

4. The provisions of sub-paragraphs 1, 2 and 3 above may be waived by the Flight Attendant.
- K. If the Company requires a Flight Attendant to attend any training, group meeting, or individual meeting, and she/he is not provided with one (1) calendar day off in seven (7) consecutive calendar days, she/he shall be protected against any loss of pay resulting from the rescheduling necessary to restore days off to the required minimum.
- L. When a Flight Attendant is required to complete a home study course, she/he shall receive training pay for a reasonable time established by the Company to complete the course.
- M. Lineholders shall be allowed the opportunity to bid for recurrent emergency training before being assigned by the Company.
- N. A Flight Attendant who is required to travel to recurrent emergency training at another domicile, who is unable to attend due to Company provided transportation irregularities, and who thus becomes projected below minimum days off, will be pay protected for any rescheduling necessary to restore the minimum day(s) off.
- O. 1. Whenever possible, Flight Attendants will be permitted to bid month, if applicable, date and time for all required training.
2. After a Flight Attendant has bid and been awarded a training/meeting date, the Flight Attendant may trade her/his date, with two (2) business days' notice, for any open slot in the same schedule month not reserved by Training. Such trades will be awarded on a first come, first served basis.
- P. A Flight Attendant who has not flown an International ID during any consecutive eighteen (18) month period will be required to successfully complete International Refresher Training in order to maintain her/his qualification. A Flight Attendant who has not flown an International ID during any consecutive three (3) year period will be required to successfully complete initial International Services Training in order to be requalified.

SECTION 16 UNIFORMS

- A. Flight Attendants shall wear their uniform as prescribed in Company regulations at all times while on duty as a member of the crew and such other times as may be prescribed.
- B. Newly employed Flight Attendants shall be required to purchase their first basic uniform and accessories. Such purchase may be made either on a cash basis or an authorized payroll deduction basis not to exceed 5.0% of the total cost of said uniform and accessories per month.
- C. Uniforms
1. The female Flight Attendant uniform shall consist of the following items or their equivalent:
- a. Female Flight Attendant basic uniform:
 - Skirt/jacket/jumper/dress/pants
 - Two (2) hats or one (1) scarf
 - One topcoat or an all-season coat
 - Five (5) blouses or equivalent
 - Maternity skirt/jacket/jumper/dress/pants on request and as appropriate
 - b. Female Flight Attendant accessories:
 - Footwear and boots
 - Gloves
 - Hosiery
 - Garment bag
 - Small suitcase
 - Large suitcase
 - Purse
2. The male Flight Attendant uniform shall consist of the following items or their equivalent:
- a. Male Flight Attendant basic uniform:
 - Jacket and trousers
 - One (1) topcoat or an all-season coat
 - Five (5) shirts or equivalent
 - Two (2) ties/tie tac

b. Male Flight Attendant accessories:

Footwear and boots
 Small suitcase
 Gloves
 Garment bag
 Hosiery
 Large suitcase

3. The Company shall provide the same selection of coats for both males and females. If an optional coat is made available, it may be purchased in accordance with paragraph 16.J. or through a Company credit program.

D. Replacements

1. The Company shall replace all basic uniform items and one of the following accessory items, when necessary due to normal wear at no cost to the Flight Attendant. The Flight Attendant may choose which of the following accessory items shall be the no cost item.

Female Items:
 Garment Bag
 Small Suitcase
 Large Suitcase
 Purse

Male Items:
 Garment Bag
 Small Suitcase
 Large Suitcase

2. The replacement of all other accessory items due to normal wear shall be the responsibility of each Flight Attendant. The replacement of all other accessories shall be paid for by the Flight Attendant on a cash basis or by credit card if the vendor accepts credit cards. Only if the vendor does not accept credit cards shall the use of payroll deduction be authorized by the Company and will be limited to purchases of Fifty Dollars (\$50.00) or more.
3. The Company shall determine when replacements of any uniform or accessory items are required.

4. If a Flight Attendant's employment is terminated and a replacement item has less than one (1) season's wear or six (6) months if a year round uniform, the Flight Attendant will be required to purchase the Company's equity at sixty per cent (60%) of the original cost on a prorated basis for use.

E. Style Change

In the case of a major uniform style change, the Company shall replace all uniform items, the purse and the suitcase at no cost to the Flight Attendant. If a uniform style change does not include a style change in purse or suitcase, no replacement will be required except as defined in Paragraph 16.D.

F. Insignia

The Company shall furnish insignia (wings) required to be worn by the Flight Attendant and, shall replace said insignia when necessary due to normal wear. Flight Attendants may remove their name insignia when off the aircraft.

G. Alterations

The Company shall bear the cost of all alterations required to properly fit a Flight Attendant in a new uniform or resulting from a Company required style change in the uniform. Such alterations must be requested by the Flight Attendant within one (1) month of uniform use. Cost of alterations requested by the Company or resultant from defects in the material, shall be borne by the Company. Alteration costs or the purchase of a new uniform or parts thereof due to weight adjustment shall be borne by the Flight Attendant.

H. Fittings

When the style change requires a uniform fitting, the Company shall make every effort to assure that each Flight Attendant shall make no more than two visits to the approved tailor. If a Flight Attendant is required to make more than two visits to the approved tailor, such Flight Attendant shall receive per mile expenses at the rate established by Company policy, for mileage to and from the domicile and the approved tailor.

L. Other Personnel Attire

The Company agrees that any personnel other than Flight Attendants on the System Seniority List, with the exception of Company employees

covered under Section 4.S, will be attired in something distinctly different than the Flight Attendant uniform.

J. Optional Uniform Items

If the Company makes optional uniform items available for purchase by Flight Attendants, the purchase shall be paid for on a cash basis, by credit card or with uniform points.

K. Inflight Attire

Should the Company require any special inflight attire, the Company shall provide such inflight attire at no cost to the Flight Attendant.

SECTION 17
SENIORITY

A. General

1. Upon assignment to the line, a newly employed Flight Attendant shall have her/his Flight Attendant, Company and pay seniority dates adjusted to the date of entering Flight Attendant training, provided such training period was unbroken prior to successful completion and assignment to the line.
2. Seniority shall not be lost except as provided in this Agreement.
3.
 - a. Seniority shall govern all Flight Attendants in connection with their retention in case of furlough due to reduction in force, re-employment after furlough, preference in assignment of domicile as vacancies occur, and preference of assignment to monthly schedules provided that the Flight Attendant is sufficiently qualified for the conduct of the operation involved.
 - b. In the event a Flight Attendant is not considered sufficiently qualified, the Company shall furnish to the Flight Attendant, upon application, written reasons therefor.

B. Period of Probation

1. A Flight Attendant shall be considered as a probationary employee until she/he has accumulated one hundred eighty (180) days of active service on the line as a Flight Attendant. During the last ninety (90) days of the Flight Attendant's probationary period, the Company, in taking any action regarding a Flight Attendant on probation, shall consider any written recommendation which has been filed by the Union. Flight Attendants' names shall be placed on the Flight Attendant System Seniority List in order of the date of their assignment to the line as Flight Attendants; provided, however, that the seniority provisions of this Agreement do not apply to Flight Attendants unless retained in the service of the Company after the probationary period. The service of Flight Attendants may be terminated at any time during the probationary period without a hearing. When more than one Flight Attendant is assigned to the line on the same day, the Flight Attendants so assigned shall appear on the seniority list in the order of their United Airlines employee file number.*

*(Applies to Flight Attendants hired after October 2, 1997.)