



*Association of Professional  
Flight Attendants*  
Representing the Flight Attendants of American Airlines

December 21, 2016

**BASE CASE # 2016 –APFA-1**

Mr. Paul Jones  
Senior Vice-President & General Counsel  
American Airlines, Inc.  
P.O. Box 619616, MD HDQ Legal  
DFW Airport, TX 75261-9616

**RE:** *Critical Health and Safety Breach - New Uniforms*

Dear Mr. Jones:

As you may know, for the past several months, thousands of flight attendants have reported serious health and safety concerns as a result of wearing the new Company-issued uniforms. Flight Attendants wearing these uniforms have experienced serious and adverse reactions including, but not limited to, endocrine issues, eye swelling, rashes, skin blistering, throat and eye irritation, wheezing, coughing, headaches, vertigo and fatigue. These uniforms continue to put our members at risk, forcing them to use sick leave and affecting their overall health, plus potentially the health of their colleagues with whom they come in contact at work. The Company's actions thus far have been appreciated but remain insufficient to address this ongoing hazard. No successful final conclusion has been reached.

Therefore, in accordance with the provisions of Section 30.B.2 of the Joint Collective Bargaining Agreement ("JCBA") between American Airlines, Inc. and the Association of Professional Flight Attendants, I hereby protest the Company's actions with respect to the newly issued uniforms issued to flight attendants, as well as the Company's violation of Section 7.R.2, Section 34.A. and B., and any related articles of the JCBA as it pertains to the Company's continuing use of these problematic uniforms.

Pursuant to Section 7.R.2. of the JCBA, "The Company will work with the Union Uniform Committee to **expeditiously** resolve concerns over uniform designs/manufacturing defects." Likewise, Sections 34.A. and B. recognize that the "Company and Union will continue to work together in a cooperative manner regarding safety issues," and that the Company and SSD have an obligation to meet "to study and evaluate matters relating to the safety, health, and security of Flight Attendants." Despite these contractual guarantees, and the Company's knowledge that the new uniforms are adversely affecting the health and safety of many of our flight attendants in mass numbers daily, the Company has continued to issue the new uniforms.

The Company has not taken the necessary steps to remedy this, including, but not limited to: establishing a mutually acceptable long term plan of action; fully honoring Flight Attendant related IOD requests; fully honoring Flight Attendant related FMLA requests; fully honoring Flight Attendant related requests for sick leave or personal leave on a non-chargeable basis; completely studying possible causation factors utilizing the full range and scope of scientifically acceptable testing measures; making our affected members whole; fully reimbursing Flight Attendants for all related costs and expenses; and permanently recalling the uniforms for all bargaining unit employees so requesting, or for the entire Flight Attendant workforce if the limited recall proves impractical.

I hereby demand as relief that the Company cease and desist from using and issuing these uniforms, or the alternative, that the Company permanently offer flight attendants the option of self-choice between the old uniforms and the new uniforms; grant, expedite and fully reimburse all healthcare requests to obtain related medical service and attention; grant and expedite all related IOD claims; grant and expedite all related FMLA requests; grant all related requests for sick or personal leave on a non-chargeable basis; restore all related sick hours, vacation days (PVD) and FMLA hours; immediately establish a \$2 million joint AA/APFA uniform study fund; fully reimburse all Flight Attendants for all related temporary uniform costs; make all affected flight attendants whole; and grant any additional relief deemed appropriate.

Personal health is so integral and critical to our Flight Attendant workforce, who must be able to work in a healthy manner and environment. To do so, our members need proper and safe uniforms. We demand that the Company address this serious situation in an expedited manner so as to avoid any and all additional risk to our members.

Sincerely,



Robert A. Ross  
APFA National President

Cc: Deputy Commissioner of the Board (4)  
APFA BOD  
APFA SBA