

RECEIVED

By Jan Kusakabe at 10:55 am, Sep 16, 2020



September 16, 2020

VIA U.S. MAIL & ELECTRONIC MAIL [dlir.director@hawaii.gov]

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

Re: Amended Notice of Mass Layoff at Hawaiian Airlines

Dear Ms. Perreira-Eustaquio:

Reference is made to my July 29, 2020 letter, which constituted Hawaiian Airlines, Inc.'s ("Hawaiian's" or the "Company's") notice pursuant to the federal Worker Adjustment Retraining Notification Acts ("WARN Act Notice"). This letter is an update to that WARN Act Notice.

We previously notified the Department of Labor & Industrial Relations that Hawaiian anticipated that 35% or 2037 union employees in Hawai'i may be involuntarily furloughed no earlier than October 1, 2020. As was set out in the WARN Act Notice, that projection was subject to change depending on the outcome of the voluntary furlough program. The election periods for the voluntary furlough programs for the unions have now closed. With the unions' support and the support of their members, the Company was able to reduce the number of involuntary furloughs from 2037 to 192 union employees. Accordingly, Hawaiian has adjusted its July forecast.

Exhibit A is an amended listing of the potentially affected job classifications for union employees residing in the State of Hawai'i and the number of potentially affected employees in each job classification.

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,

A handwritten signature in black ink, appearing to read "Aaron J. Alter".

Aaron J. Alter
Executive Vice President & Chief Legal Officer

Exhibit A (*Amended* Listing of Affected Job Classifications)

EXHIBIT A

Job Classification Affected	No. of Employees in Affected Classification	Union
Flight Attendant	157	AFA
First Officer-A330	15	ALPA
First Officer-A321	28	ALPA
First Officer-B717	30	ALPA
Cleaner	2	IAMM
Lead Cleaner	10	IAMM
Mechanic	2	IAMM
Aircraft Records Agent	1	IAMC
Customer Service Agent	61	IAMC
Customer Service Chief Agent	26	IAMC
Lead Ramp Agent	19	IAMC
Ramp Agent	37	IAMC
Reserve Ramp Agent	1	IAMC
Weight & Balance Agent	10	IAMC
Weight & Balance Chief	2	IAMC
Chief Contract Service Agent	1	IAMC
Contract Service Agent	14	IAMC