

SECTION 7 - UNIFORMS

A. A newly employed Flight Attendant will be required to purchase her/his initial set of required uniform items:

1. FEMALE – REQUIRED UNIFORM LIST

- Jackets (2)
- 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)
- Epaulets (1), if applicable
- 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
- Gloves (1)
- Wings (2) *

2. MALE – REQUIRED UNIFORM LIST

- Jackets (2)
- Sweaters (2) (Choice of Cardigan and/or Mock Turtleneck)
- Trousers (4)
- Shirts (5) (Choice of Long and Short Sleeve Shirts)
- Epaulets (1), if applicable
- 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
- Gloves (1)
- 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 other item(s) added by the Company as part of the required uniform shall be incorporated into the Required Uniform List(s). Any uniform item that is not required will be an Extra Uniform item. The initial purchase and the cost of replacement for items from the Extra Uniform List shall be borne by the individual Flight Attendant. The Company may add items to the Extra Uniform List. The Company will not delete any item(s) from the Extra Uniform List without offering a substitute mutually agreeable to the Company and the Union.

The following items shall be offered to Flight Attendants as Extra Uniform items:

EXTRA UNIFORM LIST
16/18 inch Rollaboard
24 inch Expandable Rollaboard
Five Pocket Tote
Wallet on a String (Purse)
Umbrella
Soft-sided Cooler
Garment Bag
Heavyweight Cardigan Sweater

C. UNIFORM REPLACEMENT

1. The Company will pay for the replacement of Required Uniform Items listed in Paragraph A, above, and any additional items listed on the Required Uniform List purchased by the Flight Attendant. Replacements under this Paragraph will only be for normal wear and tear. The Company will not replace any luggage or flight tote bags obtained for individuals other than the Flight Attendant.
2. 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, above. The Company shall also reimburse the Flight Attendant for items purchased by the Flight Attendant on the Required Uniforms list consistent with this Paragraph C.2. The Company shall attempt to ensure the vendor keeps records of Flight Attendant purchases. In the event those records are unavailable, the parties shall meet and negotiate a proper reimbursement procedure for items on the Required Uniform List purchased by the Flight Attendant.

3. The Company shall bear all shipping costs (delivery/return) for the purchase or replacement of items on the Required Uniform List.
 4. Serving garments and overnight bags will be furnished on a loan basis, if needed, while the Flight Attendant obtains a replacement.
 5. In the event a Flight Attendant who has received a replacement item terminates her/his employment, such items shall be returned to the Company.
- D. Every effort will be made to have a standard fit line including tailored-fit items such as dresses, jackets, skirts, slacks, trousers and maternity outfits at each Flight Attendant domicile/airport location. In the event that other arrangements are made by the Company, transportation will be provided or the cost of transportation will be reimbursed from the airport to the location of the fit line. Reasonable uniform alteration costs, with the submission of a receipt, will be paid by the Company.
- E. 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.
- F. A Flight Attendant shall not be required to wear a hat as part of the uniform.
- G. A Flight Attendant on an international flight will wear the same uniform as a Flight Attendant on a domestic flight unless mutually agreed otherwise, except a Flight Attendant may be required to wear a tie or neckwear (or an approved necklace as an alternative to the female neckwear) on a transoceanic international flight to European, Asian or South American destinations.
- H. 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.

- I. A Flight Attendant will be allowed to wear the current Union emblem or pin on her/his uniform while on duty.
- J. 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 if required by federal regulations. The wings will not include the Flight Attendant first or last name.
- K. 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. Medical exceptions to the shoe policy will necessitate medical documentation satisfactory to the Company that sufficiently certifies a Flight Attendant's medical condition.
- L. A Flight Attendant may wear a short sleeve shirt year round. The wearing of jackets and ties/neckwear will be optional, except as provided in Paragraph G., above.
- M. 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 domicile, 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.

N. PAYROLL DEDUCTION OF UNIFORMS ITEMS

- 1. The initial uniform purchase shall be payroll deducted in increments not to exceed ten dollars (\$10.00) 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: ten dollars (\$10.00). 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.

O. 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 Master Executive Council President, the weather conditions, and workloads shall be taken into consideration. Except as specifically provided for in this Section, 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.

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