



Airport Standby Policy for the Flight Attendants of Allegiant Air

Ver. 01; May 2018

INTRODUCTION

Allegiant operates in an industry where providing on-time and reliable service is critical to the continued success of our Company. The Airport Standby (AS) program will help ensure last minute disruptions do not negatively impact the integrity of the operation.

SECTION ONE: POLICY

1. For Airport Standby (AS), you are required to be present at the assigned airport in full uniform compliance, with all required duty items and ready for duty. An AS is expected to be in the crew room (if applicable) or in the airport on the sterile side of security.
2. You must remain accessible and contactable to Crew Scheduling and/or a member of Inflight leadership and be ready for immediate assignment at all times. An AS is expected to confirm the assignment and report to the departure gate within 15 minutes or when advised (e.g., 45 minutes) of the initial call from Crew Scheduling or a member of Inflight leadership.
3. You should be able to arrive at the departure gate within 15 minutes of the initial call from Crew Scheduling. Failure to report timely (i.e., within 15 minutes or advised by Crew Scheduling) can result in a chargeable occurrence being assessed under the Flight Attendant Attendance Policy.
4. The Company will first call an AS Flight Attendant's primary contact number listed in Crew Portal. If direct contact is not made, the Company will call the company provided phone in the crew room (if applicable). Secondary numbers in the Flight Attendant's Crew Portal profile will not be called.
5. During AS call out period, AS Flight Attendants may be assigned any regular Flight Attendant duties (e.g., stand-in for boarding on a flight but not dispatched on the flight).
6. A conversion from Reserve to AS will be made in the same manner as regular reserve assignments (Section 20.F). AS assignments may be issued prior to the beginning of the Flight Attendant's reserve period or up to 60 minutes after the start of their reserve period.
7. When multiple Flight Attendants are assigned AS duty at a single airport, Crew Scheduling will utilize the AS Flight Attendant who reported for duty the earliest to cover an open assignment ("first in, first out"). *Note: Crew Scheduling may deviate from the "first in, first out" assignment process in order to cover for operational needs such as passport requirements, qualifications and rest and duty limitations.*
8. An AS Flight Attendant can be required to deadhead to another domicile if assigned pursuant to the CBA. The Company will provide transportation if this is required.
9. AS Flight Attendants shall not call Crew Scheduling requesting to be released early from AS. Crew Scheduling may call to offer early release from AS duty.

10. An AS assignment can be reversed (e.g., Reserve to AS back to Reserve) prior to the day of assignment.
11. Mission Mode for AS is voluntary and therefore not subject to the limits of Section 20.N.7 (i.e., five times per month).
12. AS Flight Attendants do not receive Per Diem while on AS per Section 9.A.
13. During the first 120 days of implementation, AS assignments will not be swappable, pending programming to enable appropriate tracking for compliance with Section 20.N.7. This period may be extended upon the agreement of the Union, such agreement will not unreasonably be withheld.
14. This policy outlined above only applies to AS conversions. If AS is introduced into the monthly bid process, the parties agree to meet and mutually agree to any program specifics that are not provided for in the CBA.

SECTION TWO: Q&A

Q1. When does the Company plan to start assigning Airport Standby (AS)?

A1. The Company anticipates beginning Airport Standby in June. Conversions to AS could begin on May 30 for June 1.

Q2. Will Flight Attendants be able to preference and be awarded AS during the bid?

A2. Initially, AS will only occur through conversions (e.g. Reserve to AS or rescheduled/rerouted to AS). If AS is introduced into the monthly bid process, the Company and the Union will meet again to discuss.

Q3. Will the Company assign AS every day and in every base?

A3. Initially, we do not anticipate every location nor every day will require AS reserves. The Company will evaluate the operation to determine the best utilization.

Q4. What does “assigned any regular Flight Attendant duties” mean?

A4. An AS Flight Attendant may be assigned a trip or any duties regularly performed by Flight Attendants. For example, an AS Flight Attendant may be asked to stand in for boarding while waiting for another Flight Attendant. Once the other Flight Attendant has arrived, the AS Flight Attendant will resume their remaining AS call out period.

Q5. Does a Flight Attendant that is sitting AS receive Per Diem?

A5. Flight Attendants do not receive Per Diem while sitting AS.

Q6. As a Reserve, when can I expect to be converted to AS?

A6. AS assignments may be issued prior to the beginning of the Flight Attendant's reserve period or up to 60 minutes after the start of their reserve period in accordance with the CBA.

Example of Same Day Conversion: Flight Attendant is a R4. The Initial call from Crew Scheduling may be made up until 0459 for conversion to AS on the same day.

Example of Future Day Conversion: Flight Attendant is in a contactable (e.g., trip or reserve) period two days prior (e.g., June 18). During that contactable period, Crew Scheduling may convert the reserve assignment on June 20 to AS prior to the beginning of the future reserve period.

Q7. Does the 3.5 hours credit toward guarantee for AS included in the Bonus Flight Hour calculation?

A7. Yes, the AS credit is included in the Bonus Flight Hour calculation.

Q8. If a Flight Attendant sits AS on a Mission Mode day, how will they be paid?

A8. A Flight Attendant will be paid in accordance with the CBA (Sec. 6.G and 20.N.3).

Example of Flight Attendant not called on AS (Mission Mode): A fifth year Flight Attendant will be paid 3.5 hours at 1.5 times the applicable base rate (\$34.00).

3.5 Hours
<u>(x) \$51.00</u>
\$178.50

Example of a Flight Attendant called on AS for a trip (Mission Mode): A fifth year Flight Attendant will be paid 3.5 hours at 1.5 times the applicable base rate + trip value (e.g., 5.5 hours) at 1.5 times the applicable base rate.

3.5 Hours
<u>(x) \$51.00</u>
\$178.50
+
5.5 Hours
<u>(x) \$51.00</u>
\$280.50
=
\$459.00

Q9. If a Flight Attendant's original trip is cancelled, can they be rescheduled or rerouted to AS?

A9. Yes, however, the AS period will either be the footprint of the original trip or five (5) hours, whichever is less.

Example: A Flight Attendant is scheduled for a trip that shows at 0600 and a release of 1800 (12 hour duty period). At 0700, their original trip is cancelled due to weather, they are pay protected and rerouted to AS. They will sit AS from 0700-1200 and may only be assigned a trip that, at the time of assignment, is scheduled to have a release time of 1800 (footprint) or earlier. If they are not assigned a trip from AS by 1200, they are released.

Please note: In the example above, the Flight Attendant has shown to the airport and has a duty day beginning at 0600 prior to the cancellation and reroute to AS occurring. Had the flight been cancelled prior to show-time (reschedule) a conversion to AS could still occur as long as footprint rules are maintained.

Q10. If a Flight Attendant is assigned a trip from AS that is then cancelled, do they go on Footprint?

A10. Yes, if a trip is subsequently cancelled after being assigned from AS, the FA would be pay-protected and go on a full footprint of the assigned trip. However, their duty day would have started when their AS call out period began.

LETTER OF AGREEMENT
between

ALLEGIANT AIR, LLC

and

THE FLIGHT ATTENDANTS

in the service of
ALLEGIANT AIR, LLC
as represented by

THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

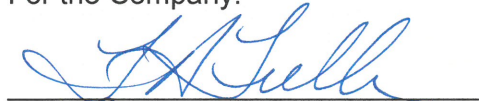
AIRPORT STANDBY

This LETTER OF AGREEMENT ("LOA") is made and entered into in accordance with the provisions of the Railway Labor Act, as amended ("RLA"), by and between ALLEGIANT AIR, LLC ("the Company"), its successors and assigns, and the FLIGHT ATTENDANTS in the service of ALLEGIANT AIR, LLC, as represented by the TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO ("the Union").

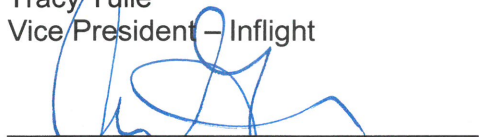
The parties agree that the Airport Standby Policy for the Flight Attendants of Allegiant Air was discussed with the Union and that the parties mutually agreed to any additional program specifics that were not covered by the terms of the Collective Bargaining Agreement, effective December 21, 2017, as contained in the Airport Standby Policy dated May 30, 2018

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 30 day of May, 2018, to be effective immediately.

For the Company:

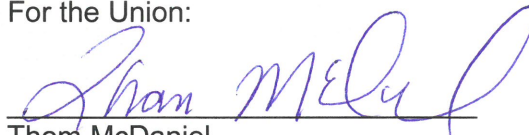


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For the Union:



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