

**ARTICLE 5 - UNIFORMS AND ACCESSORIES**

**A. UNIFORM REGULATION**

Flight Attendants shall wear standard uniforms in such manner and as prescribed in Company regulations at all times while on duty and such other times as may be required.

**B. BASIC UNIFORM**

1. Each Flight Attendant shall be required to bear the cost of her/his first basic uniform, including overcoat and raincoat, if required. If both a summer and winter uniform is required, the winter uniform shall be considered the basic uniform. In addition, the Company may require female Flight Attendants to bear the cost, both initial and replacement, of shoes, gloves, scarves and handbags. Male Flight Attendants may be required to bear the cost, both initial and replacement, of shoes and gloves.

2. The Company shall provide an equal number of uniform components for female and male Flight Attendants, excluding female scarves, male ties and short-sleeved shirts, at the time of a uniform changeover or at the time of a uniform replacement program.

3. A Flight Attendant will earn uniform points 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 points based on the following scale:

<b>Paid Hours</b>	<b>Uniform Points</b>
1,200 or more	20
1,000 - 1,199	18
900 - 999	14
700 - 899	12
500 - 699	10
200 - 499	6
Less than 200	0

4. The point value for each of the current uniform items will be the point value in effect on the date of the ratification. There can be no more than a two (2) point increase in point value for current uniform items during the life of this agreement.

**C. LUGGAGE**

1. Each Flight Attendant shall be required to bear the cost of her/his first uniform suitcase. The selection of Flight Attendant luggage shall be made by the Company. The Company shall determine when luggage replacement is necessary (when such items as locks, handles and linings become irreparable). The cost of replacement luggage shall be assumed by the Company.

2. An identifying device may be placed upon the rim or handle of any Flight Attendant luggage.

3. A Flight Attendant may, at her/his expense, purchase a navy blue or black garment bag and/or tote bag.

**D. REPLACEMENT OF STOLEN OR DAMAGED UNIFORM ITEMS**

While performing work for the Company, a Flight Attendant will not be responsible for the cost of replacing uniform items or required utensils stolen or damaged by persons other than the Flight Attendant.

**E. WINGS/NAMETAGS**

The Company will furnish Company insignia (wings) and nametags required to be worn by Flight Attendants.

**F. UNIFORM CHANGEOVER**

Before making any change in the style, color or material of the uniforms, the recommendations of APFA, as furnished by the President, will be considered by the Company. The Company also will, at the time of considering the next uniform change, take into consideration the type of flying done by Flight Attendants in the MAC/International operation.

**G. UNIFORM FITTINGS**

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. UNIFORM FLAMMABILITY TESTING <sup>1</sup>**

Materials used in future Flight Attendant uniforms will conform with the Class 1 requirements of the Federal Flammable Fabrics Act and the Regulations promulgated thereunder. The Company will include that requirement in its specifications to its uniform supplier(s) and will provide the APFA with verification from their supplier(s) that the suppliers' material manufacturer(s) conform to the requirements of the Act and Regulations.