



June 19, 2025

Fellow Pilots,

There's been a lot of noise lately—misstatements, rumors, and fear-driven speculation—about what it means to sign a showing-of-interest card.

Let's set the record straight.

Signing a card does not remove the IBT. It does not install ALPA. It is not a vote. It is a simple, private request to the National Mediation Board (NMB) to authorize a federally supervised election—so you can choose who represents this pilot group going forward.

That's all it is: a request for a vote.

The process is confidential. Neither G4P4A or the NMB will ever release a list of which pilots signed a card to the union or the company. Once petitioned, the NMB verifies the cards privately to confirm majority interest. Once that threshold is met, the government schedules a secret-ballot election where every pilot has a voice.

Throughout this entire process—from signing a card, to the petition, to the election, and even after a new union is certified—the entire existing collective bargaining agreement and all side agreements remain in full effect. Pay, benefits, scheduling, grievance procedures, and every letter of agreement are protected under the Railway Labor Act until a new agreement is reached through bargaining. Nothing is lost. Nothing is rolled back. The status quo is legally locked in place unless and until pilots negotiate and ratify something better.

Some have asked: who can legally sign a card?

According to the NMB, any Allegiant pilot in the bargaining unit can sign, including:

- Active Pilots
- Probationary Pilots
- New Hires in Training
- Pilots on Leave or Furlough
- Union Members and Non-Members

If you're on the seniority list, you can sign. Your union status doesn't matter. You are eligible, and your right to participate is protected by federal law.

And what about the threat of expulsion or losing your job?

That's fear, not fact.

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Closed shop agreements are illegal under the RLA and have been since 1934. No airline or union can require membership to maintain employment. Even if you leave the union—or are expelled—you remain fully covered by the contract. The only requirement is that you continue paying the equivalent of dues (the “service fee”), which is exactly how it’s written in our current CBA.

You cannot be fired for signing a card. You cannot be punished for demanding better. You are protected, and you are not alone.

Lately, you may have heard claims that this effort isn’t real—that it’s being driven by management, or that it lacks support. These kinds of accusations aren’t new. They show up every time a union is challenged by its own members. But here’s what they’re not doing: making the case for why they deserve to keep representing us. Instead of showing leadership, vision, or a plan for the future, they resort to discrediting the pilots organizing for change, invoking fear, and threatening retaliation. That’s not strength—it’s insecurity. And it’s proof that this drive is working.

Make no mistake—as we get closer to formally petitioning the NMB, the desperation tactics will escalate. The louder they get, the more you’ll know this effort is working.

So, stay focused. Know your rights. Help others understand theirs.

Then take the step that every pilot deserves.

Sign your card, share the facts, and help move this pilot group forward. Then talk to three fellow pilots—and ask them to do the same.

In unity,
G4P4A Organizing Committee