

SECTION 7 - UNIFORMS

- A. A newly employed Flight Attendant will be required to purchase her/his initial set of required uniform items: **Δ (L-26)**

1. FEMALE – REQUIRED UNIFORM LIST

Jackets (2)
Short Sleeve Jacket (1)
Sweaters (2) (Choice of Cardigan and/or Shell)
Bottoms (4) (Choice of Skirts, Pants or one-piece Dress, if applicable)
Tops (5) (Choice of Long and Short Sleeve Shirts or Dress Top)

Serving Garment (2)
Leather Belt with Buckle (1)
Neckwear (2)
All-Weather Coat (1) **
Lightweight Raincoat (1) **
Flight Tote Bag (1)
Luggage (1) 22 inch Expandable Rollaboard

Wings (2) *

2. MALE – REQUIRED UNIFORM LIST

Jackets (2)
Sweaters (2) (Choice of Cardigan and/or Mock Turtleneck)
Vest (1)
Trousers (4)
Shirts (5) (Choice of Long and Short Sleeve Shirts)

Tie (2) (clip-on optional)
Serving Garment (2)
Leather Belt with Buckle (1)
All-Weather Coat (1) **
Lightweight Raincoat (1) **
Flight Tote Bag (1)
Luggage (1) 22 inch Expandable Rollaboard

Wings (2) *

*The initial sets of wings required to be worn by a Flight Attendant will be furnished by the Company at no cost. Damaged wings will be replaced by the Company at no cost.

**The parties may mutually agree to substitute an All Season Coat for the All Weather Coat and Lightweight Raincoat

- B. Any additional required item(s) required by the Company as part of the uniform shall be incorporated into the Required Uniform List(s).
- C. Additional items not considered as required items may be approved uniform items and may be available for purchase and not eligible for replacement. A Flight Attendant at her/his option may use “uniform dollars” to buy additional items.

D. UNIFORM DOLLARS

1. A Flight Attendant will earn uniform dollars based on the number of paid hours in the previous calendar year to be used in the subsequent year. Each January, beginning in January 2017, the Company will credit Flight Attendant uniform dollars based on the following scale:

| Paid Hours | Uniform Dollars |
|---------------|-----------------|
| More than 960 | \$250 |
| 721 - 960 | \$225 |
| 481 - 720 | \$175 |
| 200 - 480 | \$125 |
| Less than 200 | \$0 |

2. Any unused uniform dollars will roll over to the following year to be used for items in Paragraph A, excluding Paragraph D.3.
3. The Company will pay for the replacement of the following items for normal wear and tear.
 - a. Luggage will be eligible for replacement at no cost to the Flight Attendant every three (3) years.
 - b. A coat(s) will be eligible for replacement at no cost to the Flight Attendant every five (5) years.

E. UNIFORM REPLACEMENT

1. In the event of a complete or partial change, the Company will pay for the replacement of the applicable Required Uniform Items listed in Paragraph A.
 2. The Company shall bear all shipping costs (delivery/return) for the purchase or replacement of items on the Required Uniform List.
 3. Serving garments and overnight bags will be furnished on a loan basis, if needed, while the Flight Attendant obtains a replacement.
 4. In the event a Flight Attendant who has received a replacement item terminates her/his employment, such items shall be returned to the Company.
- F. Reasonable uniform alteration costs, with the submission of a receipt, will be reimbursed by the Company.
- G. During periods of uniform changeover, commensurate with the adequacy of facilities, the Company will do all possible to have the Flight Attendant uniform fittings accomplished at the Flight Attendant's home base airport.
- H. The Company will loan two (2) maternity uniforms to a pregnant Flight Attendant who is unable to wear her regular uniform. Such Flight Attendant may choose from maternity outfits, e.g., tops, slacks, or dress. Maternity uniforms shall be returned to the Company cleaned and pressed within sixty (60) days after the commencement of the maternity leave of absence. Absent mitigating circumstances such as bed rest recommended by a physician, if a Flight Attendant does not return the maternity uniforms by the deadline and in the condition specified, the cost of the uniforms will be payroll deducted. The Flight Attendant will be notified in writing of this requirement at the time the leave commences. The Company will make maternity blouses available for purchase.

- I. A Flight Attendant shall not be required to wear a hat as part of the uniform.
- J. A Flight Attendant on an International flight will wear the same uniform as a Flight Attendant on a Domestic flight unless mutually agreed otherwise. A Flight Attendant may be required to wear a tie or neckwear.
- K. A Flight Attendant must wear the prescribed uniform at all times when on duty, except a Flight Attendant shall not be required to wear her/his uniform when deadheading. A deadheading Flight Attendant must comply with Company regulations with regard to non-revenue attire in the applicable class of service.
- L. A Flight Attendant will be allowed to wear the current Union emblem or pin on her/his uniform while on duty.
- M. A Flight Attendant shall not be required to display her/his last name on any part of the uniform, including serving garment or any other visible part of the uniform, except as required by federal regulations. The wings will not include the Flight Attendant's name.
- N. A Flight Attendant shall not be required to wear a shoe with more than a one-inch heel at any time while in uniform, and shall be allowed to wear a flat-soled shoe in the cabin. Exceptions to the shoe policy will require medical documentation.
- O. A Flight Attendant may wear a short sleeve shirt year round. The wearing of jackets may be required.
- P. A Flight Attendant who has a uniform item, manual or Company ID stolen or damaged while on duty shall, upon prompt submission of a claim to her/his supervisor/manager within twenty-four (24) hours of release from duty in crew base, have such item(s) replaced at no cost to the Flight Attendant provided the investigation results in the Flight Attendant being absolved of negligence. Items stolen or damaged while the Flight Attendant is not on duty will be handled on a case by case basis.

Q. PAYROLL DEDUCTION OF UNIFORMS ITEMS

1. The initial uniform purchase shall be payroll deducted in increments not to exceed twenty dollars (\$20.00) per paycheck for the first twelve (12) months. The deduction will increase to fifty dollars (\$50.00) until the balance is less than four hundred dollars (\$400.00), and then will revert to twenty dollars (\$20.00) per paycheck. The Flight Attendant may elect to deduct a greater amount.
2. A Flight Attendant may have any subsequent uniform purchases payroll deducted. The following restrictions apply:
 - a. Minimum purchase eligible for payroll deduction: twenty-five dollars (\$25.00);
 - b. Maximum balance due on account: three hundred dollars (\$300.00), except a newly employed Flight Attendant shall be permitted to deduct the entire cost of the initial required uniform items;
 - c. Minimum amount to be deducted per paycheck: twenty dollars (\$20.00). The Flight Attendant may elect to deduct a greater amount.
3. Flight Attendants will be provided with an invoice detailing the cost of each uniform item deducted from her/his paycheck. The cost to the Flight Attendant shall be no more than the cost to the Company, except for extra items that are available to the public for purchase.

R. UNION UNIFORM COMMITTEE

1. The Company shall meet with the Union Uniform Committee to discuss any anticipated major changes in style, color, material, or substantial cost increase of uniforms. The recommendations of this committee, the APFA, the weather conditions, and workloads shall be taken into consideration. Except as specifically provided in Section 7, the Company reserves the right to make all final uniform change decisions.
2. The Union Uniform Committee Chairperson or designee shall be allowed to attend meetings or presentations with any potential uniform vendor scheduled as part of the selection process. The Company shall consider the Union Uniform Committee's recommendations before changing uniform vendors. The Company will work with the Union Uniform Committee to expeditiously resolve concerns over uniform designs/manufacturing defects.