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By Jan Kusakabe at 2:40 pm, Aug 03, 2020



July 29, 2020

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

State of Hawai'i, Department of Labor & Industrial Relations  
Attn: Scott Murakami, Director  
830 Punchbowl Street, Room 321  
Honolulu, Hawai'i 96813

Re: Notice of Mass Layoff at Hawaiian Airlines

Dear Mr. Murakami:

Due to the adverse effect on our business caused by the COVID-19 pandemic, Hawaiian Airlines, Inc. (the "Company") is forced to conduct a mass layoff of employees who are employed throughout its stations both here in Hawai'i and on the U.S. mainland. The layoffs will be affecting union employees in the following Hawai'i locations:

- Daniel K. Inouye Int'l Airport (HNL), 300 Rodgers Blvd, Honolulu, HI 96819
- Hilo Airport (ITO), 2450 Kekuaaoa St, Hilo, HI 96720
- Kahului Airport (OGG), 1 Keolani Pl, Kahului, HI 96732
- Kailua-Kona Airport (KOA), 73-200 Kupipi St, Kailua-Kona, HI 96740
- Lihue Airport (LIH), 3901 Mokulele Loop, Lihue, HI 96766
- 3375 Koapaka St., G-350, Hon., HI 96819, our corporate headquarters

While the CARES Act helped us temporarily avoid furloughs and involuntary separations, the economic effects of COVID-19 have continued to intensify and we now find ourselves having to right-size all aspects of our company to adapt. This is not an action we want to take but is a dire measure to help us outlast this drastic economic downturn and preserve the Company's future. Across the Company, we have already reduced operating expenditures, reduced pay for all executives, frozen hiring, and introduced voluntary leave and separation programs, among other cost-saving measures. While these efforts and the sacrifices made by hundreds of our employees who have participated in our voluntary leave program have made a difference, the demand for air travel remains more than 90% lower than last year. Even with the recent lifting of the quarantine restrictions for neighbor island travel, and even if demand continues to slowly improve, it is still necessary for the Company to reduce its workforce and labor expenses.

We are unable at this time to predict when our business operations will return to normal. As our union employees who are subject to layoff have rights under their respective collective bargaining agreements, they are considered temporarily furloughed but we anticipate that these furloughs will last six (6) months or longer. We currently anticipate that these union employee separations will begin no earlier than October 1, 2020 or during the 14-day period thereafter depending on the outcome of the Company's voluntary furlough program and negotiations with

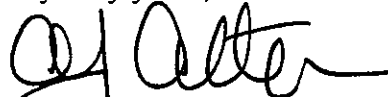
unions which are currently underway. Also, pursuant to applicable collective bargaining agreements, certain union employees affected by a reduction in force may be able to “bump” someone of lower seniority or may themselves be bumped, which will affect the overall number of potentially affected union employees. The number of involuntary furloughs may also be reduced if there is significant participation in the Company’s voluntary furlough program.

While we are unable to be precise given the factors that may affect the overall number of positions affected, based on current information, we anticipate that approximately 35% or 2037 union employees in Hawai‘i will be affected. As we learn more, we will provide updated information. Exhibit A is a 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. Exhibit B sets out the unions and union representatives who have been notified of the furlough dates affecting their respective members.

This letter is intended to fulfill any applicable notice requirements under the Worker Adjustment and Retraining Notification Act (“WARN Act”) but should not be construed as a concession that notice under the WARN Act 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](mailto:Aaron.Alter@HawaiianAir.com).

Very truly yours,



Aaron J. Alter  
Executive Vice President & Chief Legal Officer

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

**EXHIBIT A**

<b>Job Classification Affected</b>	<b>Employees in Affected Classification</b>	<b>Union</b>
Flight Attendant	676	AFA
First Officer-A330	41	ALPA
First Officer-Airbus A321	19	ALPA
First Officer-Airbus A321	67	ALPA
First Officer-Airbus A330	26	ALPA
First Officer-B717	24	ALPA
First Officer-B717	48	ALPA
Fleet Technical Manager	1	ALPA
Aircraft Records Agent	1	IAMC
Cargo Agent	36	IAMC
Chief Contract Service Agent	33	IAMC
Contract Service Agent	208	IAMC
Crew Scheduler	3	IAMC
Customer Service Agent	198	IAMC
Customer Service Agent - Reserve	12	IAMC
Customer Service Chief Agent	25	IAMC
Lead Ramp Agent	21	IAMC
Material Support Agent	2	IAMC
Ramp Agent	177	IAMC
Ramp Agent - Reserve	8	IAMC
Weight & Balance Agent	3	IAMC
Weight & Balance Chief Agent	2	IAMC
Aircraft Mechanic	12	IAMM
Aircraft Mechanic Apprentice	8	IAMM
Cleaner	56	IAMM
Contract Serviceman	211	IAMM
Ground Service Equipment (GSE) Mechanic	5	IAMM
Lead Cleaner	13	IAMM
Lead Contract Serviceman	35	IAMM
Lead Line Serviceman	5	IAMM
Line Serviceman	42	IAMM
Maintenance Planner	1	IAMM
Assistant Dispatcher	3	TWU
Dispatcher	15	TWU

**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 &amp; 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 &amp; 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>
AFA	<p>Joni Kashiwai, President Master Executive Council Association of Flight Attendants, CWA, AFL-CIO Hawaiian Airlines MEC 16700 Yuko Avenue, #219 Torrance, CA 90504 Joni.kashiwai@hawaiianmec.org</p>

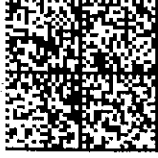
	<p>Jaci-Ann Chung, LEC 43 President  Association of Flight Attendants-CWA  3375 Koapaka Street, D-131  Honolulu, HI 96819  president@hawaiian43.org</p> <p>Josh Aoki, LEC 47 President  1036 S. Norton Ave. #202  Los Angeles, CA 90019  josh.aoki@hawaiian47.org</p>
<p>TWU</p>	<p>Jenny Schar, President  TWU 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>

**HAWAIIAN**  
AIRLINES.



Hawaiian Airlines  
3375 Koapaka Street, Suite G350  
Honolulu, Hawai'i 96819-1800

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Relations  
Attn: Scott Murakami, Director  
830 Punchbowl Street, Room 321  
Honolulu, Hawai'i 96813

96813-508040

