

SECTION 7 - UNIFORMS

- A. A newly employed Flight Attendant will be required to purchase one initial set of required STANDARD 100 by OEKO-TEX certified, or comparable certification, uniform items for the gender with which the Flight Attendant identifies:

1. FEMALE – REQUIRED UNIFORM LIST

- Blazer (2) (can select 1 Short Sleeve & Long Sleeve Blazer or 2 Long Sleeve Blazer)
- Short Sleeve Blazer or Vest (1)
- Sweaters (2) (Choice of Button Cardigan and/or Heavyweight Sweater)
- Bottoms (4)
 - Pants (Classic or Slim)
 - Skirts (A-Line or Wrap)
 - Dresses (Shirt Dress, Short or Long Sleeve) (Maximum of 2 dresses)
- Blouses (5) (Choice of Long and Short Sleeve Shirt)
- Serving Garment (2)
- Belt (1)
- Neckwear/Scarfs (2)
- All-Weather Coat (1)
- Wool Topper Coat (optional)**
- Winter Scarf (optional)**
- Flight Tote Bag (1)
- Luggage (1) 22-inch Rollaboard
- Wings (2) *
- Name Tag (1)

2. MALE – REQUIRED UNIFORM LIST

- Blazer (2)
- Sweaters (2) (Choice of Button Cardigan and/or Heavyweight Sweater)
- Vest (1)
- Pants (4) (Classic Flat Front or Slim Flat Front)
- Shirts (5) (Choice of Long and Short Sleeve Shirts, Classic or Slim Fit)
- Tie (2) (clip-on optional)
- Serving Garment (2)
- Belt (1)
- All-Weather Coat (1)
- Wool Car Coat (optional) **
- Winter Scarf (optional)**
- Flight Tote Bag (1)
- Luggage (1) 22-inch Rollaboard
- Wings (2) *
- Name Tag (1)

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

**Eligible for replacement in accordance with 7.D.3.b and 7.E.1.

- 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 their 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, 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.
 - c. Replacements prior to timeframes described in 3.a. and b above on a case-by-case basis.

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 their 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 provide two (2) maternity uniforms to a pregnant Flight Attendant who is unable to wear their regular uniform. Such Flight Attendant may choose from available maternity outfits. The Flight Attendant shall retain this uniform to wear for a future pregnancy(s).

- 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 their uniform when deadheading. A deadheading Flight Attendant must comply with Company regulations with regard to non-revenue attire.
- L. A Flight Attendant will be allowed to wear the current APFA emblem or pin on their uniform while on duty.
- M. A Flight Attendant shall not be required to display their 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, unless mutually agreed by Company and the APFA Contract Chairperson or their designee.
- 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, Flight Attendant tablet or Company ID stolen or damaged while on duty shall, upon prompt submission of a claim to their 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-five dollars (\$25.00) per paycheck.
- 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-five dollars (\$25.00)
- 3. Flight Attendants will be provided with an invoice detailing the cost of each uniform item deducted from their 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 APFA 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 APFA Uniform Committee Chairperson and/or their designee shall be allowed to attend meetings or presentations, and any Company initiated manufacturing facility tour with any potential uniform vendors scheduled as part of the selection process. The Company shall consider the APFA Uniform Committee's recommendations before changing uniform vendors. The Company will work with the APFA Uniform Committee to expeditiously resolve concerns over uniform designs/manufacturing defects.