

SETTLEMENT AGREEMENT

between

ALLEGIANT AIR, LLC.

and

THE FLIGHT ATTENDANTS

in the service of

ALLEGIANT AIR, LLC.

as represented by the

THE TRANSPORT WORKERS UNION OF
AMERICA, AFL-CIO

THIS SETTLEMENT AGREEMENT ("Settlement") 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 company is developing formal procedures for Flight Attendants who are assigned to a Base where the airport commissary has not yet secured a liquor license; and

WHEREAS, the FNT Airport commissary has yet to secure a liquor license; and,

WHEREAS, the Flight Attendants assigned to the FNT Base for the months of February, March and April 2022 worked outside of written guidance;

NOW, THEREFORE, in full and complete settlement of all matters referred herein, the parties hereby agree as follows:

1. The Company shall provide compensation to the FNT Flight Attendants as identified in Appendix A.
2. The Union and the Flight Attendants agree not to seek relief through the parties' dispute resolution procedures in Sections 25 and 26 for any duties or responsibilities related to work performed at those bases where the airport commissary has not yet secured a liquor license.

3. This Settlement does not constitute and shall not be deemed an admission on the part of the Company of any wrongdoing, liability, error, or violation of the collective bargaining agreement. This Settlement is based on facts unique to this case and is offered on a non-precedential basis with respect to other bargaining unit employees. 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.

4. This Settlement 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 3rd day of April, 2022.

Dated this 29th day of April, 2022.

For the Union:

The Transport Workers Union of America,
AFL-CIO

For the Company:

Allegiant Air

By: 

Its: President, TWU Local 577

By: 

Its: Vice President of Labor

APPENDIX A

February, 2022

Emp#	Name	Amount
11957	Malott, Sarah A.	\$ 131.32
12452	Mattox, Adrienne A.	\$ 131.32
13815	Jones, Jeanette L.	\$ 127.65
17204	McKeever, Aimee	\$ 109.66
17207	Spotts, Stevie	\$ 109.66
17215	Fountain, Ryan	\$ 109.66
17816	Schneiderman, Pamel	\$ 109.66
19694	Bradford, Shelby	\$ 81.03
19700	Varnadoe, Samantha	\$ 81.03
19707	Tyson, Dakota	\$ 81.03
19712	Paupert, Audrey	\$ 81.03
19722	Eldridge, Kate	\$ 81.03
19724	Enderle, Madison	\$ 81.03
15442	Hayes, Reginald	\$ 123.83
15456	Love, Diane	\$ 123.83
16630	Banks, Bianca	\$ 115.64
16846	Williams, Jeffrey	\$ 109.66
18141	Baransy, Megan	\$ 109.66
18414	Grigoli, Alessandro	\$ 104.72

March, 2022

Emp#	Name	Amount
11957	Malott, Sarah A.	\$ 131.32
12452	Mattox, Adrienne A.	\$ 131.32
17204	McKeever, Aimee	\$ 109.66
17207	Spotts, Stevie	\$ 109.66
17215	Fountain, Ryan	\$ 109.66
17816	Schneiderman, Pamela	\$ 109.66
19694	Bradford, Shelby	\$ 81.03
19700	Varnadoe, Samantha	\$ 81.03
19707	Tyson, Dakota	\$ 81.03
19712	Paupert, Audrey	\$ 81.03
19722	Eldridge, Kate	\$ 81.03
19724	Enderle, Madison	\$ 81.03
19849	Stewart, Ronald	\$ 81.03
19875	Page, Julianne	\$ 81.03
8611	Conway, Tara J.	\$ 158.73
9823	Gibson, Laurie L.	\$ 148.30
9406	Bonefont, Karen M.	\$ 148.30
10390	Larsen, Melanie T.	\$ 143.92
11224	Esquivel, Corina B.	\$ 138.25
11767	Rodriguez, Kristin A.	\$ 138.25
11800	Demick, Jennie R.	\$ 138.25
11830	Stephenson, Meghan E.	\$ 138.25
11831	Clark, Amanda P.	\$ 138.25
11940	Adams, Alicia M.	\$ 131.32
12307	Eaton, Daniel J.	\$ 131.32
12816	Owens, Christopher L.	\$ 131.32
13005	Kim, Sue Y.	\$ 131.32
13274	Polar, Michelle L.	\$ 131.32
13956	Richards, Roseline B.	\$ 127.65
14239	Moyta, Bobbi Jo	\$ 127.65
14924	Campbell, Jillian P.	\$ 123.83
15442	Hayes, Reginald	\$ 123.83
15483	Mendivil, Eva	\$ 123.83
15897	Singer, Donna	\$ 115.64
16219	Campbell, Jasen	\$ 115.64
16630	Banks, Bianca	\$ 115.64
16636	Inaba, Lloyd	\$ 115.64
17221	Matthews, William	\$ 109.66
17809	Keiner, Kelley	\$ 109.66

April, 2022

Emp#	Name	Amount
11957	Malott, Sarah A.	\$ 131.32
12452	Mattox, Adrienne A.	\$ 131.32
15944	Fornsaglio, Christa	\$ 115.64
17204	McKeever, Aimee	\$ 109.66
17207	Spotts, Stevie	\$ 109.66
17215	Fountain, Ryan	\$ 109.66
17816	Schneiderman, Pamela	\$ 109.66
19694	Bradford, Shelby	\$ 81.03
19700	Varnadoe, Samantha	\$ 81.03
19707	Tyson, Dakota	\$ 81.03
19712	Paupert, Audrey	\$ 81.03
19722	Eldridge, Kate	\$ 81.03
19724	Enderle, Madison	\$ 81.03
19849	Stewart, Ronald	\$ 81.03
19875	Page, Julianne	\$ 81.03
19995	Fenwick, Natalie	\$ 81.03
20171	Dennert, Jennifer	\$ 81.03
20178	Sudberry, Eve	\$ 81.03
20186	Watts, Emma	\$ 81.03
20188	Fischer, Dawn	\$ 81.03
20192	Collins, Elsa	\$ 81.03
20197	Mays, Nicole	\$ 81.03
20203	DeLoye, Kathleen	\$ 81.03
20216	Dearing, Tracey	\$ 81.03
9189	Schroeder, Ashley N.	\$ 155.47
11224	Esquivel, Corina B.	\$ 138.25
11767	Rodriguez, Kristin A.	\$ 138.25
11830	Stephenson, Meghan E.	\$ 138.25
11940	Adams, Alicia M.	\$ 131.32
12307	Eaton, Daniel J.	\$ 131.32
12465	Serowik, Monica R.	\$ 131.32
14164	Johnson, Nancy C.	\$ 127.65
15190	Plumey-Rios, Michele	\$ 123.83
15216	Modrow, Ashley	\$ 123.83
15290	Tyson, Dawn	\$ 123.83
15473	Smith, Alletea	\$ 123.83
15478	Mendoza, Denise	\$ 123.83
15483	Mendivil, Eva	\$ 123.83
16226	Plummer, Julie	\$ 115.64
16251	Harley, Tynia	\$ 115.64
16333	Ventola, Jason	\$ 115.64
16649	Mills, Marquita	\$ 115.64
16750	Piercy, Nicholas	\$ 115.64
17201	Silva, Jessica	\$ 109.66
17286	Young, Chelise	\$ 109.66
17934	Flores, Kenneth	\$ 109.66
18690	Byrum, Jordan	\$ 81.03