Mayor Rick Blangiardi (via U.S. Mail & facsimile - (808) 768-5552)
The Honorable Mayor Mitch Roth (via U.S. Mail & facsimile - (808) 961-6553)
The Honorable Mayor Michael P. Victorino (via U.S. Mail & e-mail [Mayors.Office@co.maui.hi.us])
The Honorable Mayor Derek S. K. Kawakami (via U.S. Mail & e-mail [mayor@kauai.gov])

² Many of our unionized employees are furloughed but retain recall rights under their respective collective bargaining agreements.

EXHIBIT A

Job Classification Affected	Union	No. of Employees in Affected Classification	Location
Flight Attendant	AFA	647	HNL
Dispatcher	TWU	7	HNL
First Officer-A321	ALPA	37	HNL
First Officer-A330	ALPA	15	HNL
First Officer-B717	ALPA	47	HNL
Contract Serviceman	IAMM	10	HNL
Customer Service Agent	IAMC	13	HNL
Customer Service Chief Agent	IAMC	1	HNL
Lead Contract Serviceman	IAMM	3	HNL
Weight & Balance Agent	IAMC	1	HNL
Customer Service Agent	IAMC	4	ITO
Customer Service Chief Agent	IAMC	1	ITO
Ramp Agent	IAMC	1	ITO
Customer Service Agent	IAMC	7	OGG
Lead Ramp Agent	IAMC	1	OGG
Ramp Agent	IAMC	1	OGG
Customer Service Agent	IAMC	2	KOA
Customer Service Chief Agent	IAMC	2	KOA
Ramp Agent	IAMC	3	KOA
Customer Service Agent	IAMC	1	LIH
Lead Cleaner	IAMM	1	LIH
Ramp Agent	IAMC	5	LIH

EXHIBIT B

UNION	CONTACT, TITLE AND ADDRESS
ALPA	<p>Captain Joe DePete, President Air Line Pilots Association, International 1625 Massachusetts Ave NW, Suite 800 Washington, DC 20036 Joe.Depete@alpa.org</p> <p>Captain Lawrence Payne Chairman, HAL Master Executive Council Air Line Pilots Association International 3375 Koapaka Street, #F238-30 Honolulu, HI 96819 Larry.Payne@alpa.org</p>
IAM-Clerical	<p>Mike Klemm, President & Directing General Chairperson IAMAW District Lodge 141 1771 Commerce Drive, Suite 103 Elk Grove Village, IL 60007-2139 mklemm@iam141.org</p> <p>Arthur Croker, Assistant General Chairman District 141 IAMAW 1934 Hau Street Honolulu, HI 96819 acroker@iam141.org; bigdawgac@aol.com</p>
IAM-Machinists	<p>Dave Supplee, President & Directing General Chairperson IAMAW District Lodge 142 400 N. E. 32nd Street Kansas City, MO 64116 dsupplee@iamdl142.org</p> <p>David Figueira, General Chairman IAMAW District Lodge 142 1934 Hau Street Honolulu, HI 96819 DFigueira@iamdl142.org</p>



Hawaiian Airlines
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Honolulu, Hawaii 96819-1800

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and Industrial Relations
Attn: Anne Ferreira-Eustaquio, Director
830 Punchbowl Street, Room 321
Honolulu, Hawai'i 96813

96813-5000



AFA	<p>Joni Kashiwai, President Master Executive Council Association of Flight Attendants, CWA, AFL-CIO 16700 Yukon Avenue, #219 Torrance, CA 90504 Joni.kashiwai@hawaiianmec.org</p> <p>Jaci-Ann Chung, LEC 43 President Association of Flight Attendants-CWA 2893 Oahu Avenue Honolulu, HI 96822 president@hawaiian43.org</p> <p>Josh Aoki, LEC 47 President Association of Flight Attendants-CWA 3640 Sepulveda Blvd. #210 Los Angeles, CA 90034 josh.aoki@hawaiian47.org</p> <p>Sara Nelson, International President Association of Flight Attendants-CWA 501 3rd Street NW Washington, DC 20001 snelson@afacwa.org</p>
TWU	<p>Jenny Schar, President TWU Local 592 1001 W. Eules Blvd, Ste 208 Eules, TX 76040 JennySchar@twu592.org</p> <p>Pukui Abbley TWU 592 Union Representative 3375 Koapaka Street, Ste G350 Honolulu, HI 96819 Pukui.Abbley@hawaiianair.com</p>