

MEMORANDUM OF AGREEMENT

between

ALLEGIANT AIR, LLC.

and

THE FLIGHT ATTENDANTS

in the service of

ALLEGIANT AIR, INC.

as represented by the

THE TRANSPORT WORKERS UNION OF
AMERICA, AFL-CIO

THIS MEMORANDUM OF AGREEMENT (“MOA”) is made and entered into by and between ALLEGIANT AIR, LLC. (hereinafter referred to as “the Company”) and the FLIGHT ATTENDANTS in the service of ALLEGIANT AIR, LLC., as represented by THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO (hereinafter referred to as “the Union”).

WHEREAS, the Company and the Union are parties to a collective bargaining agreement (hereinafter “the Agreement”) covering the period of December 21, 2017, to December 21, 2022, pursuant to the Railway Labor Act; and

WHEREAS, the parties recognize the COVID-19 outbreak, which triggered the World Health Organization’s determination of a global pandemic, the President of the United States declaring of a National Emergency, has had an unprecedented impact to the Company and its Flight Attendants; and

WHEREAS, Flight Attendants have expressed concern regarding their imminent, and previously awarded, base transfers/vacancies pursuant to Section 17 of the Agreement, and were subsequently granted a delay to the July Bid Period, pursuant to Memorandum of Agreement dated April 6, 2020; and

NOW, THEREFORE, the Company and the Union agree as follows:

A. ELIGIBILITY AND DURATION

1. This MOA covers Flight Attendants who have been previously awarded a base transfer/vacancy, pursuant to Section 17 of the Agreement, for the May or June Bid Periods, and were subsequently granted a delay to the July Bid Period,

pursuant to Memorandum of Agreement dated April 6, 2020 (see Exhibit A).

2. This MOA shall become effective on the date signed and shall end upon the opening of bidding for the July Bid Period.
3. Qualified Flight Attendants (see Exhibit A) who wish to exercise a cancellation of their base transfer/vacancy, as outlined in this MOA, must submit their request to the Company in writing, to IFSCrew.Resource@allegiantair.com, by Wednesday, June 3 at 1200 Pacific Time. Flight Attendants who submit a timely request will receive a response from the Company within 48 hours of their last submission.

B. FLIGHT ATTENDANTS WITH A BASE VACANCY IN JULY 2020

1. Flight Attendants who have been previously awarded a base transfer/vacancy in May or June Bid Periods, and were subsequently granted a delay to the July Bid Period, may elect to cancel their base transfer subject to operational needs and at the Company's discretion.
2. The Company will not unreasonably deny a request to cancel a base transfer.
3. Should a Flight Attendant be approved to cancel their previously awarded base transfer/vacancy, they will remain domiciled in their current location (see Exhibit A).

C. GENERAL

1. This MOA is based on facts unique to this case and is offered on a non-precedential basis. It shall not be cited, offered or relied upon in any manner whatsoever, now or in the future, in connection with any matter involving any other bargaining unit employees or the Union, excluding only a proceeding to enforce the express terms of this specific agreement.
2. The failure to insist upon compliance with any term, covenant or condition contained in this Agreement shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power contained in this Agreement at any one time or more times be deemed a waiver or relinquishment of any right or power at any other time or times.
3. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original, all of which together shall constitute one and the same instrument. Photographic and facsimile copies of such signed counterparts will be sufficient to bind the parties to this Agreement and may be used in lieu of the originals for any purpose.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the respective dates set forth below.

Dated this 28 day of May, 2020.

Dated this 29th day of May, 2020.

For the Union:

The Transport Workers Union of America,
AFL-CIO

For the Company:

Allegiant Air

By: 

By: _____

Its: President, TWU Local 577

Its: Managing Director of Flight Crew
Planning & Administration

EXHIBIT A

Allegiant Travel Company
Inflight Services
Base Transfer Report

Emp#	Name	Old Base	New Base	Start Date	Notes
11549	Leahy, Pamela J.	FLL	PIT	7/1/2020	04.09.20 - Pursuant to MOA, delay from 5/1/20 effective date
9287	Kettenbach, Kim M.	PIE	BNA	7/1/2020	04.09.20 - Pursuant to MOA, delay from 5/1/20 effective date
16753	Richard , Emily	VPS	SAV	7/1/2020	04.09.20 - Pursuant to MOA, delay from 6/1/20 effective date
16764	Schutter, Meagan	VPS	SAV	7/1/2020	04.09.20 - Pursuant to MOA, delay from 6/1/20 effective date