



DEPT. OF LABOR AND INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2025 JUL 16 PM 1:00

July 16, 2025

Director Jade Butay
State of Hawaii Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

Dear Director Jade Butay:

Hawaiian Airlines is reducing its workforce at its non-unionized workforce at its facilities located at the following addresses as a result of the merger with Alaska Air Group, Inc.:

Location	Number of Employees Affected
Hawaiian Airlines Corporate Headquarters (HQ) 3375 Koapaka Street, Suite G-350 Honolulu, HI 96819	[REDACTED]
Hawaiian Air Cargo – Hangar 277 Elliott Street Honolulu, HI 96819	[REDACTED]
Honolulu International Airport (HNL) 300 Rodgers Blvd Terminal Two Honolulu, HI 96820	[REDACTED]
Hilo International Airport (ITO) 2450 Kekuanaoa St Hilo, HI 96720, United States	[REDACTED]
Kailua-Kona Airport (KOA) 73-200 Kupipi Street Kailua-Kona, HI 96740	[REDACTED]
Kahului Airport (OGG) 1 Keolani Place Kahului, HI 96732	[REDACTED]
Lihue Airport (LIH) 3901 Mokulele Loop Lihue, HI 96766	[REDACTED]

The Company's address for purposes of HRS § 394B is the Hawaiian Airlines Corporate Headquarters location. While we presently expect these reductions to be permanent, the entire facility is not being closed.

Consistent with these plans, employment separations are expected to begin on or about September 17, 2025. Approximately 958 non-contract employees work at the affected facilities, and approximately 252 of them are anticipated to be separated from employment.





None of the affected employees are represented by a labor organization. Bumping rights are not available for affected employees.

This notice is being provided consistent with 20 CFR § 639.7(f) and the HRS §394B. If you have any questions or for additional information, please contact Director HR Business Partners, Jody Hagen at jody.hagen@alaskaair.com.

Sincerely yours,

A handwritten signature in black ink that reads "Andy Schneider".

Andy Schneider, SVP People Team
Alaska Airlines

cc: Mayor Rick Blangiardi (via FedEx)
Mayor Richard T Bissen, Jr (via FedEx)
Mayor Kimo Alameda (via FedEx)
Mayor Derek S.K. Kawakami (via FedEx)
Hawai'i Workforce Development Division (via FedEx)

