

TENTATIVE AGREEMENT

ARTICLE 23 UNIFORMS

A. Employees who are required to wear a uniform must do so in compliance with the Company uniform and appearance policy.

B. Employees are required to purchase the initial core uniform items, **which shall include a combination of clothing for three (3) sets of complete uniforms**, except where law requires the Company to pay for costs of providing and replacing uniforms. The Company will determine the required core uniform items. **At the conclusion of probation, employees must purchase two (2) additional sets of complete uniforms.**

C. Payroll deductions in the amount of twenty dollars (\$20.00) per pay period will be made for the initial purchase of core uniform items. Employees may be asked to sign a payroll deduction form in those states that require individual employee authorizations in order to carry out that deduction. If an employee fails to sign such an authorization or such deduction is not permitted by applicable law, the employee shall pay the entire cost of the initial purchase of core uniform items.

D. Employees who have completed their probationary period will receive a uniform credit of two hundred twenty dollars (\$220.00) on January 15th of each year, which is to be used exclusively with approved Company vendors. Employees shall be permitted to roll-over their unused uniform credit from year to year up to a maximum balance of four hundred and forty dollars (\$440.00). Employees will not be paid out for any remaining uniform credit under any circumstances.

E. Employees who have used all of their uniform credit may purchase uniform items at their own expense at any time. Employees who have used all of their uniform credit will be required to purchase core uniform replacement items at their own expense to be in compliance with the Company's uniform and appearance policy.

F. Payment for such uniform items will be a one-time lump sum or four (4) equal payroll deductions, at the employee's option, subject to the following restrictions: (i) such deduction must be permitted by applicable state law and employees must sign a payroll deduction form in those states that require individual employee authorizations in order to carry out that deduction; (ii) the minimum purchase eligible for payroll deduction is twenty five dollars (\$25.00); (iii) the maximum balance due allowed on an employee's account is three hundred dollars (\$300.00); and (iv) the minimum amount to be deducted per pay period shall be twenty dollars (\$20.00), or a remaining balance less than twenty dollars (\$20.00) however, an employees may elect to deduct a greater amount.

G. Employees who lose uniform items or damage uniform items as a result of improper care/maintenance or cleaning and who have used all of their uniform credit will be responsible to pay for replacement items at full cost. Uniform items damaged at work shall be replaced by the Company at no cost to the employee if there are insufficient funds in the employee's uniform account to cover the cost of replacement.

H. Uniform credit and uniform account balances for employees who are furloughed will be frozen. Payroll deductions for uniform account balances will resume when the

employee is recalled to active service.

I. Employees who are subject to payroll deductions for uniforms and terminate or resign are required to pay any outstanding uniform account balance to the Company.

J. Protective clothing will be provided by the Company as follows:

1. Coats will be issued to all uniformed employees. The Company shall meet with the Uniform Committee to discuss the type(s) of coat(s) to be offered to employees at a work location based on the historic weather conditions at the location. If the Company offers more than one (1) type of coat at a location, an employee shall be permitted to select from the types offered. Such coat, at an employee's request, shall be replaced at the Company's expense every five (5) years.

2. Ear protectors are provided to and must be worn by employees assigned to positions exposed to aircraft noise.

3. Employees transferring outside Passenger Service or who terminate or resign are required to return all items of protective clothing to the Company.

K. The Company will reimburse the employee for reasonable and approved alterations such as hemming, shortening of sleeves, taking in the waist, etc. Alterations cannot change the design of the uniform. Any other alterations will be at the expense of the employee and must meet with Company approval.

L. A Uniform Committee consisting of at least one (1) male and one (1) female employee from Passenger Service will meet with the Company to discuss:

1. any anticipated major changes in uniform style, color, material, and appearances standards;

2. increases in uniform cost; and/or

3. significant issues of interpretation regarding the Company's uniform and appearance policy. The Uniform Committee's recommendations regarding these issues will be considered by the Company; however, the Company reserves the right to make all final decisions related to its uniform and appearance policy.

M. If the Company decides to change the core uniform style, the Company will pay for all new core uniform items. Employees are required to continue to pay any uniform account balance owed.

N. An employee will be allowed to wear an Association, CWA or IBT pin on their uniform while on duty, in accordance with the Company's uniform and appearance policy.