



March 3, 2016

Ms. Jennifer Wise-MacColl  
MEC Grievance Chairperson  
Association of Flight Attendants  
19019 International Blvd #192  
SeaTac, WA 98188-5293

AFA-CWA Legal  
1 O'Hare Center, 6250 North River  
Suite 4020  
Rosemont, Illinois, 60018

RE: Grievance No. 36-99-2-3-16 [Association Consideration Pursuant to Uniform Change]

Dear Jen:

On February 18, 2016 the Company received Grievance No. No. 36-99-2-3-16 [requesting an investigation and hearing into the Company's alleged violation of the Collective bargaining Agreement and the Railway Labor Act when it failed to consult with the Flight Attendant Uniform Committee and consider their recommendations before making. In addition, or consider the recommendations of the Association Air Safety, Health and Security chairperson in regard to materials available, including applicable FAA or NTSB flammability standards.

Jen I agree that the Company failed to comply with Section 13.G of the Collective Bargaining Agreement and have advised the division procuring the new uniform and In-flight that they must comply with Section 13.G in all changes to the uniform in the future. I believe everyone involved with the uniform changes understands and in the future will give notice, consult with and consider the Flight Attendant Uniform Committee recommendations and will consider the recommendations of the Association Air Safety, Health and Security chairperson in regard to materials available, including applicable FAA or NTSB flammability standards

The Association's reservation of rights to amend its grievance at any time prior to resolution is not recognized by the Company as a means to extend the mandatory timelines of the grievance procedure or to have all the relevant evidence and issues presented at the initial steps of the grievance procedure.

Grievance No. No. 36-99-2-3-16 is therefore sustained.

Sincerely,

A handwritten signature in black ink that reads "Elizabeth Ryan".

Elizabeth Ryan  
Managing Director, Labor Relations - Air

cc: Andy Schneider, Jeffrey Peterson, Ron Calvin, Kieran Whitney, Leslee Cabulagan, Debbie Lynch, Bonita Latozke

