

MEMORANDUM OF AGREEMENT

between

ALLEGIANT AIR, LLC.

and

FLIGHT ATTENDANTS

in the service of

ALLEGIANT AIR, LLC.

as represented by the

THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

Regarding

BLI AND SAV BASE CLOSURES

THIS MEMORANDUM OF AGREEMENT (“MOA”) is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, 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 April 15, 2024 to April 15, 2029, pursuant to the Railway Labor Act; and

WHEREAS, the Company has announced the closing of the Bases located at Bellingham International Airport (“BLI”) and Savannah/Hilton Head International Airport (“SAV”), each effective November 2, 2026; and

WHEREAS, the Company and the Union desire to address the impact of the closing of the BLI and SAV Bases on the Flight Attendants currently based there;

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

1. The Company shall post a bid for the Flight Attendants affected by the closing of the BLI and SAV Bases (the “Base Closure Bid”).
 - a. The Base Closure Bid shall not be considered a Vacancy Bid under Section 17 of the CBA.

- b. The Base Closure Bid may run concurrent with system-wide Vacancy Bid(s) to be designated by the Company; however, the Base Closure Bid shall be processed prior to the system-wide Vacancy Bid.
 - c. Only those Flight Attendants who (i) hold a vacancy award as a BLI or SAV Flight Attendant as of the date of the closure announcement, (ii) and have not voluntarily bid out of their BLI or SAV Vacancy and been awarded a different Vacancy prior to the opening of the Base Closure Bid (collectively, the “Affected Flight Attendants”), shall be eligible to participate in the Base Closure Bid.
 - d. Participation in the Base Closure Bid is restricted exclusively to the Affected Flight Attendants from BLI and SAV. No Flight Attendant from any other Base shall be eligible to bid on, or be awarded a vacancy through, the Base Closure Bid. The vacancies designated for the Base Closure Bid shall be reserved exclusively for Affected Flight Attendants and shall not be made available to any other Flight Attendant through any system-wide Vacancy Bid(s) running concurrent with the Base Closure Bid.
 - e. Affected Flight Attendants from BLI and SAV shall bid together as a single combined cohort. Awards under the Base Closure Bid shall be made based on system seniority, with the most senior Affected Flight Attendant receiving their highest-ranked available preference, and so on in descending order of seniority, regardless of the Affected Flight Attendant’s base of origin.
2. The Base Closure Bid notice shall state the number of Flight Attendants affected at each Base, the names of the Affected Flight Attendants, the Base(s) that will be open, the approximate number of vacancies at each open Base, and the earliest effective date of each Base into which the Affected Flight Attendants may transfer to.
3. All Affected Flight Attendants will be provided with three (3) options:
 - Option A – Base Closure Bid. The Flight Attendant will provide their bid preference(s) to reflect the other Base(s) into which they wish to transfer to and the corresponding effective date.
 - Option B – Resignation. The Flight Attendant will remain a BLI or SAV based Flight Attendant and separate effective November 2, 2026.
 - Option C – Part-Time Base Closure Bid. An eligible Flight Attendant may elect to relocate to a new Base on part-time status under the terms set forth in Section 6 below.
4. For those Affected Flight Attendants who elect to participate in the Base Closure Bid (i.e., Option A above), the following shall apply:
 - a. The Base Closure Bid will be awarded within seventy-two (72) hours of the closing of the bid.

- b. The effective date for each Flight Attendant's new Base award shall be determined at the time of bid award, with all transfers becoming effective no later than November 1, 2026.
- c. Affected Full Time Flight Attendants shall receive a special disposition, from the Company, for the Bid Month of their awarded transfer month. Specifically, such Flight Attendants will default to Days Off for the applicable Bid Month and shall receive their Monthly Minimum Guarantee for the entire Bid Period.
- d. Affected Flight Attendants shall, upon request, be provided with one set of on-line, positive space transportation on an Allegiant flight, without displacing a revenue passenger, for themselves and their eligible dependents to the location of their new Base, provided such route is served by the Company. Additional positive space transportation on Allegiant flights may be approved, at Company discretion, in extenuating circumstances.
- e. Affected Flight Attendants shall have the opportunity to either maintain any previously awarded 2026 Vacation in their new Base location, or cash out such accrued but unused vacation at their discretion. Such election must be made by emailing Vacations.FlightAttendant@allegiantair.com by a deadline to be established by the Company at the time of the Base Closure Bid award.
- f. Affected Flight Attendants shall have the opportunity to buddy bid for the Base Closure Bid. Affected Flight Attendants who elect to buddy bid will be awarded the vacancy at the seniority of the most junior Affected Flight Attendant involved in the buddy bid. Such election must be made by the deadline of the Base Closure Bid by emailing IFSCrew.Resource@allegiantair.com.
- g. Affected Flight Attendants who terminate their employment within one hundred and twenty (120) days of receiving a moving expense pursuant to this MOA shall be responsible for repayment of the moving expense.
- h. Affected Flight Attendants shall be granted an additional six (6) months to make the move to their new Base to be eligible for the benefits and moving expenses identified herein.

5. Moving Days and Expense Reimbursement.

- a. Notwithstanding Section 9.E.1. of the CBA, affected Flight Attendants who elect Base Closure Bid under Option A shall be eligible for receipt-based reimbursement of moving expenses up to five thousand five hundred dollars (\$5500) as outlined in the CBA Section 9.E.1. Additionally, Affected Flight Attendants whose relocation calculated by the actual driving-route distance from the Flight Attendant's current Base (BLI or SAV) to their new Base Airport location that exceeds 1500 miles, will be eligible to claim an additional two thousand dollars (\$2000) in relocation moving expense reimbursement.
 - i. **Large Expense Coverage.** In lieu of receipt reimbursement identified in paragraph 5.a. above, affected Flight Attendants may elect to submit invoices to the Company for payment to cover eligible large moving

expenses. Upon receipt and review, the Company will process payment directly to the designated vendor on the Flight Attendant's behalf for such expense(s). The paid amount will be deducted accordingly from the respective approved reimbursable funds outlined in this MOA.

Note: Eligible expenses include Professional Moving Services, Storage-in-transit and Vehicle Transportation.

- b. **Move Days.** Affected Flight Attendants' move days will be included in the awarded time off listed in this MOA under paragraph 4.c.
 - c. **Documentation.** Reimbursement of properly submitted and error free moving expenses with the appropriate receipts under paragraph 5.a. above, shall be made upon submission to the Company's Expense Reimbursement System – Chrome River within six (6) months of the effective date of the Base transfer.
6. Part-Time Relocation Option.
- a. **Eligibility.** Any Affected Flight Attendant may elect to transfer to part-time status concurrent with their relocation, in accordance with Section 22 of the CBA. Notwithstanding Section 22.A. of the CBA, the twelve (12) month full-time active service requirement shall be waived for Affected Flight Attendants electing Option C under this MOA.
 - b. **Part-Time Vacancies.** Notwithstanding CBA Sections 22.A. and 22.B.2., the Company shall make part-time vacancies available at receiving Bases sufficient to accommodate Affected Flight Attendants who elect Option C under Section 4 above. Such part-time vacancies shall be exclusively reserved for Affected Flight Attendants during the Base Closure Bid process. The Company has complete discretion to decide whether to open the aforementioned part-time vacancies system-wide to all Flight Attendants as part of the Vacancy Bid after the Base Closure Bid has been awarded. For the avoidance of doubt, the availability of a part-time vacancy under this Section 6 is independent of, and shall not be conditioned upon, the existence or availability of any full-time vacancy at the receiving Base; the Company shall not require a corresponding full-time vacancy in order to offer a part-time vacancy to an Affected Flight Attendant under this MOA.
 - c. **Bid Process.** An Affected Flight Attendant electing Option C shall include their part-time status election as part of their Base Closure Bid preferences, identifying both their preferred receiving Base(s) and their election of part-time status.
 - d. **Effective Date.** Election of part-time status under this paragraph 6 shall be effective on the same date as the Affected Flight Attendant's Base transfer.

- e. **Moving Days and Expense reimbursement.** Affected Flight Attendants who elect Option C shall remain eligible for moving expense reimbursement under Section 5.a. above, calculated based on the actual driving-route distance from their current Base to their new Base. Under part time status, affected Flight Attendants may also receive the same disposition for the effective base transfer month free of duty with the ability to pick up assignments, however, they will not receive minimum pay guarantee as it does not apply to part time status.
 - f. **CBA Provisions.** Except as expressly modified by this MOA, all terms and conditions applicable to part-time Flight Attendants shall be governed by Section 22 of the CBA, including but not limited to scheduling (Section 22.C.), pay (Section 22.D.), the six (6) month minimum status period (Section 22.B.3.), seniority accrual at fifty percent (50%) of the full-time rate (Section 22.F.), and benefits (Section 22.H.).
 - g. **Return to Full-Time Status.** An Affected Flight Attendant who elects Option C above, and who subsequently wishes to return to full-time status may do so in accordance with CBA Section 22.B., provided full-time vacancies are available at the Base.
7. For those Affected Flight Attendants who elect Resignation (i.e., Paragraph 3, Option B above), the following shall apply:
- a. Those current BLI or SAV Flight Attendants who choose to end their employment with the Company will be effective November 2, 2026.
 - b. Elected and currently effective benefits (i.e., Health Insurance, Dental, and Vision) shall remain effective through November 30, 2026.
 - c. Flight attendants with remaining Vacation and/or Flex balances will be paid pursuant to Section 12.A.8 of the CBA.
 - d. Flight benefits on Allegiant shall remain available for Flight Attendants to use until November 30, 2026, unless they qualify for the company retirement benefits.
 - e. Flight Attendants who elect Resignation shall receive a one-time severance payment equal to four (4) weeks salary. These calculations will be based off of the monthly minimum guarantee. Severance shall be paid in a single lump sum no later than thirty (30) days following the effective separation date.
8. This MOA is based on facts unique to this matter 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.

9. 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.
10. 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 shall 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 12th day of May, 2026.

Dated this 12th day of May, 2026.

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