

## **Uniform Replacement Process**

Thank you for your patience as your MEC Officers, Inflight Services, and the company worked out the final details of a new uniform replacement program. Last week I had many conversations with Inflight Services and Labor Relations regarding the administration of this program and carefully reviewed the process that Inflight would use. The Company provided me these details on Friday which I have included in a question and answer format below. Please review the following information and if you have any questions please contact me at [mec@afa66.org](mailto:mec@afa66.org).

Gary Richardson  
MEC President

## **Uniform Changeover Sideletter Q & A**

### **Why are we changing from our \$150.00 replacement allowance to this new wear and tear replacement program?**

The main reason is added value to the America West Flight Attendant. After reviewing and analyzing the cost comparisons of our current program versus the new replacement process, it was clearly evident that going to this new program would enhance our current contract language and save flight attendants money.

### **How will AWA flight attendants save money?**

- Flight Attendants will no longer incur possible out of pocket expenses and exceed the \$150 dollars allocated for uniform replacement which occurred frequently under the current system. For example: John needs to replace his current blazer, one pair of pants, and two shirts. The cost of replacing these items is \$200.30. Under our current language, John would be required to pay out of his own pocket the additional \$50.30 ( $\$200.30 - \$150.00 = \$50.30$ ) plus all shipping charges.
- Flight Attendants will not pay for shipping and alterations.
- Flight Attendants will have the same uniform allotment that East Flight Attendants will receive when the Uniform is changed over.
- AWA Flight Attendants will have the ability to replace or repair, at no cost, crew luggage due to wear and tear. Currently the AWA allotment cannot be used to purchase luggage. Now luggage will be replaced or repaired when worn.
- AWA Flight Attendants will receive more new uniform pieces in 2008 than they would under the current AWA policy and contract language.
- AWA Flight Attendants will receive a credit of \$150.00 to purchase additional new uniform pieces during the 2008 rollout.
- AWA Flight Attendants will have additional credit applied if they have had out of pocket uniform expenses between 2005-2007 over \$150.00.
- AWA Flight Attendants will receive new winter coats and rain coats when distributed during the second phase of the 2008 rollout. These items are optional pieces under the West policy and the Company would not have been required to replace or provide them.

### **What will be provided in the new uniform?**

Under our current language the Company was only obligated to provide a minimum amount of new uniform pieces to AWA flight attendants when the new uniform is rolled out in 2008. Absent this agreement, the Company could have given AWA Flight Attendants half the uniform allotment as East Flight Attendants. We believe such a situation would be fundamentally unfair and this agreement requires the Company to treat West Flight Attendants equally with East Flight Attendants.

**Column "A" AWA "New" Uniform Amount**

(old policy)

- 1 blazer
- 2 bottoms
- 4 tops
- 1 apron
- 2 neckwear
- 1 set of epaulets (if applicable)
- 1 belt w/ buckle

**Column "B" USA "New" Uniform Amount**

(new policy)

- 2 blazers
- 4 bottoms
- 5 tops
- 2 aprons
- 2 neckwear
- 1 set of epaulets (if applicable)
- 1 belt w/ buckle
- 2 sweaters
- 1 all weather coat (2nd phase)
- 1 rain coat (2nd phase)

\* Plus FA's will be credited with an additional \$150.00 to purchase extra new uniform pieces

The difference between what AWA would be obligated to provide (column A) and what they will provide (column B) is approximately \$500.00 per flight attendant.

**What is the additional value to Flight Attendants by changing to this system?**

The average flight attendant has approximately \$800.00 vested in their current uniform. To replace those items under our current language flight attendants would need to stagger their replacements over a 5+ year period. With the new process any of these items that are worn are eligible for immediate replacement.

Additionally, luggage that America West flight attendants had to purchase on their own under our current system will now be eligible to be replaced or repaired- if worn- free of charge by the company. This is valued at approximately \$150 per flight attendant for a potential total value of \$375,000.

All weather winter coats will also be provided to America West Flight Attendants in the Phase 2 roll out in 2008. All Flight Attendants will receive the newly designed winter coat by Stan Herman which will be comparable in quality to our current wool gabardine coat that now costs flight attendants \$225.00. This is an additional value to flight attendants of approximately \$562,500.

All Flight Attendants will receive a credit of \$150.00 to purchase additional new uniforms on top of what will be provided in column B. In addition, flight attendants will receive a credit for uniform purchases made during 2005 through 2007 that exceed \$150.00 (with receipts). The uniform credit can be used to purchase additional uniform items.

As stated in the previous question, AWA Flight Attendants will receive approximately \$500.00 more in changeover pieces than the Company would have been obligated to provide under the AWA agreement.

**What is normal Wear and Tear?**

Wear and tear is a legal term for damage that naturally and inevitably occurs as a result of normal use or aging. It is a form of depreciation which is assumed to occur even when an item is used competently and with care and proper maintenance.

**Can the company deny replacing a uniform item due to excessive weight gain or loss?**

No. If the item is worn and needs replacing you can order the correct size needed.

**I'm concerned that a supervisor will arbitrarily deny my request to replace my worn uniform piece with a replacement piece. What instructions do the supervisors have to ensure that this process runs smoothly?**

Supervisors may request to view items that are being replaced for visible signs of wear, (i.e., shiny fabric, tears, frayed edges, seams etc.). We believe that the process should run smoothly. However, if you run into any difficulties please contact you MEC immediately. This side letter is subject to the grievance procedure and any attempt to limit the right of Flight Attendants to exchange items will be aggressively fought by your MEC.

**Is there a limit to the amount of worn uniform pieces that I can exchange for new current uniform pieces?**

No, if you need to replace uniform pieces because of wear and tear, there is not a limit to the amount of replacements imposed. However, you will be limited in replacing at any one time the amount of uniform pieces listed in attachment A of the agreement. Please be aware, that as the date of the uniform changeover gets closer, uniform stock from our current vendor may be in short supply. The Company has assured AFA that in addition to M & H there are vendors that they will be able to utilize to replace worn items. Keeping in mind that the Company anticipates rolling out the new uniform in January of 2008 and that there are a number of new hire classes coming online before the end of the year we encourage flight attendants to utilize the replacement program only for items that are truly needed.

**How do I place an order for a replacement uniform piece?**

Contact your Inflight Supervisor or Duty Coordinator. They will collect your worn pieces and order replacements for you.