



GLOBAL GRIEVANCE 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 GLOBAL GRIEVANCE SETTLEMENT AGREEMENT ("GSA") 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, 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 April 15, 2024, to April 15, 2029, under the Railway Labor Act; and

WHEREAS, a grievance was filed on or around May 24, 2024, on behalf of all Flight Attendants, alleging a contractual dispute over Section 8.A of the Agreement related to the health insurance rates for N5-MEDL, Grievance No. 2024-1600 (966-CO); and

WHEREAS, a grievance was filed on or around October 17, 2024, on behalf of all Flight Attendants, alleging a contractual dispute over Section 8.A of the Agreement related to the health insurance rates for the 2025 Plan Year beginning on January 1, 2025, Grievance No. 2024-1739 (1044-CO); and

WHEREAS, both grievances were scheduled to proceed to arbitration in July 2025; and

WHEREAS, to avoid the risks, costs, and uncertainty of continued adversarial proceedings, and to provide certainty for the next Open Enrollment period, the Company and Union wish to settle both grievances without proceeding further with the grievance mechanism and arbitration.

NOW, THEREFORE, in complete settlement of all matters referred to in the grievances identified herein, the parties, as a result of this, agree as follows:

1. Effective January 1, 2025, the Company hereby agrees to rescind the five percent (5%) increase to the Flight Attendant contributions for health insurance premiums imposed on January 1, 2025, and to restore the Flight Attendant contributions for health insurance premiums to the rates in effect on December 31, 2024, as follows:

- a. The Flight Attendant health insurance contribution rates will be restored to the rates in effect on December 31, 2024, for the remainder of 2025, beginning in July 2025. The rate change will be reflected in Flight Attendant paychecks beginning on July 15, 2025.
 - b. No later than forty-five (45) days of the execution of this GSA, the Company agrees to compensate all actively employed Flight Attendants who are currently paying for health insurance through Teamcare as of the date of execution of this GSA in accordance with Appendices A or B.
2. The Company and the Union agree that the language in Section 8.A of the Agreement regarding five percent (5%) increases to the total contribution rates for the "second Plan Year following ratification" will be in effect for the Plan Year beginning January 1, 2026 and ending on December 31, 2026.
3. The Union, with this, permanently withdraws Grievance No. 2024-1600 (966-CO) and Grievance No. 2024-1739 (1044-CO).
4. The Union and the Company agree to split any fees or costs imposed by the Arbitrator for the cancellation of the planned arbitration. Except for such Arbitrator imposed fees, the parties shall bear their own costs, including for legal representation.
5. The parties recognize this GSA is entered into to resolve disputed claims. This GSA does not constitute and shall not be deemed an admission by the Company of any wrongdoing, liability, error, or violation of the collective bargaining agreement, or by the Union of any merit or lack of merit of the grievances at issue.
6. This GSA may be executed in multiple counterparts, each of which shall be deemed an original, constituting the same instrument. Photographic and facsimile copies of such signed counterparts will be sufficient to bind the parties to this GSA and may be used instead of the originals for any purpose.

IN WITNESS of which, the Parties have executed this GSA on the respective dates set forth below.

Dated this 26 day of June 2025.

Dated this 25th day of June 2025

For the Union:

The Transport Workers Union of America, AFL-CIO

By: 

Its: TWU Local 577 President

For the Company:

Allegiant Air, LLC

By: 

Its: Vice President of Labor

APPENDIX A

With the exception of those Flight Attendants who were hired in 2025 who have a benefit effective date of April 1, 2025, Flight Attendants with active TeamCare coverage shall receive compensation in accordance with the below based on their selected tier of coverage as of the execution date of this GSA. These amounts were calculated using the pay period delta between the December 31, 2024, tier rates and the January 1, 2025, tier rates, and multiplying that delta by the twelve (12) pay periods covering the period from January 1, 2025, through June 30, 2025.

5N – MEDOF

Employee Only	\$30.58
Employee + Spouse	\$111.14
Employee + Children	\$83.28
Family	\$155.40

N5 – MEDLF

Employee Only	\$57.89
Employee + Spouse	\$115.53
Employee + Children	\$88.53
Family	\$159.87

MI – MEDHF

Employee Only	\$59.32
Employee + Spouse	\$119.00
Employee + Children	\$94.55
Family	\$164.97

APPENDIX B

Those Flight Attendants hired in 2025 who have active TeamCare coverage with a benefit effective date of April 1, 2025, shall receive compensation in accordance with the below based on their selected tier of coverage as of the execution date of this GSA. These amounts were calculated using the pay period delta between the December 31, 2024, tier rates and the January 1, 2025, tier rates, and multiplying that delta by the six (6) pay periods covering the period from April 1, 2025, through June 30, 2025.

5N – MEDOF

Employee Only	\$15.29
Employee + Spouse	\$55.57
Employee + Children	\$41.64
Family	\$77.70

N5 – MEDLF

Employee Only	\$28.95
Employee + Spouse	\$57.76
Employee + Children	\$44.26
Family	\$79.94

MI – MEDHF

Employee Only	\$29.66
Employee + Spouse	\$59.50
Employee + Children	\$47.27
Family	\$82.48