

INTERNATIONAL BROTHERHOOD OF TEAMSTERS



July 16, 2015

Dear Flight Attendant,

The pilots of Allegiant Air have learned that the NMB may soon hold a representation election to determine your choice of representation. As fellow employees, the pilots benefit from having strong labor groups at Allegiant. As it is our desire to further build on and strengthen our alliance with you, we hope that this election will not lead to a decertification—the ultimate goal of the Allegiant 4 Me Team and Allegiant management.

In a recent communication to the flight attendants, the Allegiant 4 Me Team announced that it had “*Authorization Cards from more than 50% of our flight attendants system wide*” and “*Never before in the history of the Railway Labor Act has a craft or class of this size ever attempted to decertify their union.*”

One only needs to go back as far as the Delta/Northwest merger to learn that the Northwest flight attendants lost their union to decertification. It would not be easy to find a Northwest flight attendant that wears the decertification as a badge of honor. In a recent communication a retired Northwest flight attendant stated that decertification was the worst thing that happened in her long career, as years of gains in quality of life evaporated and left many of them disillusioned.

Decertifying the TWU would unquestionably dissolve the multiple tentative agreements the TWU has helped you to achieve.

Another quote from the Allegiant 4 Me Team, “*This is a clear indication that we are dissatisfied with the TWU and their failure to deliver. Four and a half years is more than enough time to give them to produce.*”

Take the time to really think about this quote and realize it places all effort and responsibility upon the few in the TWU leadership and ignores the fact that a union is not a spectator sport. The TWU, like the Teamsters has been for the pilots, is a "toolbox" with financial backing and expertise to draw upon, but it relies on participation from the members. These resources will immediately evaporate if you select “No Representation”.

Member participation aside, you also must consider that the pace of negotiations does not fall squarely on the union, but largely falls on the company. Negotiations rely on both parties coming to the table with intentions and a willingness to reach agreement. Allegiant could have signed an agreement if they truly had their employees’ best interests at heart, yet after four and a half years Allegiant still refuses to do so. You can be certain that a decertification WILL NOT change the company’s mind with respect to the compensation and quality of life that they are willing to offer you.

The TWU has a proud history filled with many successes and is a vehicle to achieve the contract that you desire.

We have heard many of our fellow flight attendants lament that the group is divided. When further pressed it is evident that you are unified in your desire for increased compensation and quality of life, rather you are divided regarding the TWU – a division that was cleverly orchestrated by Allegiant’s management and their union-busting firm Ford and Harrison. A small group of your fellow flight attendants have bought in, and although they have good intentions, they are not aware of the sinister plan they are helping achieve. All the base visits, videos and apparent "change of heart" by management are a choreographed plan to separate you from your union so that you will eventually vote to become unrepresented. A famous quote states, “*The individual who blames their tools, is unlikely fit to find a solution.*” Is the Allegiant 4 Me Team leading you down the right path?

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Many of you that are new to the industry and recent new hires to Allegiant may have been approached rather quickly to sign an interest card. We hope that you will give yourself more time to understand why the flight attendants were the first labor group at Allegiant to vote in a union.

During the pilots' union organizing drive Allegiant's CEO Maury Gallagher made the statement, "I will not sign off on dues check off, pilots will lose interest and the union will fail." This is the issue that the TWU is facing. The company's desire is to have you sign a contract that does not fund your union, effectively allowing the company the freedom to violate the contract and leaving your union without the resources to enforce it. This strategy is summed up in the quote, "Disarm your potential opponent and you have already won the fight."

Before voting, take the time to think, "Am I here on a holiday looking for quick gains before moving on, or is Allegiant my potential long-term career?" Even if you do not plan to make Allegiant a long-term stop, we encourage you to vote to remain represented by the TWU for those who plan on remaining at Allegiant long term. For those who plan on staying at Allegiant long term, "Do you really want to do so unrepresented?" As a pilots' union we commit to helping you build your union, but first you must save it by voting to remain represented.

Fraternally,

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