

AA Proposal

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Date: 1/28/2009

Time: 1500

Subject: Uniforms

Version: 11

Proposal Reference(s): APA Proposals dated 6/10/08 and 1/28/09; AA Proposal dated 12/3/2008

Contract Reference(s): Letter K

The Company proposes to delete Letter K and add the language below to Section 24.M. (new).

- The Company may make reasonable changes to the pilots' uniform and appearance standards after giving every consideration to the recommendations of the Association.
- Six (6) months notice shall be given of any required uniform change and an additional six (6) months to accomplish the changeover. Minor uniform changes that do not result in initial replacement are excluded. For example, change in similar pant with different vendor.
- The Company shall provide the tie, epaulets, braiding, insignia, wings and any other Company insignia or emblems as may be reasonably needed.
- The Company shall provide a complete uniform to newly hired pilots, to include one (1) hat (if required), one (1) jacket, two (2) pair of trousers, and six (6) shirts.
- The Company shall provide a Captain's hat (if required) to each pilot upon initial upgrade to Captain.