



# Mission Mode MOA's

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### **2022 Premium Pay (Mission Mode/Reschedule/Reroute/JA) MOA**

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**To:** All Allegiant Flight Attendants

**From:** Allen Thieman, Director of Inflight Planning & Administration

**Re:** Premium Pay (Mission Mode)

**Date:** June 4, 2019

Our last staffing update was on May 24, 2019. In that message, we communicated that there has been a noticeable improvement (reduction) in the number of daily absences which is very positive. We are entering our busiest time of year and must continue the trend of keeping absences at a reasonable and expected level. This alone will significantly contribute to a successful summer operation, not just for our customers, but for each of you as well.

As we continue to work on short term and long term solutions to help mitigate the operational challenges anticipated based on the past trend of increased absences, we are pleased to announce a Memorandum of Agreement (MOA) with the TWU that will increase Premium Pay (Mission Mode) (CBA Section 6.G.).

Although this is a deviation from the compensation that was agreed upon in the original CBA, we hope that this increase in premium pay will incentivize Flight Attendants to support the operation by picking up trips on days that are designated as critical by Crew Scheduling.

Attached is the Memorandum of Agreement (MOA); however, it is very important that you read through this memo in its entirety and the below Q&A that has been developed as a supplement to the information in the MOA.

**Below is a high level overview of the MOA:**

**PREMIUM PAY (MISSION MODE) RATE**

Effective June 1, 2019, Premium Pay (Mission Mode) will now be paid at two (2) times your applicable base rate of pay in accordance with the attached MOA. **This rate change is a 100% increase in the Premium Pay rate (150% to 200%).**

**ENHANCEMENTS TO OPEN TIME DISTRIBUTION**

When the Company determines that a day or series of days represent a critical operational period, it may, at its sole discretion identify and de-identify specific assignments that would be eligible to be paid as Premium Pay that are voluntarily picked-up and worked in accordance with the MOA.

**CREW PAY REPORT (CPI)**

Due to these changes, there is a significant amount of work to re-program CPI. Although we have completed some of the steps, there is still more IT development and quality assurance testing required. **Therefore, during the month of June, your CPI report may not accurately reflect Premium Pay (Mission Mode) credit.**

We plan to have all the logic updated no later than early July to give you time to review your pay data prior to the July 15 paycheck.

In the interim, you do not need to submit Crew Payroll JIRAs for Premium Pay (Mission Mode) errors. Once the Company has communicated that the CPI logic has been updated and if you still see errors, you should submit a Crew Payroll JIRA within the deadlines communicated.

**SUCCESS CRITERIA**

This change is an investment and will increase cost. Therefore, the company and the TWU have agreed that the impact of these changes will be evaluated at the end of the three-month period to determine if a longer-term commitment is acceptable by both parties.



#### **FINAL DESCENT**

**As we have said in each of our memos, we know that a majority of you are demonstrating reliability and integrity by showing up to work on time, completing your work assignments as scheduled and only reporting absent for legitimate reasons.** The reality is that the increase in unplanned absences we saw in March and April suggests some Flight Attendants may be using the sick and FMLA benefits inappropriately. As a reminder, if someone is using sick for reasons other than provided for in the CBA, misusing or abusing the federal benefit of FMLA, it will be investigated as potential fraud, which may result in formal discipline, up to and including termination of employment for the first offense.

The summer can bring operational challenges from both a weather and staffing perspective. While we cannot control the weather, and fully expect to have some challenges days, we have spent a lot of time actively readying ourselves for our busiest time of year. If we stay focused, it will be a very successful summer for our company, team members and shareholders!

**I want to personally thank those involved from both the company and TWU for all of the hard work that was put forth to reach the point that we are at today.**

It is important that each of you stay informed by reviewing this MOA and the Q&A. If you have questions, please reach out to your Base Leader or Crew Support Administrator.

Sincerely,

A handwritten signature in blue ink, appearing to be "AKL", is written on the page.



## Memorandum of Agreement: Mission Mode (Premium Pay) Questions & Answers

**Q1. What is the difference between Premium Pay Open Time and Mission Mode assignments?**

A1. In both instances, trips that are worked in accordance with the MOA will be paid at two (2) times the applicable base rate (i.e., 200%) and will be identified in your Crew Pay Interface (CPI) as Mission Mode Hours, just as they are today.

Premium Pay Open Time assignments are those assignments identified by the Company prior to Open Time Distribution closing at 1000 Pacific Time two (2) calendar days prior to the scheduled report time (Sec. 19.C.2.). These assignments will continue to be posted electronically and awarded on a first-come, first-served basis to Flight Attendants who are legal and available just as they are today until Open Time Distribution closes.

Once Open Time has closed (at 1000 Pacific Time two (2) calendar days prior), any Premium Pay assignments will be identified and advertised using the Mission Mode system and awarded or assigned to volunteers on a seniority basis absent any legality or conflicts.

| Premium Pay Open Time   | Mission Mode Assignments   |
|---|--|
| <ul style="list-style-type: none"><li>Processed in Crew Portal (Open Time)</li><li>Awarded first-come-first-serve</li><li>Only pre-identified assignments are considered premium</li><li>Ends at 1000 Pacific Time two days prior</li></ul> | <ul style="list-style-type: none"><li>Advertised via the Mission Mode system</li><li>Awarded by seniority (considering legalities/conflicts)</li><li>All assignments are Premium</li><li>Generally used after Open Time closes</li></ul> |

**Q2. How will the Company identify an assignment in Open Time as Premium Pay?**

A2. Assignments in Open Time will be identified by adjusting the pairing label to start with a pre-determined unique indicator followed by the unique pairing label (e.g., 2xL3002F). **The pre-determined unique indicator will be communicated separately.**

**Q3. If I pick-up an assignment in Open Time Distribution that is identified as a Premium Pay (Mission Mode), will I receive the pay?**

A3. In order to be eligible to receive compensation in accordance with Section 6.G. (MOA), any identified trip(s), Reserve period(s), or Airport Standby(s) voluntarily picked up or assigned in accordance with this provision must not result in that Flight Attendant being required to drop any other trip(s), Reserve period(s), or Airport Standby(s) as a result of the voluntary pick up or assignment unless expressly agreed to by the Company at the time of assignment or pickup.

**Simply stated, the assignment must not result in a subsequent drop to be considered eligible for Premium Pay compensation, so your previous assignment on that day had to be a day free from duty (e.g., X, Gold, VA, Flex, DTG, etc.).**

*Example: A Flight Attendant is on a scheduled day off on Sunday, June 9. On Thursday, June 6, they see a Premium Pay (Mission Mode) trip (2xS30005F) operating on Sunday, June 9 and pick it up from Open Time. They will be eligible to be paid two (2) times the applicable base rate of pay if they meet the other conditions in the MOA, such as actually working the trip.*

*Example: A Flight Attendant is scheduled to operate trip X30012F Sunday, June 9. On Thursday, June 6, they see a Premium Pay (Mission Mode) trip (2xX3004F) for Sunday, June 9 and pick it up from Open Time. As the pickup would result in the dropping of a trip, they would not be eligible for Premium Pay compensation.*



**Q4. If I have a trip on a particular day and I want to swap with a trip in Open Time that is identified as Premium Pay am I still allowed to swap them?**

**A4.** Yes, Open Time will continue to function as it does today pursuant to the CBA. All assignments will be awarded on a first-come, first-served basis to Flight Attendants who are legal and available. You are still allowed to swap assignments provided all other requirements are met (e.g., rest).

Please note, however, you will not be paid the Premium Pay in this example. The intent of this MOA is to help reduce the number of assignments in Open Time Distribution, and simply swapping assignments does not meet this intent.

**Q5. How will I be paid if I work a Premium Pay (Mission Mode) Reserve Period?**

**A5.** A Flight Attendant will be paid in accordance with the CBA and this MOA (Sec. 6.G.(MOA) and 20.J.).

*Example of Flight Attendant not called on a Premium Pay (Mission Mode) Reserve Period: A fifth-year Flight Attendant will be paid 3.5 hours at 2 times the applicable base rate of pay (\$34.34).*

|             |
|-------------|
| 3.5 Hours   |
| (x) \$68.68 |
| \$240.38    |

*Example of a Flight Attendant called on a Premium Pay (Mission Mode) Reserve Period: A fifth-year Flight Attendant will be paid 3.5 hours at 2 times the applicable base rate or the trip value (e.g., 5.5 hours), whichever is greater, at 2 times the applicable base rate of pay (\$34.34).*

|             |
|-------------|
| 5.5 Hours   |
| (x) \$68.68 |
| \$377.74    |

**Q6. How will I be paid if I work a Premium Pay (Mission Mode) Airport Standby?**

**A6.** A Flight Attendant will be paid in accordance with the CBA and this MOA (Sec. 6.G.(MOA) 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 2 times the applicable base rate of pay (\$34.34).*

|             |
|-------------|
| 3.5 Hours   |
| (x) \$68.68 |
| \$240.38    |

*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 2 times the applicable base rate + trip value (e.g., 5.5 hours) at 2 times applicable base rate of pay (\$34.34).*

|                 |
|-----------------|
| 3.5 Hours       |
| (x) \$68.68     |
| \$240.38        |
| +               |
| 5.5 Hours       |
| (x) \$68.68     |
| \$377.74        |
| =               |
| <b>\$618.12</b> |

**Q7. What happens if I voluntarily pick-up a Premium Pay Open Time Assignment or a Mission Mode and then trade it to another Flight Attendant?**



- A7. In order for Premium Pay to be paid the assignment must be performed by the Flight Attendant who originally picked up or was assigned the event. If a Flight Attendant trades a Premium Pay (Mission Mode) assignment to another Flight Attendant, the Premium Pay does not follow.
- Q8. What happens if I am removed from a Premium Pay (Mission Mode) assignment due to an operational reason (e.g., rest/legality issue or cancellation)?**
- A8. A Flight Attendant who is removed from Premium Pay (Mission Mode) assignment will be pay protected at two (2) times the applicable base rate of pay assuming they remain available pursuant to Section 19.F. of the CBA.
- Q9. What if I report sick or absent (e.g., FMLA or Fatigue) for a Premium Pay (Mission Mode) assignment?**
- A9. It will be handled the same as it is today. In order to receive Premium Pay (Mission Mode) credit, the assignment must be actually flown or worked. When applicable, Sick Leave will be applied pursuant to the CBA at the applicable base rate of pay.
- Q10. How will I be paid if I am awarded and work a Premium Pay (Mission Mode) assignment and am already in Bonus Flight Hour (BFH) window (i.e., above 97 hours)?**
- A10. It will be handled the same as it is today – if both provisions of the CBA are met (Sec. 6.F. and Sec. 6.G.(MOA)) then it will be paid as such.

*Example: On June 25, a tenth-year Flight Attendant has already flown or been pay protected for 100 hours. Then, on June 26, they are awarded and work a Premium Pay (Mission Mode) trip worth 5.5 hours. They will be paid 5.5 hours at 2.3 times the applicable base rate of pay (\$39.93).*

|              |
|--------------|
| 5.5 Hours    |
| (x) \$79.86  |
| \$439.23     |
| +            |
| 5.5 Hours    |
| (x) \$11.979 |
| \$65.88      |
| =            |
| \$505.11     |

- Q11. Can I use a Vacation Flex Day Option for a Premium Pay (Mission Mode) assignment?**
- A11. Flex Days may be used as they are today. As a reminder, Flex Days are paid at 2.86 hours at the applicable base rate of pay.
- Q12. Why would the Company de-identify an assignment in Open Time as Premium Pay? If this occurs, how will it be paid?**
- A12. If the Company determines that a day or series of represent a critical operational period, it may, at its discretion, identify open trip(s), reserve period(s), or airport standby(s) as eligible for premium pay. Based on changes in the operation (e.g., reduction in open time, increased reserve coverage, reduced operational issues, etc.), an assignment previously identified can be de-identified at the Company's discretion.

Any assignments that are picked up or awarded while the open trip, reserve period, or airport standby was identified as eligible for Premium Pay will not be subsequently de-identified unless the Flight Attendant drops or otherwise does not operate the assignment (e.g., sick, fatigue, trip trade, etc.).

Any open assignment that has been de-identified will no longer be eligible for Premium Pay (Mission Mode) if it is subsequently picked up.



**Q13. If I am assigned a trip while on a Reserve period, and that trip was previously marked Premium Pay (Mission Mode) in Open Time, will I be paid Premium Pay?**

**A13.** No. Assignments made to a reserve are not eligible for Premium Pay unless the Reserve period or Airport Standby was picked up or awarded while marked as eligible for Premium Pay.

**Q14. How long is this enhancement in place?**

**A14.** The company and TWU have agreed to no less than a 90-day commitment. After that 90-day period, the changes will remain effective until December 21, 2022, unless the Company and/or the Union elect to cancel the terms of the MOA before that date. The Company will be monitoring and evaluating the impact of the changes to determine the success of the MOA.

MEMORANDUM OF 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 MEMORANDUM OF AGREEMENT ("MOA") is made and entered into in accordance with the provisions of the Railway Labor Act, as amended ("RLA"), 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 Agreement contains specific provisions addressing Premium Pay, i.e., Mission Mode; and

**WHEREAS**, the Company and Union have identified issues with the voluntary acceptance rate for Mission Mode assignments; and

**WHEREAS**, the Union has agreed to work collaboratively with the Company to promote and encourage Flight Attendants to volunteer for Mission Mode assignments; and

**WHEREAS**, the Company has identified a significant increase in unplanned absences which has negatively impacted the operation and staffing projections; and

**WHEREAS**, the Union has agreed to work collaboratively with the Company to mitigate the occurrences of unplanned absences;

**NOW, THEREFORE**, the parties hereby agree as follows:

1) Section 6.G. of the Agreement will be modified as follows:

G. Premium Pay (Mission Mode)



When the Company determines that a day or series of days represent a critical operational period, it may, at its sole discretion, offer premium pay for specific trips voluntarily picked up by a Flight Attendant and flown, or specific Reserve periods and/or Airport Standby periods voluntarily requested, awarded, and worked on those days as follows:

1. The Company may, at its sole discretion, identify or de-identify any open trip(s), Reserve period(s), or Airport Standby(s) that would be eligible to be paid in accordance with this provision.
2. Open trips, Reserve periods, or Airport Standbys whose schedule report time is forty-eight hours (48) hours or less from the time the Company identified the open trip, Reserve period, or Airport Standby as eligible for Mission Mode Premium Pay will be awarded or assigned to volunteers on a seniority basis absent any legality or conflicts.
3. Open trips, Reserve periods, or Airport Standbys whose schedule report time is more than forty-eight hours (48) hours from the time the Company identified the open trip, Reserve period, or Airport Standby as eligible for Mission Mode Premium Pay will, for open trips, be picked up via the automated trip trade system, or, for Reserve periods or Airport Standbys, be assigned to volunteers on a first-come, first-serve basis.
4. A Flight Attendant who picks up and actually works a Mission Mode assignment in accordance with Section 6.G. will be paid at two (2) times the applicable base rate of pay. A Flight Attendant who is removed from a Premium Pay (Mission Mode) assignment will be pay protected in accordance with Section 6.G. assuming they remain available pursuant to Section 19.F. of the Agreement.
5. For Reserve periods voluntarily requested, awarded, and worked in accordance with Section 6.G., a Flight Attendant will be paid 3.5 hours at two (2) times the applicable base rate of pay. If a Flight Attendant is assigned a trip during the Reserve period, she/he will be paid the greater of 3.5 hours at two (2) times the applicable base rate of pay or the value of the trip as calculated in paragraph 6.G.4. above.
6. For Airport Standbys voluntarily requested, awarded, and worked in accordance with Section 6.G., a Flight Attendant will be paid 3.5 hours at two (2) times the applicable base rate of pay. If a Flight Attendant is assigned a trip during the Airport Standby, she/he will be paid the 3.5 hours at two (2) times the applicable base rate of pay for the Airport Standby period. This will be in addition to the actual compensation earned for the value of the trip as operated.

7. In order to be compensated in accordance with Sections 6.G., any identified trip(s), Reserve period(s), or Airport Standby(s) voluntarily picked up or assigned in accordance with this provision must be flown by the Flight Attendant who originally picked up or was assigned the event, and must not result in that Flight Attendant being required to drop any other trip(s), Reserve period(s), or Airport Standby(s) as a result of the voluntary pick up or assignment unless expressly agreed to by the Company at the time of assignment or pickup.
  8. Unless otherwise expressly stated in this MOA, Open Time Distribution will continue to be handled pursuant to Section 19.C. of the Agreement.
- 2) This MOA shall remain in full force and effect from the date of execution by both the Company and Union, until December 21, 2022. Following a ninety (90) day implementation period, either party may cancel the terms of this MOA and return to the express provisions of Section 6.G. of the Agreement by providing at least twenty-eight (28) days advanced written notice of their intent. Should either party wish to invoke the twenty-eight (28) day notice period to withdraw from the MOA, it will offer to meet and confer with the other party over the reasoning to withdraw from this MOA, and provide the other party with the ability to address the withdrawing party's concerns prior to issuing the written notice. Should the parties wish to continue the terms of this Agreement beyond December 21, 2022, they shall address the matter during the collective bargaining process for a successor agreement. The terms and provisions of this MOA shall not constitute the status quo in any future negotiations, mediations, or arbitrations between the parties.
  - 3) This MOA is based on the facts unique to this request and is offered on a non-precedential basis with respect to other instances involving contractual matters for bargaining unit employees covered under the Agreement. 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 MOA 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 29 day of May, 2019.

Dated this 3 day of <sup>June</sup>~~May~~, 2019.

**For the Union:**

The Transport Workers Union of America,  
AFL-CIO

**For the Company:**

Allegiant Air

By: J Mayfield

By: Will R

Its: President of TWW Local 577

Its: Director of Labor Relations



**To:** All Allegiant Flight Attendants

**From:** Allen Thieman, VP of Flight Crew Planning & Administration

**Re:** Mission Mode (ICA) & Positive Contact

**Date:** March 16, 2022

There are two process changes that are being implemented effective immediately: First, flight attendants will only be able to accept and be awarded Mission Mode/ICA assignments in the Everbridge App (no more SMS/text messages). Second, we have agreed to some process improvements with your TWU representatives. The details for using the Everbridge App and the Mission Mode process improvements are below:

### **1. Mission Mode/ICA Awarded Only in the Everbridge App (no more SMS/text messages)**

Last month, we announced changes in the process for accepting and confirming Mission Mode/ICA assignments. As with any new process, it is necessary to validate that the changes made align with the objectives driving the changes for the flight attendants and the company.

One of our primary objectives was to streamline the process and make accepting and awarding a Mission Mode/ICA as straightforward as possible. Understanding that, we are announcing an adjustment.

**Effective March 17, 2022 at 1000am PST, SMS/text messages will no longer be an option for receiving Mission Mode/ICA assignments. Instead, flight attendants must use the Everbridge App to accept.**

This change is happening because we cannot remove your ability to respond via SMS/text message without shutting it off completely. Our previous memo instructed flight attendants not to reply via SMS/text message to prevent flight attendants from inadvertently responding to the incorrect offering.

To continue receiving Mission Mode/ICA offerings, please ensure you have downloaded the Everbridge App and have push notifications turned on. Information about downloading the app can be found on the G4 Alerts page of G4Connect: <https://g4connect.allegiantair.com/g4-alerts>. In the "Reference Guides" box there is a link to the Download Guide or you can [click here](#).

### **2. Mission Mode/ICA Process Improvements**

We have worked with your TWU representatives and agreed to some additional process improvements:

- a. If a Mission Mode is posted between 10am PT two days prior and 0959am PT one day prior to the date of the Mission Mode assignment, flight attendants will have two hours to respond before the window closes.
- b. For those Mission Modes that are posted at or after 1000am PT one day prior to the Mission Mode assignment, flight attendants will have 30 minutes to respond before the window closes.
- c. Crew Services will make every attempt to award the Mission Mode to a flight attendant within 30 minutes of the 2 hour or 30 minute window closing. However, no flight attendant will be awarded a Mission Mode more than one hour after the closing of the 2 hour or 30 minute window.<sup>1</sup>

All other aspects of the previous memo remain intact. If you have questions, please reach out to your Base Leader or Crew Support Administrator.

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<sup>1</sup> A new Mission Mode will be posted if it cannot be awarded within one hour of the respective window closing.



**To:** All Allegiant Flight Attendants

**From:** Allen Thieman, Managing Director of Flight Crew Inflight Planning & Administration

**Re:** Mission Mode (ICA) & Positive Contact

**Date:** February 15, 2022

Today, we are announcing changes in the process for accepting and confirming a Mission Mode/ICA assignment. There are not any changes for how we award Mission Mode/ICAs to flight attendants because of this memo.

The changes below are to streamline the process and based on recent grievances that have been granted by the Company, and on-going conversations with TWU.

It is very important that you read through this memo in its entirety and the below Q&A that has been developed as a supplement to the information to ensure you understand the new process.

**Effective February 27, 2022, Crew Scheduling will no longer require flight attendants to establish Positive Contact, in accordance with the CBA, to confirm an awarded Mission Mode/ICA that they volunteered for. This means flight attendants must be vigilant when accepting Mission Mode/ICAs and ensure they are prepared to work the advertised assignment if they are awarded a Mission Mode/ICA.**

Below is a high-level overview of the process changes:

|   |   |
|---|---|
| <b>CHANGES TO<br/>ACCEPTING A<br/>MISSION MODE/ICA</b>  | Flight attendants must either open the Everbridge app to accept Mission Modes/ICAs or click the link in the SMS text message to respond. You may no longer respond directly in the SMS text message. See below for an example.  |
| <b>CHANGES TO<br/>CONFIRMING A<br/>MISSION MODE/ICA</b> | <p>Crew Scheduling will call the FA(s) awarded the Mission Mode/ICA. If the FA does not answer, Crew Scheduling will leave a message (if voice messaging is available).</p> <p>The FA(s) will be considered confirmed for the assignment and expect to report at the designated time.</p> |

#### **POSITIVE CONTACT IS COMPLETE ONCE CREW SCHEDULING CALLS**

The previous practice of making Positive Contact to award and confirm a Mission Mode/ICA is no longer required.

Crew Scheduling will still call the flight attendant(s) awarded the Mission Mode/ICA and leave a message (if available). The flight attendant(s) will be considered confirmed for the assignment based on them accepting the Mission Mode/ICA in the system.

#### **ONLY ACCEPT ASSIGNMENTS YOU ARE WILLING TO WORK**

Flight attendants must be vigilant about accepting Mission Modes/ICAs.

It is important that each of you stay informed by reviewing this memo and the Q&A. If you have questions, please reach out to your Base Leader or Crew Support Administrator.



## Mission Mode (ICA) & Positive Contact Questions & Answers

**Q1. What is the difference between Mission Mode and Inflight Crew Alert (ICA)?**

A1. There is no difference between the terminology Mission Mode and Inflight Crew Alert (ICA). The system we use to send Mission Modes/ICAs is used as a communication tool for multiple reasons across the company. Crew Scheduling and the Operational Control Center uses the term ICA to make sure everyone understands that a Mission Mode/ICA was sent to Flight Attendants through the system.

**Q2. Why is the changing happening?**

A2. A handful grievances were filed in 2021 related to this matter. As an example, a Mission Mode/ICA would be launched late in the evening for an early morning assignment the next day. A flight attendant would accept it, set their alarm, and go to bed to prepare for the assignment. However, when Crew Scheduling was attempting to award the Mission Mode/ICA they could not get ahold of the flight attendant to confirm. Therefore, they moved on to the next person.

This new process, which was agreed on between the Union and the Company, will more closely align with how the pilots are awarded and ensure the most senior and legal flight attendant is awarded the Mission Mode/ICA.

This will also streamline the awarding process and allow us to award Mission Modes/ICA faster and avoid waiting for flight attendants to call back and confirm.

**Q3. What happens if I accept a Mission Mode/ICA, but then change my mind about wanting to work the assignment?**

A3. Mission Modes/ICAs are not awarded first-come-first-serve. You have 30-minutes to respond to same-day notifications and 2-hours to respond for future day notifications. Before you accept a Mission Mode/ICA ensure you can work the assignment if it is awarded to you. **Once you hit accept, you cannot withdraw from the assignment and have the potential to be awarded it.**

**Q4. What happens if I am awarded a Mission Mode/ICA, and do not report for the assignment?**

A4. If you are awarded a Mission Mode/ICA, and do not report the assignment you will be assessed a No-Show (six points) under the Flight Attendant Attendance Policy.

**Q5. Can I change my mind about working the Mission Mode/ICA when Crew Scheduling calls to confirm?**

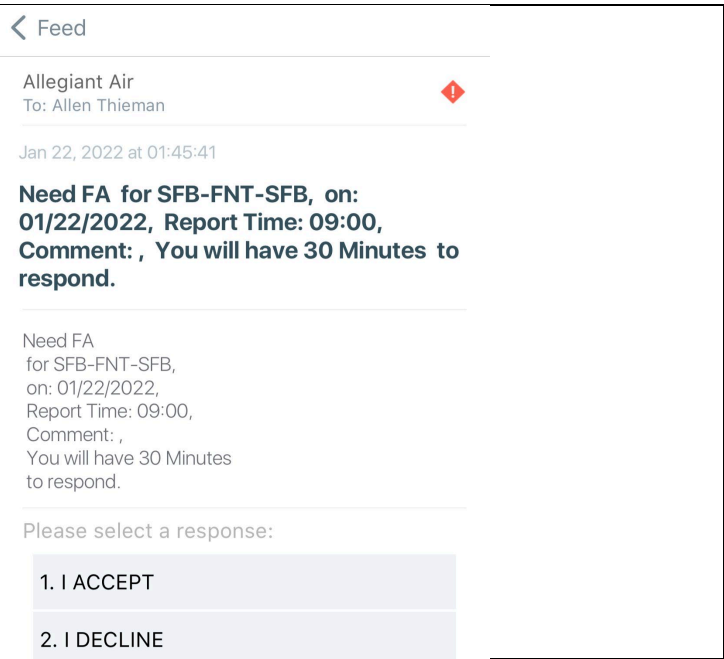
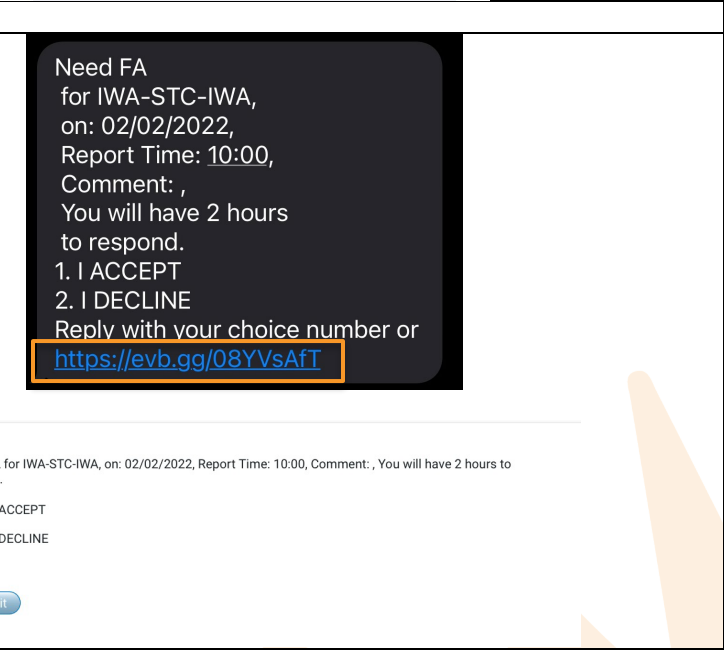

A5. You cannot change your mind after you have accepted the Mission Mode/ICA and it has expired. You have already accepted the Mission Mode/ICA, and Crew Scheduling is simply calling to notify you that you have been awarded it.

If you tell Crew Scheduling that you will not be reporting for the trip during the confirmation call you will be assessed a No-Show (six points) under the Flight Attendant Attendance Policy, and it will be sent to Inflight Management for review. Flight attendants must be vigilant about accepting Mission Modes/ICAs, and only accepts ones they are prepared to work.

**Q6. Where can I find instructions on downloading the Everbridge App?**

A6. Information about downloading the app can be found on the G4 Alerts page of G4Connect: <https://g4connect.allegiantair.com/g4-alerts>. In the "Reference Guides" box there is a link to the Download Guide or you can [click here](#).

## Examples of ways to accept Mission Mode/ICAs

|  |  |
|--|--|
| <p><b>BEST METHOD</b></p> <ul style="list-style-type: none"> <li>- Accept within the Everbridge App by selecting "1. I Accept"</li> </ul>  |   |
| <p><b>BETTER METHOD</b></p> <ul style="list-style-type: none"> <li>- Click the link within the SMS/text message.</li> <li>- Then select "I ACCEPT" in the pop-up window.</li> <li>- Click "Submit."</li> </ul> |  |
| <p><b>NOT ACCEPTABLE</b></p> <ul style="list-style-type: none"> <li>- Responding within the SMS/text message.</li> </ul>   |  |

MEMORANDUM OF 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 MEMORANDUM OF AGREEMENT (“MOA”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended (“RLA”), 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 Agreement contains specific provisions addressing Premium Pay (i.e., Mission Mode); and

**WHEREAS**, the Company and Union were parties to a Memorandum of Agreement dated June 3, 2019, in which the Mission Mode process was further modified; and

**WHEREAS**, the Company and Union have agreed to work collaboratively to promote improvements to the awarding process and encourage Flight Attendants to volunteer for Mission Mode assignments;

**NOW, THEREFORE**, the parties hereby agree as follows:

- 1) In the offering of Mission Mode assignments, the following process improvements shall be implemented:
  - a) Those Mission Mode assignments posted between 10am PT two (2) days prior and 0959 am PT one (1) day prior to the day of the Mission Mode assignment shall have a two (2) hour response window before closing.



- b) Those Mission Mode assignments posted at or after 1000 am PT one (1) day prior to the day of the assignment shall have a thirty (30) minute response window before closing.
  - c) For those Mission Mode assignments identified in 1.a. and b. above, the Company shall make a good faith effort to award the Mission Mode to a Flight Attendant within thirty (30) minutes of the closing of the respective response window. However, no Flight Attendant shall be awarded a Mission Mode assignment more than one (1) hour after the closing of the respective response window. Instead, the Company shall post a new Mission Mode assignment if it still wishes to cover the trip in that manner.
- 2) This MOA is based on the facts unique to this request and is offered on a non-precedential basis with respect to other instances involving contractual matters for bargaining unit employees covered under the Agreement. 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.
- 3) This MOA 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 March, 2021.

Dated this 2<sup>nd</sup> day of March, 2021.

**For the Union:**

The Transport Workers Union of America,  
AFL-CIO

**For the Company:**

Allegiant Air

By: Christa Fife

By: Bill Felt

Its: President, TWU Local 577

Its: Vice President, Labor Relations

**To:** All Allegiant Flight Attendants

**From:** Rob Marin, Director of Inflight Performance

**Re:** Premium Pay (Mission Mode) MOA

**Date:** June 8, 2022

We have an exciting update to share with you today!

In June of 2019, the company and TWU worked together and entered into an MOA (Memorandum of Agreement) which modified the pay associated with Premium Pay (Mission Modes) and provided for the creation of additional pay for such trips through December 31, 2022. This MOU provided flight attendants with the ability to increase their earning potential and has been hugely successful in helping the company cover open time trips during critical staffing periods and increase a flight attendant's earning potential.

After further discussion with your TWU leadership team, we are very pleased to report that both parties have agreed to a modified MOA that provides our flight attendants with additional premium pay opportunities for designated open time trips, junior assignments, additional flight segments, and in a reschedule/reroute situation.

Attached is the modified MOA. Please also read through this memo in its entirety and the below Q&A that has been developed as a supplement to the information in the MOA. The updates outlined in this memo supersede previous notifications. If an item is not addressed in this memo, our previous communications still apply.

**Below is a high level overview of the MOA:**

**PREMIUM PAY (MISSION MODE) RATE**

Effective tomorrow, June 10, 2022, the Company will be able to use these new rates when determining if a day or series of days that represent a critical operational period. Premium Pay (Mission Mode) will be advertised and paid in accordance with the attached MOA. **The advertised rate can be up to 300%.** Premium Pay Trip/Assignments will display a premium pay multiplier as follows:

- "\$" identifies an open trip paying 200%
- "\$\$" identifies an open trip paying 250%
- "\$\$\$" identifies an open trip paying 300%

**JUNIOR ASSIGNMENT (JA) PAY**

A Flight attendant who is called as a JA and flies will receive two (2) times the applicable base rate of pay above guarantee for all trips flown as JA. This changes from 130% to 200% of the applicable base rate of pay.

**RESCHEDULE / REROUTE PAY**

A regular and mixed line holder flight attendant who is rescheduled / rerouted and flies will receive two (2) times the applicable base rate of pay for any additional flight segments added to their duty day. This changes from 130% to 200% of the applicable base rate of pay.

### CREW PAY REPORT (CPI)

Due to these changes, there is a significant amount of work to re-program CPI. Although we have completed some of the steps, there is still more IT development and quality assurance testing required. **Therefore, during the month of June, your CPI report may not accurately reflect Premium Pay (Mission Mode) credit.**

We plan to have all the logic updated no later than early July to give you time to review your pay data prior to the July 15 paycheck. While much of the report will remain the same, we anticipate needing to add additional columns to capture the new pay buckets.

In the interim, you do not need to submit Crew Payroll JIRAs for Premium Pay (Mission Mode) errors. Once the Company has communicated that the CPI logic has been updated and if you still see errors, you should submit a Crew Payroll JIRA within the deadlines communicated.

### YOU CAN DRIVE CHANGE

Demonstrating reliability and integrity by showing up to work on time, completing work assignments as scheduled and using Sick/FAT/FMLA appropriately is paramount to our success. Your individual performance impacts not only the operation and our customers, but also your fellow flight attendants and pilots. The agreement of this MOU should have positive results by all of us working together. If we stay focused, it will be a very successful summer for our team members, company, and our customers!

**I want to personally thank those involved from both the company and TWU for all of the hard work that was put forth to reach this modified agreement.**

If you have questions, please reach out to your Base Leader or Crew Support Administrator.

Sincerely,



### Memorandum of Agreement: Mission Mode (Premium Pay) Questions & Answers

#### Q1. How will the Company identify an assignment in Open Time as Premium Pay?

A1. Assignments in Open Time will be identified by adjusting the pairing label to start with a pre-determined unique indicator (multiplier) followed by the unique pairing label (e.g., \$\$\$L3002F). Flight attendants should ensure they are paying close attention to the number of dollar signs in front of the pairing label, this allows you to quickly note the multiplier applied to the trip.

- “\$” identifies an open trip paying 200%
- “\$\$” identifies an open trip paying 250%
- “\$\$\$” identifies an open trip paying 300%

#### Q2. How will I be paid if I work a Premium Pay (Mission Mode) Reserve Period?

A2. A Flight Attendant will be paid in accordance with the CBA and this MOA.

*Example of Flight Attendant not called on a Premium Pay (Mission Mode) Reserve Period: A fifth-year Flight Attendant will be paid 3.5 hours at 3 times (assuming the assignment was advertised as “\$\$\$”) the applicable base rate of pay (\$35.38).*

|                                       |
|---------------------------------------|
| 3.5 Hours<br>(x) \$106.14<br>\$371.49 |
|---------------------------------------|

*Example of a Flight Attendant called on a Premium Pay (Mission Mode) Reserve Period: A fifth-year Flight Attendant will be paid 3.5 hours at 3 times (assuming the assignment was advertised as “\$\$\$”) the applicable base rate or the trip value (e.g., 5.5 hours), whichever is greater, at 3 times the applicable base rate of pay (\$35.38).*

|                                       |
|---------------------------------------|
| 5.5 Hours<br>(x) \$106.14<br>\$583.77 |
|---------------------------------------|

**Q3. How will I be paid if I work a Premium Pay (Mission Mode) Airport Standby?**

**A3.** A Flight Attendant will be paid in accordance with the CBA and this MOA.

*Example of Flight Attendant not called on AS (Mission Mode): A fifth-year Flight Attendant will be paid 3.5 hours at 2 times (assuming the assignment was advertised as “\$\$”) the applicable base rate of pay (\$35.38).*

|                                      |
|--------------------------------------|
| 3.5 Hours<br>(x) \$70.76<br>\$247.66 |
|--------------------------------------|

*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 2 times (assuming the assignment was advertised as “\$\$”) the applicable base rate + trip value (e.g., 5.5 hours) at 2 (“\$\$”) times the applicable base rate of pay (\$35.38).*

|   |
|---|
| 3.5 Hours<br>(x) \$70.76<br>\$247.66<br>+<br>5.5 Hours<br>(x) \$70.76<br>\$389.18<br>=<br><b>\$636.84</b> |
|---|

**Q4. What happens if I voluntarily pick-up a Premium Pay Open Time Assignment or a Mission Mode and then trade it to another Flight Attendant?**

**A4.** In order for Premium Pay to be paid the assignment must be performed by the Flight Attendant who originally picked up or was assigned the event. If a Flight Attendant trades a Premium Pay (Mission Mode) assignment to another Flight Attendant, the Premium Pay does not follow.

**Q5. What happens if I am removed from a Premium Pay (Mission Mode) assignment due to an operational reason (e.g., rest/legality issue or cancellation)?**

**A5.** A Flight Attendant who is removed from Premium Pay (Mission Mode) assignment will be pay protected in accordance with Section 6.G. assuming they remain available pursuant to Section 19.F. of the CBA.

**Q6. What if I report sick or absent (e.g., FMLA or Fatigue) for a Premium Pay (Mission Mode) assignment?**

**A6.** It will be handled the same as it is today. In order to receive Premium Pay (Mission Mode) credit, the assignment must be actually flown or worked. When applicable, Sick Leave will

be applied pursuant to the CBA at the applicable base rate of pay.

**Q7. How will I be paid if I am awarded and work a Premium Pay (Mission Mode) assignment and am already in Bonus Flight Hour (BFH) window (i.e., above 97 hours)?**

**A7.** It will be handled the same as it is today – if both provisions of the CBA are met (Sec. 6.F. and Sec. 6.G.(MOA)) then it will be paid as such.

*Example: On June 25, a tenth-year Flight Attendant has already flown or been pay protected for 100 hours. Then, on June 26, they are awarded and work a Premium Pay (Mission Mode) trip worth 5.5 hours. They will be paid 5.5 hours at 3.3 times the applicable base rate of pay (\$42.37) – assuming the assignment was advertised as “\$\$\$”.*

|                     |
|---------------------|
| 5.5 Hours           |
| (x) <u>\$127.11</u> |
| \$699.11            |
| +                   |
| 5.5 Hours           |
| (x) <u>\$12.711</u> |
| \$69.91             |
| =                   |
| <b>\$769.02</b>     |

*BCC: Inflight Dept. Group, Crew Services*

MEMORANDUM OF 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 MEMORANDUM OF AGREEMENT (“MOA”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended (“RLA”), 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 Agreement contains specific provisions addressing Premium Pay (i.e., Mission Mode), Junior Assignment, and Reschedule/Reroute; and

**WHEREAS**, the Company and Union entered into a prior MOA on June 3, 2019, which modified the pay associated with Mission Modes and provided for the creation of Mission Mode Premium Pay open trips; and

**WHEREAS**, the Company and Union wish to continue to work collaboratively to improve the compensation and opportunities for Flight Attendants related to Mission Mode, Junior Assignment, and Reschedule/Reroute;

**NOW, THEREFORE**, the parties hereby agree as follows:

- 1) Section 6.G. of the Agreement and the June 2019 Mission Mode MOA will be modified as follows:

G. Premium Pay (Mission Mode)

When the Company determines that a day or series of days represent a critical operational period, it may, at its sole discretion, offer premium pay for specific trips voluntarily picked up by a Flight Attendant and flown, or specific Reserve periods

and/or Airport Standby periods voluntarily requested, awarded, and worked on those days as follows:

1. The Company may, at its sole discretion, identify or de-identify any open trip(s), Reserve period(s), or Airport Standby(s) that would be eligible to receive Mission Mode Premium Pay. This will be accomplished by attaching a premium pay designator to an open trip to identify it as a Mission Mode Premium Pay trip. The amount of premium pay multiplier being assigned to an individual open trip will be designated on that trip pairing as follows:
  - a. "\$" identifies an open trip paying 200%
  - b. "\$\$" identifies an open trip paying 250%
  - c. "\$\$\$" identifies an open trip paying 300%
2. Open trips, Reserve periods, or Airport Standbys whose schedule report time is forty-eight hours (48) hours or less from the time the Company identified the open trip, Reserve period, or Airport Standby as eligible for Mission Mode Premium Pay will be awarded or assigned to volunteers on a seniority basis absent any legality or conflicts.
3. Open trips whose schedule report time is more than forty-eight hours (48) hours from the time the Company identified the open trip as eligible for Mission Mode Premium Pay will be available to be picked up by Flight Attendants via the automated trip trade system on a first-come, first-serve basis.
4. Reserve periods and/or Airport Standbys whose schedule report time is more than forty-eight hours (48) hours from the time the Company identified the Reserve period or Airport Standby as eligible for Mission Mode Premium Pay will be assigned to volunteers on a first-come, first-serve basis.
5. A Flight Attendant who picks up and actually works a Mission Mode assignment in accordance with Section 6.G. shall be compensated by having the identified Mission Mode Premium Pay rate designator multiplied by their applicable base rate of pay. A Flight Attendant who is removed from a Premium Pay (Mission Mode) assignment will be pay protected in accordance with Section 6.G. assuming they remain available pursuant to Section 19.F. of the Agreement.
6. For Reserve periods voluntarily requested, awarded, and worked in accordance with Section 6.G., a Flight Attendant will be paid 3.5 hours multiplied by the identified Mission Mode Premium Pay rate designator at their applicable base rate of pay. If a Flight Attendant is assigned a trip during the Reserve period, she/he will be paid the greater of 3.5 hours multiplied by the identified Mission Mode Premium Pay rate designator at their applicable base rate of pay, or the value of the trip as calculated in paragraph 6.G.5. above.

7. For Airport Standbys voluntarily requested, awarded, and worked in accordance with Section 6.G., a Flight Attendant will be paid 3.5 hours multiplied by the identified Mission Mode Premium Pay rate designator at their applicable base rate of pay. If a Flight Attendant is assigned a trip during the Airport Standby, she/he will be paid the 3.5 hours multiplied by the identified Mission Mode Premium Pay rate designator at their applicable base rate of pay for the Airport Standby period. This will be in addition to the actual compensation earned for the value of the trip as operated.
8. In order to be compensated in accordance with Sections 6.G., any identified trip(s), Reserve period(s), or Airport Standby(s) voluntarily picked up or assigned in accordance with this provision must be flown by the Flight Attendant who originally picked up or was assigned the event, and must not result in that Flight Attendant dropping any other trip(s), Reserve period(s), or Airport Standby(s) unless expressly agreed to by the Company at the time of assignment or pickup.
9. If an attempt to cover a Mission Mode Premium Pay trip is unsuccessful, and that trip is instead subsequently assigned to a Flight Attendant as a Reschedule/Reroute, the Flight Attendant shall receive the identified Mission Mode Premium Pay rate multiplier for operating the assigned flight segments associated with that open trip.
10. Unless otherwise expressly stated in this MOA, Open Time Distribution will continue to be handled pursuant to Section 19.C. of the Agreement.

- 2) Section 6.I. of the Agreement, Junior Assignment, shall be modified as follows:

A Flight Attendant who is called as a JA and flies as such shall receive two (2) times the applicable base rate of pay above guarantee for all trips flown as a JA.

- 3) Section 19.F.4. of the Agreement, Reschedule/Reroute, will be modified as follows:

Regular and Mixed Line Holders shall receive two (2) times the applicable base rate of pay for any additional flight segments added to their regular duty day.

- 4) This MOA shall become effective within seven (7) calendar days of execution by both the Company and Union and shall remain in effect until and unless the parties mutually agree in writing otherwise.
- 5) This MOA is based on the facts unique to this request and is offered on a non-precedential basis with respect to other instances involving contractual matters for bargaining unit employees covered under the Agreement. 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.

- 6) This MOA 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 8<sup>th</sup> day of June, 2022.

Dated this 7<sup>th</sup> day of June, 2022.

**For the Union:**

The Transport Workers Union of America,  
AFL-CIO

**For the Company:**

Allegiant Air

By: Christa Fife

By: Bill Zell

Its: President TWU Local 577

Its: Vice President of Labor