



May 8, 2020

Dear Sisters and Brothers,

We hope this communication finds you safe and healthy. As you are aware, we entered in to Limited Issue/Expedited Negotiations with Hawaiian Airlines in the month of February. The majority of the Negotiating sessions were spent on sharing the proposals of both sides. We spent time explaining your proposals and listening to the Company proposals so that we had a very good understanding of the intention/purpose of the Company proposals. We were able to make some progress and felt that we were on our way to reaching a good Agreement on your behalf. The plan was to meet most of the month of April in hopes of reaching that Agreement. Unfortunately, due to the COVID 19 pandemic, we were not able to meet to further the discussions.

On Monday, May 4, We held a conference call with the Company to discuss resuming Negotiations. We made it very clear that our position remains unchanged. We must reach an Agreement that rewards our Members at HA fairly for their hard work and sacrifices. We believe that HA will survive the current state of the Airline Industry and will return to profitability. Today's hard work and sacrifice will make that possible. You deserve to be recognized for that moving in to the future. That recognition comes from a good Contract. An agreement was made to extend the timeframe for the Expedited Negotiations.

The plan for Negotiations will be to resume meeting with the Company as soon as the quarantine order is lifted by the State of Hawaii. We hope that happens sometime in June. Our position will be to pick up where we left off in March.

In closing, thank you for all you do. It is with your support and solidarity that your Negotiating Committee will be able to secure a good Contract on your behalf.

A handwritten signature in blue ink, appearing to read "Mike Klemm".

Mike Klemm

PDGC District 141

A handwritten signature in blue ink, appearing to read "David Supplee".

David Supplee

PDGC District 142