MEMORANDUM OF AGREEMENT

between
ALLEGIANT AIR, LLC.
and
FLIGHT ATTENDANTS
in the service of
ALLEGIANT AIR, LLC.
as represented by
THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

VPS Hurricane Operations October 2026

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” or "the CBA") covering the period of April 15, 2024 to April 15, 2029, pursuant to the Railway Labor Act; and

WHEREAS, a hurricane is expected to impact flying in Destin, Florida, at the VPS Domicile on or about October 8 through October 10, 2026; and

WHEREAS, the Company and the Union desire to address the resulting schedule changes and offer affected Flight Attendants the option to work the extended Trips or be removed from those Trips;

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

1. Covered Flights and Revised Return

The Trips associated with Flights 1462, 3110, 1457, and 3071 that were originally scheduled to end at the VPS Domicile on October 8, 2026 (the "Affected Trips") shall be rescheduled to end at VPS on October 10, 2026, to allow the hurricane to pass.[1]

2. Flight Attendant Election

Each Flight Attendant assigned to an Affected Trip shall have the option to:

a. Remain on and work the Affected Trip, including the extension to the revised October 10, 2026 return to VPS. For purposes of this MOA, the revised assignment shall be treated as a Reroute in accordance with Section 19.F.4. of the CBA, as modified herein; or

b. Be removed from the Affected Trip in accordance with Section 16.H. of the CBA, Natural Disaster Absence Policy.

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[1] Additional flights may be added to this list by mutual agreement between the Company and the Union. Any Trips associated with flights so added shall also be Affected Trips for purposes of this MOA. The end date of the Affected Trips can also be modified by the parties by mutual agreement.

3. Compensation

A Flight Attendant who elects to remain on and work an Affected Trip shall be paid at two hundred percent (200%) of their base hourly rate of pay in accordance with Section 19.F.4. of the CBA, as modified by this MOA.[2]

The 200% rate shall apply to the entirety of the Affected Trip, from its commencement through its completion, including the originally scheduled portion, the extended portion, and all sit days. Payable hours for the entire Affected Trip, including the minimum pay applicable to sit days, shall be determined in accordance with Section 6 of the CBA and paid at the 200% rate.

A Flight Attendant's voluntary election to remain on the Affected Trip shall not waive this compensation.

4. Nonprecedential Agreement

This MOA is based solely on the unique circumstances identified herein and the Affected Trips described herein and shall not establish a precedent or practice for any other circumstance. It shall not be cited, offered, or relied upon in any other grievance, arbitration, negotiation, or proceeding, except in a proceeding to enforce the express terms of this MOA.

5. Effective Date and Preservation of the CBA

This MOA shall become effective upon execution by both parties and shall apply solely to the Affected Trips, including those added by mutual agreement under paragraph 1. Except as expressly provided in this MOA, all terms and conditions of the CBA remain in full force and effect.

6. No Waiver

The failure of either party to insist upon compliance with any term of this MOA shall not constitute a waiver of that term or of the party's right to enforce that term thereafter.

7. Counterparts

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 MOA and may be used in lieu of the originals for any purpose.

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

For the Union:

The Transport Workers Union of America, AFL-CIO

By: _____

Its: President, TWU Local 577

Date: 10/7/2026

[2] If by chance a Flight Attendant whose Affected Trip is a Premium Pay Open Time Trip or Mission Mode, then the Flight Attendant would be paid the greater of the 200% identified in this MOA or the hourly rate for the Premium Pay Open Time Trip and/or Mission Mode.

For the Company:
Allegiant Air, LLC
By: _____
Its: Vice President of Labor
Date: _____10/7/2026