

MEMORANDUM OF UNDERSTANDING
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 UNDERSTANDING ("MOU") 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 "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 "Union").

WHEREAS, the Company and the Union are parties to a collective bargaining agreement (hereinafter "the Agreement") pursuant to the RLA; and

WHEREAS, the Company and the Union have identified the benefit of providing a clear process for Flight Attendants who are current or former members of the uniformed services to obtain time off work for military service-related medical appointments, including Veterans Affairs (VA) appointments and examinations; and

WHEREAS, the Company and the Union desire to set forth an optional administrative process to facilitate such time off, without requiring Flight Attendants to otherwise adjust their schedules through trades, drops, or other means when following the process described herein;

NOW, THEREFORE, the parties hereby agree as follows:

- 1) Purpose. Flight Attendants who are current or former members of the uniformed services are entitled to time off work to attend medical appointments (e.g., therapy) directly related to their own military service or service-connected condition. This includes, but is not limited to, medical appointments with Veterans Affairs (VA) and/or related military medical providers. This benefit is optional and is intended to assist Flight Attendants in securing time off for such appointments.
- 2) Scope and Limitations. This process is not intended to be used for serious health conditions or for the medical needs of a family member. In those circumstances, Flight Attendants should continue to pursue leave as may be available under the Family and Medical Leave Act (FMLA) and/or other applicable policies or provisions of the Agreement. If a Flight Attendant chooses not to follow the process outlined in this MOU, the Flight Attendant will be responsible for adjusting their schedule accordingly (e.g., trip drop, trade, etc.).
- 3) Documentation Requirements.

- a) A Flight Attendant requesting time off for a service-related medical appointment must provide documentation from the appropriate military, medical, or VA authority indicating the appointment date(s) and confirming the appointment is related to the Flight Attendant's military service or service-connected condition.
- b) Documentation must be submitted to the Company as soon as practicable, but no later than the closing of the bid period for the month in which the appointment falls. Ordinarily, this means within one (1) or two (2) business days of when the Flight Attendant learns of the appointment or examination.
- c) Confirmation of Attendance: the Union acknowledges that the Company may request documentation that confirms a Flight Attendant actually attended the medical appointment identified in paragraph 3.a.-b. above as part of any internal review or audit of the process provided in this MOU.

4) Schedule Blocking and Administration.

- a) Upon receipt of proper documentation, the Company will block up to three (3) specified day(s) in the affected bid period to ensure the Flight Attendant has the required time off.
 - i) Such blocked days will not disqualify a Flight Attendant from earning the quarterly attendance bonus or annual perfect attendance recognition.
 - ii) Such blocked days will not be considered inactive days for the purpose of proration of minimum days off.
 - iii) Such blocked days will not impact a Flight Attendant's Minimum Monthly Guarantee.
 - iv) Such blocked days will be marked as unavailable (UVL) and Flight Attendants are unable to transact with this pairing (e.g., no pickups or trades).
 - v) Cancellations for such blocked days must be requested before bids close for the month in which the appointment occurs. Cancellations will not be considered after bids close.
- b) If additional days beyond three (3) are required in the affected bid period, such time off will be granted in accordance with the following:
 - i) Such blocked days will not disqualify a Flight Attendant from earning the quarterly attendance bonus or annual perfect attendance recognition.
 - ii) Such blocked days will be considered inactive days for the purpose of proration of minimum days off.
 - iii) Such blocked days will be considered unpaid inactive days for the purpose of proration of a Flight Attendant's Minimum Monthly Guarantee.
 - iv) Such blocked days will be marked as unavailable (UVL) and Flight Attendants are unable to transact with this pairing (e.g., no pickups or trades).
 - v) Cancellations for such blocked days must be requested before bids close for the month in which the appointment occurs. Cancellations will not be considered after bids close.
 - vi) The Flight Attendant may elect to be paid from their accrued but unused Sick bank, and, after the Sick bank has been exhausted, from their accrued but unused Vacation. Such request shall be made in advance of the start of the approved time beyond the three (3) days, by submitting such request to Crew Payroll via the Company approved electronic notification system, currently JIRA.

5) Effective Date and Duration.

- a) This MOU is being implemented on a temporary basis, through Company Policy, to allow for an evaluation of its benefit to uniformed-service members identified herein.
- b) This MOU shall become effective within thirty (30) calendar days of execution by both the Company and the Union and shall be evaluated by the Company and the Union between January 1, 2027 and February 28, 2027.
- c) During that time either party may terminate this MOU in accordance with Section 6 below.

6) No Waiver. The failure to insist upon compliance with any term, covenant or condition contained in this MOU 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 MOU or the 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.

7) Counterparts. This MOU 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 MOU and may be used in lieu of the originals for any purpose.

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

Dated this 13th day of August 2026.

For the Union:

The Transport Workers Union of America,

AFL-CIO

By: 

Its: President, TWU Local 577

Dated this 13th day of August 2026.

For the Company:

Allegiant Air, LLC

By: 

Its: Vice President of Labor