

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

WHEREAS, the Company has determined it is necessary to delay the opening of our scheduled Flight Attendant Domicile at Des Moines International Airport (DSM) in Des Moines, Iowa, which was scheduled to open in May of 2020; and

WHEREAS, there are seven (7) Flight Attendants who has already been awarded a base transfer/vacancy to DSM effective May 2020 and June 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 (see Exhibit A) and June (See Exhibit B) Bid Period only.
2. This MOA shall become effective on the date signed and shall end upon the opening of bidding for the June Bid Period.
3. Qualified Flight Attendants (see Exhibit A & B) who wish to exercise a delay or cancelations 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 Friday, April 10 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 AWARDED A DSM BASE VACANCY

1. Flight Attendants who have been awarded a base transfer/vacancy to DSM for the May Bid Period will have their transfer delayed until the actual opening of the Domicile.
2. They will remain domiciled in their current location (see Exhibit A & B) until the opening of DSM Domicile.
3. Flight Attendants previously awarded a DSM base transfer/vacancy may bid out of their delayed DSM award through the Monthly Base Bid/Filling of Vacancy process pursuant to Section 17 of the Agreement.

C. FLIGHT ATTENDANTS WITH A BASE VACANCY IN MAY OR JUNE 2020 (excluding DSM Awards)

1. Flight Attendants who have been previously awarded a base transfer/vacancy in May or June Bid Periods may delay or 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 or delay a base transfer request.
3. Flight Attendants requesting to delay a previously awarded base transfer/vacancy shall report to their awarded Domicile by the July Bid Period.
4. Should a Flight Attendant be approved to delay or cancel their previously awarded base transfer/vacancy, they will remain domiciled in their current location (see Exhibit A & B).

5. Flight Attendants previously awarded a base transfer/vacancy may bid out of their delayed award through the Monthly Base Bid/Filling of Vacancy process pursuant to Section 17 of the Agreement.

D. 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.

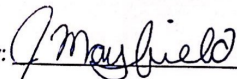
IN WITNESS WHEREOF, the Parties have executed this Agreement on the respective dates set forth below.

Dated this 4 day of April, 2020.

Dated this 6 day of April, 2020.

For the Union:
The Transport Workers Union of America,
AFL-CIO

For the Company:
Allegiant Air

By: 

By: Allen Clayton Thiemman
Digitally signed by Allen Clayton Thiemman
Date: 2020.04.06 09:48:25 -07'00'

Its: President, TWU Local 577

Its: Managing Director of Flight Crew Planning & Administration

EXHIBIT A

Allegiant Travel Company
Inflight Services
Base Transfer Report

<u>Emp #</u>	<u>Name</u>	<u>Old Base</u>	<u>New Base</u>	<u>Start Date</u>
9823	Gibson, Laurie L.	TYS	LAS	5-1-20
15216	Modrow, Ashley	TYS	SFB	5-1-20
10088	Bieber, DAmbe K.	LAS	SFB	5-1-20
11932	Ritter, Laura I.	PIE	SFB	5-1-20
15464	Conner, Brenna	AVL	PIE	5-1-20
8929	Crespo, Annabell	VPS	PIE	5-1-20
17787	Denison, Nicole	ABE	PIE	5-1-20
11549	Leahy, Pamela J.	FLL	PIT	5-1-20
16649	Mills, Marquita	TYS	BLI	5-1-20
11552	Zulauf, Daisha M.	IWA	BNA	5-1-20
11560	Welsh, Kimberly M.	IWA	BNA	5-1-20
17559	Eskridge, Parker	PIE	BNA	5-1-20
9287	Kettenbach, Kim M.	PIE	BNA	5-1-20
13257	Paquette, Lisa C.	SFB	ABE	5-1-20
16223	Lachnit, Cathy	LAS	DSM	5-1-20
16247	Sikand, Alyssa	FLL	DSM	5-1-20
16840	Bowman, Zachary	FLL	DSM	5-1-20
16825	Austin, William	FLL	DSM	5-1-20
16836	James, Jenielle	FLL	DSM	5-1-20

EXHIBIT B

Allegiant Travel Company
Inflight Services
Base Transfer Report

<u>Emp #</u>	<u>Name</u>	<u>Old Base</u>	<u>New Base</u>	<u>Start Date</u>
16750	Piercy, Nicholas	SAV	SFB	6-1-20
6516	Leitner, Karen L.	IWA	PIE	6-1-20
14168	Ray, Jeffrey L.	PGD	IND	6-1-20
8768	Guimond, Angelica R.	IWA	IND	6-1-20
16753	Richard , Emily	VPS	SAV	6-1-20
16764	Schutter, Meagan	VPS	SAV	6-1-20
15163	Montesdeoca, Diana	IND	BNA	6-1-20
17803	Dempsey, Joharra	CVG	BNA	6-1-20
14469	Reed, Anna M.	LAS	DSM	6-1-20
15219	Schwent, Christopher	SFB	DSM	6-1-20