



SECTION 12: Uniforms

- A. A Flight Attendant shall wear the standard uniform as prescribed in Company regulations at all times while on duty, or in connection with any event where the employee is identified as a Company Flight Attendant unless otherwise provided for by this Agreement.
1. The Company may make exceptions to the uniform guidelines based on weather conditions for those Flight Attendants based in San Juan, Miami, Los Angeles and/or Dallas. The Flight Attendants based in the locations listed in this paragraph shall have the option of wearing summer uniform pieces at any time during the year.
 2. Flight Attendants shall not be required to wear the uniform while deadheading/positioning. Furthermore, Flight Attendants shall be authorized to wear the uniform while commuting to and from work.
- B. The Flight Attendant shall be responsible for the purchase of fifty percent (50%) of her/his initial basic uniforms and accessories incident to employment, not to exceed \$750.00. The Company shall be responsible for alterations of the initial uniform.
- C. Uniform Allowance**
1. A Flight Attendant will be credited with a maximum of \$250.00 dollars in accordance with Section 20 of this Agreement.
 2. Flight Attendants may use funds described in C.1 above as credit towards the purchase of uniform items, however; the cost(s) for any item(s) which exceed(s) the Flight Attendant's credited funds will be absorbed by the Flight Attendant.
 3. The Company will reimburse reasonable uniform alteration costs on the pieces in the initial issue of a uniform change with the submission of a receipt. Alterations on other uniform pieces may be submitted for reimbursement and will be debited from the Flight Attendant's uniform allowance.
- D. Uniform items issued in a defective condition or unusable for any reason, must be returned to the manufacturer. The Flight Attendant may return the item within a reasonable time frame to the manufacturer and the Flight Attendant will be issued another item. Likewise, any Flight Attendant who has purchased the required uniform items, which subsequently become unserviceable due to normal usage, prior to the normal replacement time, will be replaced at no cost to the Flight Attendant.



E. The basic uniform will consist of the required uniform pieces as set forth in Company policy, which may be revised. The current policy is set forth below:

FEMALE *	
Two (2) Jackets or one (1) Jacket and one (1) Dress	Five (5) Tops: Flight Attendant's choice of long-sleeved, short-sleeved, and/or seasonal alternate shirt/blouse
Two (2) Pants or Skirts	One (1) Overcoat
One (1) Sweater	Two (2) Serving Garments
One (1) Belt	One (1) Tote
One (1) Purse*	One (1) Suitcase
One (1) Vest	

MALE *	
Two (2) Jackets	Five (5) Shirts: Flight Attendant's choice of long-sleeved, short-sleeved, and/or seasonal alternate
Two (2) Trousers	One (1) Overcoat
One (1) Sweater	Two (2) Serving Garments
Three (3) Ties	One (1) Tote
One (1) Belt	One (1) Suitcase
One (1) Vest	

* If AAG requires a purse in a future rollout, that purse will be provided at no cost to all female Flight Attendants. In addition, should a male attaché be required, this will be provided at no cost to all male Flight Attendants.

- F. A Flight Attendant will be provided insignia consisting of two (2) sets of wings. Broken insignia shall be replaced at no cost to the Flight Attendant. Lost insignia shall be replaced at no cost, a maximum of twice per 12-month period. Additional wings will be the responsibility of the Flight Attendant.
- G. If during the course of the current Agreement there is a significant uniform changeover and the Flight Attendant is directed to replace components of the basic uniform, the cost will be absorbed by the Company. The Flight Attendant will receive one new item for each like item returned limited to the



number of such items specified in the initial uniform complement. Additionally, if the Company introduces a new uniform piece and determines within one year that the piece it replaces may no longer be worn, the cost of the new item shall be absorbed by the Company. A Flight Attendant will remain responsible for any cost obligation related to the previous purchase of basic or optional items, as applicable.

- H. Additional items as determined by the Company will be made available as optional pieces to the Flight Attendant group at actual cost. The cost of these items for initial issue and for replacement will be borne by the Flight Attendant.
- I. Payments for uniform and/or optional pieces may be paid for with credited funds, check, credit card, or on a payroll deduction basis. If payroll deduction is selected, the cost of the uniform will be deducted at a rate of twenty dollars (\$20.00) per paycheck, except that a Flight Attendant may elect to pay more.
- J. If the costs for any uniform purchase order totals less than twenty dollars (\$20.00), the entire amount will be payroll deducted in one lump sum.
- K. The Company will specify guidelines with regard to shoes, socks, hosiery, undergarments and gloves without making them part of the required uniform. Furthermore, the Company shall allow Flight Attendants to wear ear muffs, hats, winter and/or rain boots, winter coats and scarves, and umbrellas, all of which should be complimentary to the uniform.
- L. Upon a Flight Attendant's termination for any reason, the unpaid balance of her/his uniform and optional items becomes immediately due and payable and the uniform becomes the property of the Flight Attendant.
- M. The Company agrees to meet with the AFA Uniform Committee or designee to discuss anticipated changes in style, color, cost, source, and components of the uniform.
- N. Any Flight Attendant who has a required uniform item damaged while on the aircraft or stolen from a Company-controlled area (e.g. crew room, bag room, aircraft, etc.), from a Company-paid hotel or a chartered vehicle shall, upon prompt submission of a claim to her/his supervisor (within twenty-four (24) hours of the incident) have such item(s) replaced at no cost to the Flight Attendant. The Company is not responsible for the replacement of items lost by the Flight Attendant due to negligence or carelessness.
- O. Flight Attendants will be allowed to wear the current Union insignia on her/his uniforms and/or crew bags while on duty.
- P. The Company shall keep and maintain a clean, adequate supply of maternity uniforms.



1. A pregnant Flight Attendant shall have the option of borrowing a maternity uniform, at no charge, until she is placed on maternity leave status.
 2. A Flight Attendant borrowing a maternity uniform will be responsible for returning the uniform, freshly dry-cleaned, to the Flight Service Manager within two (2) weeks of the commencement of the Flight Attendant's maternity leave.
 3. Absent mitigating circumstances, if a Flight Attendant does not return the borrowed maternity uniform in the time period defined above she will be charged for fifty percent (50%) of the full cost of a replacement maternity uniform.
- Q. The Company will provide each Flight Attendant with two (2) name tags. The wearing of name tags shall be mandatory; however, Flight Attendants will have the option of using only their first name. Broken name tags shall be replaced at no cost to the Flight Attendant.