



May 17, 2025

Fellow Pilots,

Nearly one year ago, we launched the effort to bring ALPA to Allegiant. Our strategy over the last year has been simple—let the Teamsters make the case for us. They have. With each misstep, each failure to communicate, and each act of retaliation or misinformation, the IBT has reminded us why we must do better. We are now at a critical juncture. It's time to push this effort across the finish line.

Over the last 12 months, you've heard the same recycled talking points and fearmongering from the IBT Trustee and his most vocal followers—most of them false. Let's set the record straight with fact:

Myth: Electing ALPA means you lose your retention bonus, CBA protections, LOAs, and MOUs.

Truth: This is categorically false. Under the Railway Labor Act, when a new representative is certified, **all existing collective bargaining agreements, letters of agreement, and memoranda of understanding remain intact and enforceable.** ALPA simply becomes the new representative responsible for enforcing those agreements. Nothing is lost. Your retention bonus is not forfeited, your CBA protections remain, and your legal standing as a union-represented pilot continues without interruption.

Myth: You must first decertify IBT, creating a period of no representation, before electing ALPA.

Truth: That is outdated and incorrect. The National Mediation Board revised its election procedures several years ago to eliminate the three-step process. Today, the switch is handled through a single election. Once G4P4A collects signed cards from 50% of the pilot group, the NMB will conduct a representation election. There are two possible ballots could be presented with, each offering three voting options:

Ballot A: Current Representation (IBT), New Representation (ALPA), No Representation

Ballot B: Current Representation (IBT), No Representation, Write In (ALPA)*

*Pilots must write in ALPA

In either scenario, when ALPA is elected the transition is immediate. There is no gap in representation. The only way to be left without union representation is to vote for "No Representation." It's deeply troubling that the Trustee of our local—and the national Airline Division Director—is unfamiliar with this well-established RLA procedure.

Myth: Electing ALPA will result in loss of health insurance for you and your family.

Truth: Our health insurance is a BlueCross BlueShield PPO plan administered by TeamCare, a benefit negotiated into our CBA. It is available to all Allegiant employees, regardless of union affiliation.

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Dispatch and Maintenance will remain IBT-represented, satisfying TeamCare's requirement that at least one workgroup be under IBT. If TeamCare withdraws coverage—a move directed by the IBT itself to punish pilots—Allegiant is obligated under the CBA to provide equivalent coverage. Management previously acknowledged this obligation in 2024. Coverage under TeamCare would continue through the end of the month in which ALPA is elected, and ALPA will work swiftly to ensure a seamless transition to a comparable plan. You will not be uninsured.

Myth: This card drive is orchestrated by FordHarrison or other outside parties to divide pilots and delay negotiations.

Truth: This drive is powered by Allegiant pilots, not attorneys or the Allegiant management. G4P4A is composed of active line pilots who are tired of IBT's ineffective and divisive leadership. While we're flattered that the IBT thinks it takes \$500-an-hour lawyers to outmatch them, the reality is it only takes informed pilots and a shared goal—real, professional representation. Make no mistake, mediated negotiations are inherently challenging. However, the IBT has repeatedly demonstrated its inability to deliver meaningful progress—its representatives are simply outmatched by the seasoned professionals Allegiant has brought to the table.

Myth: ALPA won't represent Allegiant pilots because the IBT President called them and they declined.

Truth: False again. The IBT *did* try to pressure ALPA into rejecting us—but ALPA refused. ALPA has made it clear: any pilot group that chooses ALPA will be represented. Period. Today, ALPA represents over 80,000 pilots, including those at Legacy Carriers and Major LLCs. The IBT, on the other hand, represents smaller operations like Cape Air and Silver Airways. The contrast is clear. Allegiant pilots deserve to be represented by a union with real resources, real leverage, and real results.

Myth: If ALPA is elected, negotiations start over.

Truth: Under the RLA, negotiations and mediation do not start over following a change in representation. All Tentative Agreements (TAs) and Agreements in Principle (AIPs) remain valid. ALPA's professional negotiators will immediately begin working, analyzing data collected from the previous year's surveys in order to close out the remaining sections and secure a contract that is representative of the hard work and dedication our pilots have given Allegiant.

We believe the IBT has exhausted its playbook. But if new lies are introduced, we will continue to combat them with facts. If you've already signed and submitted your card, thank you. Now is the time to encourage one more pilot to sign. Share the truth. Share our materials. Let's finish what we started. We deserve better—and we will achieve it together.

In unity,
Allegiant Pilots for ALPA