



Fellow Allegiant Pilots,

Yesterday marked the beginning of a crucial effort to secure the representation Allegiant pilots truly deserve. We are thrilled by the overwhelming response on www.g4p4a.info. Your engagement is inspiring, and we appreciate the questions and concerns many of you have shared.

Here, we address some of the key points raised:

Q: Is this card drive real?

A: Yes, this card drive is very real. It was initiated by a diverse group of Allegiant pilots who are seeking better representation. These pilots have recognized the need for a stronger voice and more effective advocacy to address the concerns of our group and improve our working conditions. Despite any claims to the contrary from Local 2118 representatives and supporters, this card drive is officially sanctioned. It has received the full approval of the National Mediation Board, which ensures its legitimacy and official status as protected under the Railway Labor Act. This initiative reflects the genuine desire of Allegiant pilots to achieve better representation and support within their professional environment.

Q: This has to be Allegiant Management, why would anybody believe it isn't?

A: This is absolutely untrue. Allegiant Pilots for ALPA is advocating for a STRONGER union with deeper resources and much greater lobbying power in Washington, D.C. ALPA's team of professionals will be much more effective against the company than our current representation. The fact is this, ALPA will be a much more precise tool in the protection of our careers as Allegiant pilots.

To clarify, there is zero involvement or conversation taking place between G4P4A and Allegiant Management. G4P4A is an initiative by the pilots, for the pilots. Our goal is to strengthen our union representation and ensure that our voices are heard and our interests are prioritized.

Q: What impact will this card drive have on our current negotiations?

A: There is a misconception that if ALPA is elected as our representative, we would have to restart negotiations from scratch. This is not true. If negotiations are still ongoing, ALPA will seamlessly continue the discussions with the company. ALPA's team of industry-leading experts, attorneys, and negotiators will promptly get up to speed on the data compiled by the current team, including notes, survey data, previous agreements, and other relevant information. At the same time, they will also initiate a public search for Allegiant pilots who have the skills and desire to join the negotiating team. This process can be completed swiftly but may take up to 60 days. At no point, will negotiations "start from scratch".

Q: When ALPA takes over negotiations, does every section need to be renegotiated?

A: Absolutely not. Upon election, ALPA will inherit the progress made by the previous four inexperienced IBT negotiating committees. ALPA will pick up exactly where the negotiations left off, swiftly working towards achieving an industry standard contract that Allegiant pilots will be allowed to vote on.

Q: This is an attempt to keep the jobs of the removed Exco safe, right?

A: Wrong. But first, let's be clear. Allegiant is the only decision maker when it comes to the status of an employee of their airline. The Taft-Hartley act of 1947 ended the practice of closed shop employment. Being a member in good standing of Local 2118 is not a condition of employment, you can read this for yourself in CBA Section 23.A-B provided that pilot pays a service charge which is equal to the regular union dues and assessments. Additionally, as the representative of the bargaining unit, Local 2118 has a duty to fairly represent any pilot who is employed in that bargaining unit whether or not they are members of the union.

Q: When ALPA is elected, will we lose all of our union funds?

A: Allegiant pilots have paid higher dues than ALPA members in recent years, resulting in IBT holding over \$10 million in membership funds. A large portion of these funds was due to the enactment of a Special Assessment for contract negotiations. If this assessment is not used for contract negotiations, Local 2118 members have the right to vote on its allocation, including the possibility of refunding it to members. We suggest asking the Local 2118 Emergency Trustee why this unneeded assessment cannot be refunded to the rightful owners—due paying members of Local 2118. When ALPA is elected, Teamsters can decide what happens with Local 2118's money.

When Allegiant pilots elect ALPA as our representative, we will immediately gain access to ALPA's substantial financial resources, including the \$100 million Major Contingency Fund (MCF). This fund, also known as the "war chest," is specifically designed to support member airlines in contract negotiations and other critical pilot representation efforts.

Q: When we elect ALPA, will we lose our retention bonus?

A: No, Allegiant pilots will not lose their retention bonus if IBT is decertified and ALPA is elected. The Retention Bonus MOU is a binding agreement, and you will receive your bonus regardless of which union represents you. This is your money, and it will be paid to you as agreed upon by Allegiant management and the representative union of Allegiant pilots. This fact is supported by legal precedent and the RLA.

Q: To elect ALPA, do we need to first elect a “strawman”?

A: No, this process is no longer in practice. The National Mediation Board removed it nearly five years ago (July 26th, 2019), simplifying the procedure. To decertify IBT Local 2118 and elect ALPA as the new representative, Allegiant pilots must now follow these steps outlined in the NMB Representation Manual:

- **Filing an Application:** Submit an application (Form NMB-1) to the NMB, including signed authorization cards from at least 50% of the craft or class of employees.
- **NMB Investigation:** The NMB will investigate to ensure the application meets requirements. This includes verifying authorization cards and determining the cut-off date for eligible cards.
- **Election Authorization:** If the NMB finds the application valid, it will authorize an election.
- **Conducting the Election:** An election will be held, where pilots can vote by secret ballot for ALPA to become their new representative.
- **Tallying Votes:** The NMB will count the votes. If ALPA receives a majority of votes, it will be certified as the new representative.

For detailed procedures, we encourage Allegiant pilots to refer to the full NMB Representation Manual found on our documents page.

Q: If we decertify the IBT, will our current contract still be valid?

A: Under the Railway Labor Act, an existing collective bargaining agreement is not voided if employees switch their labor representation:

- **Representation Change:** When employees vote to change their union representation, the new union assumes the role of the bargaining representative. This new representative steps into the position of the previous union in terms of any ongoing negotiations, grievances, arbitrations, and existing contracts.
- **Continuity of the CBA:** The current CBA remains in effect until it is renegotiated or amended by the new union and the employer. The terms and conditions of the CBA continue to apply, and the new union takes over the responsibility of enforcing the agreement and negotiating future contracts.
- **Negotiations:** The new union will eventually negotiate a new CBA or modifications to the existing one. Until a new agreement is reached, the existing contract terms remain binding on both the employer and the employees.
- **Legal Precedent:** The National Mediation Board, Railway Labor Act and various legal precedents support the continuity of the contract. This ensures stability and predictability for both employees and employers during the transition between representatives.

Q: Does G4P4A really care about what's best for me?

A: We are committed to advocating for the best interests of Allegiant pilots as a collective group. Our mission is to ensure that every pilot receives the representation, benefits, and protections they deserve. The overwhelming response and engagement from pilots, along with the large number of new volunteers, helps demonstrate a unified effort toward achieving industry-leading representation through ALPA.

Our dedication is to every pilot's well-being, as evidenced by the inclusive processes we've established, such as addressing questions and concerns openly, encouraging active participation, and maintaining open lines of communication. The goal of G4P4A is not to further the interests of a few individuals, but to enhance the professional lives and working conditions of all Allegiant pilots.

We appreciate your dedication and involvement in this effort to secure better representation for our pilots. We are especially grateful for the large number of new volunteers who joined our cause yesterday at the launch. Your active participation and engagement are key to achieving our shared goal of the industry-leading representation found in ALPA. We also want to acknowledge the professionalism and commitment of Allegiant pilots, which continues to inspire and drive our collective efforts. Please continue to ask questions, stay informed, and support this important transition. Together, we can ensure that our voices are heard and our needs are met, paving the way for a stronger future with ALPA as our representative.

With Unity,

Allegiant Pilots For ALPA