



ASSOCIATION OF PROFESSIONAL
FLIGHT ATTENDANTS

Representing the Flight Attendants of American Airlines

October 27, 2023

Lucretia Guia
VP Labor Relations & Deputy General Counsel
American Airlines, Inc
1 Skyview Drive MD 8B500
Fort Worth, Texas 76155

RE: **SS-253-2023-APFA-1**

APFA vs American Airlines
Misapplication and Misinterpretation of JCBA Section 16. E.

Dear Ms. Guia:

In accordance with the Joint Collective Bargaining Agreement in effect between American Airlines, Inc. (“AA” or “the Company”) and the Association of Professional Flight Attendants (“APFA” or “the Union”) (collectively, “the Parties”), APFA hereby submits the above-referenced grievance to the System Board of Adjustment (“the Board”).

1. Questions at Issue

Did the Company violate Section 16.E. of the JCBA by prohibiting Flight Attendants from wearing the red APFA logo shirts while traveling to/from training and attending training, alleging that APFA logo shirts are considered a “shirt with a slogan” and are a distraction and divisive.

2. Statement of Facts

APFA filed the grievance on October 4, 2023 (Submission Exhibit 1). On October 24, 2023, the Company denied the grievance (Submission Exhibit 2). The Union finds the Company’s decision to be unsatisfactory and therefore respectfully submits the grievance to the Board for adjudication.

3. Position of the Union

The APFA’s position is that the Company violated Section 16.E. The Union therefore respectfully requests the Board to render a decision that (1) cease its misapplication and misinterpretation of Section 16. E of the JCBA prohibiting Flight Attendants from wearing APFA logo shirts while traveling to/from and attending training; (2) disseminate a follow-up

Page 2 of 2

SS-253-2023-APFA-1

Misapplication and Misinterpretation of JCBA Section 16. E

communication to all Flight Attendants clarifying that they are not prohibited from wearing APFA logo shirts while traveling to/from and attending training; and (3) ensure no Flight Attendant has been or will be, improperly disciplined for wearing an APFA logo shirt while traveling to/from and attending training; and (4) awards and other relief that the Board deems just and proper.

4. Position of the Company

The Company's position is contained in its October 24, 2023, denial of the grievance (Submission Exhibit 2). Should the Company desire to amend or supplement its position, it is required to do so no later than thirty (30) days from the Commissioner's receipt of this Submission.

With reference to setting a date for the hearing of the case before the Board, your attention is directed to Sections 31.K.3 and M of the JCBA.

Sincerely,



Julie Hedrick
National President

Cc: SBA



ASSOCIATION OF PROFESSIONAL FLIGHT ATTENDANTS
Proudly representing the Flight Attendants of American Airlines

October 4, 2023

Lucretia Guia
*Senior Vice President, Labor Relations
& Deputy General Counsel*
American Airlines
lucretia.guia@aa.com

VIA E-MAIL ONLY

Re: Notice of Filing of Presidential Grievance Regarding AA's Misapplication & Misinterpretation of JCBA Section 16.E.

Dear Ms: Guia:

In accordance with Section 30.B.2 of the Joint Collective Bargaining Agreement ("JCBA") between American Airlines ("AA" or "Company") and the Association of Professional Flight Attendants ("APFA" or "Union"), APFA hereby files this Presidential Grievance and asserts the following:

On October 3, 2023, Cindi Simone, AA Managing Director of Labor Relations, informed me that Flight Attendants are prohibited from wearing red APFA logo shirts while traveling to/from and attending training, alleging that APFA logo shirts are considered a "shirt with a slogan" and are a distraction and divisive. Shortly thereafter, the Company disseminated a communication to all Flight Attendants prohibiting them from "wearing shirts with slogans" when deadheading to/from CQ, other training, or while attending training, stating:

"Section 16.E. of the JCBA prohibits wearing t-shirts and slogans when deadheading. Additionally, in Training, we've had a longstanding business casual dress code for training, and shirts with slogans are not in line with that policy."

This communication and directive, as applied to APFA logo shirts, is a misapplication and misinterpretation of JCBA Section 16.E which states:

“A deadheading Flight Attendant must be in uniform or wear the normal non-revenue attire applicable to the class of service, except the Flight Attendant may not wear shorts, undershirts, or t-shirts with slogans.”

The JCBA does not define what a “slogan” is, however, according to Oxford Languages¹, a “slogan” is defined as “a short and striking or memorable *phrase* used in advertising.” Conversely, a “logo” is defined as “a *symbol* or other design adopted by an organization to identify its products, uniform, vehicles, ect.” The APFA logo is clearly a symbol, not a phrase, meaning a shirt displaying the APFA logo is not a “t-shirt with a slogan” as prohibited by Section 16.E of the JCBA. Additionally, Section 29 of the JCBA, which addresses training, does not contain any contractual requirements related to a dress code while attending training. Notably, Section 29.J, which expressly speaks to travel to and from training, is completely devoid of any reference to a specific dress code that must be adhered to.

Further, a cursory review of the relevant Company policies and guidance also demonstrates that AA is improperly prohibiting Flight Attendants from wearing APFA logo shirts while traveling to/from and attending training. For example, the 2023-2024 CQ Guide only addresses image standards while attending CQ and requires that a Flight Attendant wear their uniform or business casual attire. The CQ Guide provides no definition of “business casual attire” but does expressly prohibit jeans with rips, shorts, short rompers, visible tattoos, and piercings beyond those allowed by uniform image standards. Noticeably absent from the express list of prohibitions is a t-shirt with a logo on it, or even a t-shirt with a slogan on it.

In addition, the Company’s Travel Guide, which addresses travel conducted by all Company employees, does not prohibit any employee from wearing a t-shirt with a logo or slogan on it while traveling. The Travel Policy only states that “[i]f you’re traveling for the company, business or business casual clothing is encouraged.” However, similar to the CQ Guide, the Travel Policy does not provide a definition of “business casual clothing”, nor does it expressly prohibit wearing a t-shirt with a logo or slogan on it. Ironically, the Travel Guide does explain what AA considers to be “offensive or distracting” attire and expressly states:

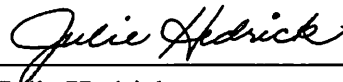
“When we say offensive or distracting, we mean you shouldn’t wear anything, such as super short shorts, bare-midriff, provocative/revealing/see-through, overly torn/dirty/frayed clothing, ect.). That also extends to swimwear or sleepwear.”

¹ Oxford Languages is the world’s leading dictionary publisher and Oxford’s English dictionaries are widely regarded as the world’s most authoritative sources on current English.

The Company permits – and likely encourages – its employees to wear attire with the American Airlines logo on it while traveling and, in turn, presumably does not categorize such attire with its own logo as a “shirt with a slogan on it.” Succinctly put, in relation to the APFA logo shirts, the Company arbitrarily makes this distinction in an effort to prohibit Flight Attendants from proudly supporting and showing solidarity with their Union. It is unquestionably evident that the Company’s prohibition of Flight Attendants wearing an APFA logo shirt to/from and while attending training is solely intended to “chill” and/or suppress lawful union activity.

For the foregoing reasons, APFA demands that the Company (1) cease its misapplication and misinterpretation of Section 16.E of the JCBA prohibiting Flight Attendants from wearing APFA logo shirts while traveling to/from and attending training; (2) disseminate a follow-up communication to all Flight Attendants clarifying that they are not prohibited from wearing APFA logo shirts while traveling to/from and attending training; and (3) ensure no Flight Attendant has been, or will be, improperly disciplined for wearing an APFA logo shirt while traveling to/from and attending training.

Sincerely,



Julie Hedrick
APFA National President

cc:

Matt Bahleda, AA Director & Senior Attorney
Matt.Bahleda@aa.com

Larry Salas, APFA Vice President
vp@apfa.org

Alyssa Urban, APFA Staff Attorney
aurban@apfa.org

Cindi Simone
Managing Director
Labor Relations



October 24, 2023

Ms. Julie Hedrick
President Association of Professional Flight Attendants
1004 West Eules Blvd.
Eules, TX 76040

Re: *Grievance Response – 2023-APFA-2 – APFA T-Shirts While Traveling for and During Company-Required Training*

Dear Ms. Hedrick:

The Company denies the APFA’s Presidential Grievance, received October 4, 2023 (the “Grievance”).

Section 16.E of the Joint Collective Bargaining Agreement (“JCBA”) expressly forbids flight attendants from wearing “t-shirts with slogans” while deadheading. Moreover, the Company, pursuant to its reserved management rights, has the ability to direct what flight attendants wear while training or commuting to and from training on Company-provided transportation.

Accordingly, the Company has appropriately prohibited the t-shirts at issue based on Section 16.E and its management rights, and the policy does not violate the JCBA.

Sincerely,

A handwritten signature in cursive script, appearing to read "Cindi Simone".

Cindi Simone
Managing Director, Labor Relations

