

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO - NORTHWEST  
AIRLINES**

**GRIEVANCE FORM**

<b>Grievant(s):</b>	GREGORY RIFFLE(0000104880)	<b>Date:</b>	March 16, 2009
		<b>AFA Grievance #:</b>	88-77-02-038-09
		<b>Base:</b>	ALL
<b>Grievance Rep:</b>	GREGORY RIFFLE	<b>Rep's Phone #:</b>	

**STATEMENT OF GRIEVANCE**

**Statement of Facts:** (Include a brief statement of facts including date of violation.)

In an Inflight Service Newsbrief, issued to all flight attendants on March 11, 2009, titled "Uniform and New Wing Updates", the Company made unilateral changes to existing contract language regarding the flight attendant uniform . Specifically, the Company has designed new combination name and wingbars which must be worn at all times. This contradicts current contract language allowing for the removal of namebars (now separate) once off the aircraft. In addition, the Company has removed the contractual option for a summer shirt which can be worn without a blazer, vest or dress both on and off the aircraft during certain warm months of the year. The bulletin states that in regards to Outer Garment Wear: "On the concourse and in public view, a vest, blazer, or dress must be worn as an outer garment at all times (applies year round)." Both of the changes described above and contained in the bulletin violate certain provisions of Section 19 - Uniforms.

**Applicable Contract Sections:** (State specific contract section violated or other basis of grievance.)

Section 19. K. 3. Name Bar  
Section 19. K. 4. Possession of Summer Jacket and Uniform  
Section 1.C.e. Successors (rates of pay, rules, and working conditions)  
Any/all other related sections and/or information.

**Relief Sought:** (If not specified, AFA reserves the right to request all available remedies at any point during the grievance/system board process.)

That the Company immediately cease and desist. That the Company immediately implement the uniform options afforded in Section 19.K. 3 and 4., and/or any other remedy deemed appropriate by the AFA  
That this grievance be heard and processed under the Expedited Board of Adjustment Procedures afforded a grievance filed under Section 1.

---

It is requested that copies of all correspondence relating to this grievance be sent to the grievant and the Union Officer / Designee, and to the AFA Legal Department as Listed Below. The grievant authorizes the Association of Flight Attendants, CWA AFL-CIO to act as his/her representative in the disposition of this grievance, and by so authorizing the grievance to be filed on his/her behalf, grants AFA the right to obtain all information necessary information including your Base employment file, your Corporate employment file and your automated performance development file to process the grievance.

**Union Officer/Grievance Representative:** \_\_\_\_\_

cc: AFA LEGAL [twinston@afanet.org](mailto:twinston@afanet.org)

- AFA National Office: 501 Third Street, N.W., Washington, D.C. 20001-2797, 202/434-1300
- ORD Field Office: 1 O'Hare Center, 6250 N. River Road, Suite 4200, Rosemont, IL 60018-4210, 847/292-7170
- PIT Field Office: 200 Marshall Drive, Coraopolis, PA 15108-2840, 412/262-3110