

Allegiant Pilots Association Quarterly Update



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Q3 Fall 2022



APA 2118 Website¹

Union Impact (Grievance Processing)²

Newly Organized Quarterly Updates



¹<https://www.apa2118.org>

²<https://apa2118.unionimpact.com/>

On behalf of all of the Stewards, Committees, and Executive Board of Teamsters Local 2118, we would like to present to you, "The Allegiant Pilots Association Quarterly Newsletter". This publication is aimed at updating the entire membership with current events, ongoing new and old issues, active grievances, and resolving any misconceptions we see day to day as Union Volunteers. Welcome!

Have a Question? Answer it ASAP...



Our Stewards understand the pressures of line flying, we are all active pilots with varying seat positions and seniority levels. Our email and phones are on day and night to volunteer our advice and guidance. The best way to reach us ASAP is to either reach out to your local Steward by text or phone, all contact information is at the end of this document, or email Stewards@apa2118.org³. This email is monitored by over 18 Stewards and Executive Board members and response is usually within minutes. Please include ASAP for issues that need to be addressed immediately and timely. For all other requests please try to use the email listed above. Remember anything you tell us is privileged information and we will not release that information without your explicit consent.

³<mailto:Stewards@apa2118.org>

Are You Fit for Duty?

I DECLARE THAT I AM RESTED AND PREPARED TO PERFORM MY ASSIGNED DUTIES IN ACCORDANCE WITH FAR 117.5.

CAPTAIN:

FIRST OFFICER:

As many of you are aware, we have seen an increased rhetoric from Company with words including: unplanned absences, fatigue, and sickness. Without going into detail of the recent events, we would just like to remind all Members: if you are sick...call in sick. If you are fatigued...call in fatigued. Fitness for duty is a constant look back at your own health and fatigue levels and can happen AT ANYTIME. The fatigue program is protected under the agreed upon program with your Union and the Company. Also using Sick Time is a contractually negotiated benefit. Please support fellow Crew Members on the line with their decisions flight to flight.

Supervisor Contact...



Please understand that any communication with Company Management is protected under our CBA. If emailed, phoned, or questioned regarding any event or situation by the Company, we always encourage you to delay the conversation until you can seek representation. Section 18 and Section 25 outline the channels the Company MUST go through in order to communicate with Members regarding a specific event or potential discipline. You are not required to answer your phone, check emails, listen to voicemails, etc. on your Day Off. Please reach out to a Steward if you have any questions or approached by management.

CBA In Review...



16. E. 4.

Recently we have seen some instances of Short Call (RSC) work rules being misunderstood. CBA 16. E. 4. Says:

"After completing a Flying Duty assignment, the Pilot must contact Crew Scheduling prior to leaving the airport. If he has Duty Time remaining, the Company shall have one (1) hour to assign the Pilot an additional assignment(s). If no additional assignment is given during that time, the Pilot shall be released from Duty."

Please remember to call Crew Services prior to leaving the airport after an assignment off of Reserve.

At that point Crew Services could potentially assign you additional assignments in accordance with the CBA. This includes ANY pilot who has a Short Call Reserve block on their Schedule. This also includes a Duty assignment that was awarded prior to beginning the Reserve Availability Period.

14.B.3.

Unfortunately we continue to see Company not paying time flown after midnight after a Trip/ Weather/ Mechanical Delay appropriately. Please review CBA 14.B.3. below and your Pay Reports/Stubs to ensure that Company is correct with your compensation.

"3. Trip/Weather/Mechanical Delay

If a delay infringes upon a day previously scheduled free of Duty (Duty off after 0200 on a scheduled day off in Domicile), the Pilot will be credited with the time flown or Deadhead time after 0000 in Domicile, which will be paid above the Minimum Guarantee."

It is the position of the Union that the time flown after midnight that occurred after a Trip/Weather/Mechanical Delay into a normally scheduled Day Off should be paid Above the Monthly Minimum Guarantee IN ADDITION to all applicable PCH. The Company is currently not paying this for Pilots that are above the Monthly Minimum Guarantee. Please file a GRIEVANCE if this occurs and use the template in Union Impact.

15.T.2.

The Company continues to generate communication after a Pilot has traded his or her Trip pairing off of Reserve for another Reserve. This usually includes an email from Crew Services saying this type of trade

is “prohibited” because of a policy from the Chief Pilots Office. “Policy” in their words, does NOT supersede the CBA.

CBA 15. T. 2. Restrictions on Trip Trades, does NOT restrict Trip Trading with Open Time after a Pilot is assigned a Trip off of Reserve.

Also something to note, Crew Services has been telling Pilots over the phone that they will “mark them as a no-show” or “report them to the chief pilots office” during the above example. Please remember Crew Services does NOT issue discipline. Only AFTER a formal Section 18 process can discipline be issued. Also POSITIVE CONTACT must be established prior to any scheduling changes.

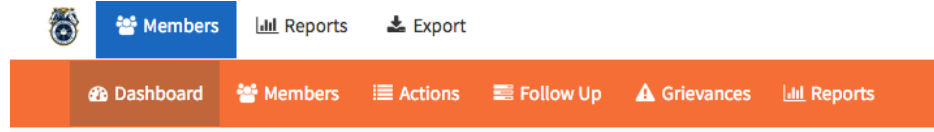
Positive Contact



The CBA is explicit in the definition of Positive Contact. In short it is “Company notification to a Pilot by telephone or in person and the Pilot responds with a verbal acknowledgement”. This CANNOT include communication via: email, ACARS, Operations frequency etc. Please be vigilant and file an AirSMS as necessary. A Pilot is only Contactable when:

1. On Reserve (see Section 16).
2. After a Reserve Assignment prior to leaving the Airport, see above.
3. After being “Removed for Operating Experience” (ROE) at the original Report Time.
4. A Company Representative establishes VOICE to VOICE communication IN PERSON. Usually a Gate Agent notifying a Pilot by VOICE and in PERSON. Please note Cabin Crew Members are not considered Company Representatives, as we are not for them.

Violations...FILE A GRIEVANCE



1 - APA 2118 Union Impact⁴

Remember that the filing grievances is vital to the success of our group and protecting your collective agreement. In some cases arbitration awards only include those Pilots and Violations that have a timely grievance on file at the time of award. Please review CBA 18.B.1 Below for Non-Disciplinary Disputes. In short if the Company fails to correct a potential violation, you as a Member have 30 Days from the time of becoming aware of the dispute to file a grievance. For Payroll issues the 30 Day "timer" begins when you receive the pay stub lacking compensation.

We as Stewards volunteer countless hours of our time reviewing and processing grievances. Please do your part and FILE when necessary. Union Impact is a very powerful tool aimed at making the process of filling a grievance seamless. All necessary contractual conditions are met when a Pilot files a grievance on Union Impact.

Below is a non-comprehensive list of reoccurring violations that we are seeing as of late. Please file a grievance for the below examples:

- Initial Bid awards – Not awarded off days, trip(s), or Rap's in accordance with a pilot's preferences and in seniority order; waiving the minimum line credit value to award a regular line out of seniority order; not honoring the line credit value preferences and forcing a pilot into another line credit value window or into a composite/reserve line.
- Not paying ABG for a trip traded directly with another pilot (not Open Time) when ADD days are still on a pilot's schedule.
- Not paying flight/dh time past midnight ABG, for a trip/wx/mx delay past 2am into a day off; this typically occurs with line holders that are already crediting ABG.
- Not paying two times (2X) a pilot's rate on an awarded comp day, VFN's are awarded and not picked up thus excluded from 14.B.3.b.i.
- Key West Trips being denied due to company qualification issues.
- Not paying sick time for trips dropped via the DTO option and any subsequent different duty awarded or picked up.
- Company attempting to unilaterally enforce a policy that restricts a trade after receiving an assignment from a RAP, either placing the previous assignment back on the pilot's schedule and marking the pilot notified (without positive contact and no intention to attempt positive contact) or blocking the pilot from selecting those days in Merlot for a trade.

⁴<https://apa2118.unionimpact.com/>

Wear Your Union Lanyard, Pin, or Badge Backer!



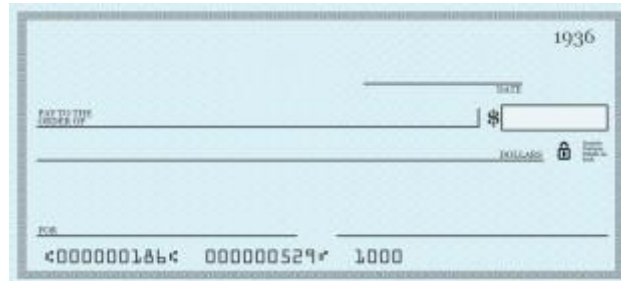
During this critical time while we defend our existing CBA and negotiate a new one, we are asking all of our pilots to present a united front by wearing a union lanyard. The lanyard does NOT represent the complex decision-making that went into the last few years or the present, nor does it represent your support for us as representatives. What it DOES represent is the support for the Professional Pilot sitting next to you every single day. It also represents the commitment we ALL have to achieve a collective unification followed by an industry standard contract. We ARE UNITED and we are asking every single member to STAY UNITED. We are NOT Ultra Low Cost Pilots. During these trying times, let's support our Executive Board and our Negotiating Committee, but more importantly let's support each other by showing the Company that their propaganda and empty threats will not diminish our resolve and our Union.

If you need a lanyard, pin, or badge backer please ask your local Steward.

Please help us spread this message by questioning fellow crew members who aren't sporting union swag. Ask them why. Our past, going back well beyond the current CBA, is littered with management attempts to break our resolve and unity. Let's show them, our fellow work groups, and our passengers that we all stand side by side unified. If asked by Company to take a picture for their website, commercial, or

corporate please hold the line and keep the swag on. If denied, then we ask to politely decline the request. WE ARE UNITED!

Company Settled a Past Grievance?



Recently we have seen an increase in the Company rectifying individual grievances on file. At this time Company has not included the Union Stewards in on the settlements. If you receive a payout or settlement regarding a past grievance, please send an email to the address below and make sure to include the grievance number so we can evaluate and mark the grievance rescinded, if warranted.

Stewards@apa2118.org⁵

Separating from Allegiant?



On behalf of all of Local 2118 we wish you and your family nothing but the best on your next step of your career or retirement! While we are very sad to see you go, after resignation or retirement we are asking you to email:

Karen VanNostrand KVanNostrand@apa2118.org⁶

Please request a Union Withdrawal Card. Fair Skies and Tailwinds!

⁵<mailto:Stewards@apa2118.org>

⁶<mailto:KVanNostrand@apa2118.org>

Other Requests...

- LOSA observers are in the system, please be accommodating to these Pilots and their observation flights by giving them access to the Jumpseat.
- For any violation regarding bid awards and the failure to construct your schedule using preferences and seniority, please file a grievance and use the appropriate template in Union Impact.
- ANY training issues, including Instructor issues, please reach out to the Training Committee or Brent Ivey directly: 702-374-2740 Blvey@apa2118.org.
- Please review CBA 18.B.1. and the 30 Day time limit after becoming aware of a potential grievance and filing of a timely grievance.
- Please review your schedules and screenshot when any changes occur. This can be beneficial for both validation and a potential grievance in the future. We have seen instances of "new" schedulers improperly awarding alternative base flights to Pilots on reserve.
- Please remember to register for our website (apa2118.org) and our grievance processing suite (apa2118.unionimpact.com). Reach out to a Steward for assistance.

New Steward David "Richie" Mercado!



On behalf of the Executive Board, Stewards, and Committees' we would like to welcome Richie Mercado in the ranks of Steward! We know his expertise and experience will help further our strength and resolve as a collective. Below is a message from Richie:

Greetings my fellow pilots. My name is Richie Mercado. I am honored to serve as a Steward and assist in processing Grievances on your behalf. My background is 10 years of Active Duty Army service as a UH-60M Black Hawk pilot and 3 years as an FO and CA with Envoy Air before coming here in September 2019. The rest of my background and volunteer service prior to G4 is unimportant as there are other things I would prefer you know about me. More importantly, I was 99 of 100 during the first round of furloughs on 1 October 2020 and it truly changed the way I look at this industry and our Company. During that furlough, I finished my degree with ERAU and continued to dive into learning more about this industry, contracts, unions, and other factors that affect our profession. I grappled for the past two years on whether to stay or leave. Truthfully, to this day I debate staying with every exaggeration filled e-mail our VPs send us. Over half of my new hire class has left since our entire class was furloughed! Management chose to furlough for no reason other than to justify CARES money and bully us into concessions. That is where I found immense respect for Andrew Robles and his team. If I decided to stay, I would do my part to ensure the company be held accountable to the CBA at all costs.

With that, I'd like to share what did NOT convince me to stay.

"A CBA is right around the corner!"

No, it isn't and all indications from management at the table are to the contrary. If you aren't planning for 3-5 years from today, you are mistaken. Anything less than 2 years from today would be an industry miracle. Industry standard practices throughout history shows that negotiations from management will not actually occur until a mediator is present and the U.S. Government forces them to negotiate with us. Until then, everything they are saying is for show to keep us from getting to mediation and prevent you from leaving. Don't hold your breath, you'll suffocate.

"I'm home every night!"

No, that isn't it either. This company loves to tout that they do turns as some benevolent overlord that cares about our QOL. They don't. It's profit driven. If it was more profitable for them to overnight, they'd do that instead. Truth is they don't care about our QOL. The grievances I process demonstrate that fact. Quit saying 'at least we don't do overnights' as justification for being the lowest paid Airbus pilots in the U.S. with the weakest CBA language in the industry. The Company doesn't do overnights because it benefits them, not us. Also, we are no longer the only airline in the U.S. that does majority turns either. They are all paid more with better CBA language. The point is moot.

“Allegiant is different.”

They really aren't. It's an airline. Every airline has its pros and cons, and I am pragmatic in this area of deciding what works for me and mine. Allegiant works for me today. If that changes tomorrow, I will leave tomorrow. Until then, I will do my part and represent all of you to the best of my abilities.

My background has shown me good leaders, bad leaders, and toxic leaders. I can tell you that our IBT Local 2118 team is filled with good leaders and Robles' commitment to this group is a big reason why I'm staying. Do I think things will get better here? Honestly, it's up to the Company. Their current and past behavior would indicate that it isn't likely either. But I know this team will fight like hell to do everything they can to make it better every single day. For that, I am proud to serve next to each of them in working for us all.

Message from the Professional Standards Committee:



There have been a lot of changes and new faces among our ranks since our last communication. We felt it prudent to reach out to some of you as a reminder of our purpose and function in how we best serve our pilot group. Our Professional Standards committee is a volunteer committee composed entirely of fellow Allegiant pilots that assist in helping facilitate the resolution of disputes. These disputes can arise

of conflicts between pilots, conflicts between a pilot and a member of another employee group and conduct of a pilot that reflects unfavorably upon our group.

We operate under an Letter of Agreement in our contract that allows our volunteers to resolve disputes internally, at the lowest level, before reaching potential disciplinary action.

Our duty is to protect our pilot group and promote professionalism upon our ranks. We encourage anyone with any issues to send us an email at prostandards@apa2118.org or contact us individually at any time. We are here to help.

Fraternally,

Josh Kaskel

Logan Van Deryl

Mark Grock

Brendan Moran

Stephen Wheeler (Chairman)

Message from the Hotel Committee:



Greetings from your Hotel Committee,

On behalf of myself and my fellow committee member Capt. Aaron Brown, we would like to say we are happy to be here to help with any hotel issues that should arise during your line operations or training events.

Along with hotel issues, this committee also handles issues that come up with transport on other airlines as well as rental cars.

If you do find yourself with a question or problem in these areas the first step is to try and resolve them through crew travel. This will be the fastest method for most issues. If travel will not correct the issue (and/or it is a time critical issue) there are two ways to contact us.

For non-time critical issues please reach out via email to hotel@apa2118.org and one of us will respond as soon as we can.

If the issue requires immediate attention (such as a hotel issue on an IROP), please contact either myself or Capt. Brown via text or phone at the numbers listed below. Both of us will answer these as quick as possible.

Finally as a reminder, the two main items we have language on regarding hotels in our current contract are the minimum of a 3 Star rating for hotel stays, and, the time of 1 hour after block in for for self relief on transport to a hotel.

If you are put in a non-3 Star hotel reach out to travel or CS (for IROPs) and politely explain that the hotel does not comply with the contract minimum. Ask to be moved to a hotel that does meet this required minimum.

If you find yourself waiting for more then an hour after block-in for transport to the hotel, contact CS and let them know that you will be securing your own transport at this point. This would then be followed up by a Chrome River expense reimbursement by whomever paid for it.

Despite what may be, lack of language in our current contract, don't let that discourage you from drawing the line with what we do have as this may only encourage better results for those that enter into similar situations. We look forward to more language and freedoms in a future CBA that will allow us to enjoy and appreciate our line of work even more - but in the meantime hold firm on what we have.

As always we remain at your disposal for both comments, questions and concerns that need our help to correct.

Capt. Matt Timpany

Hotel Committee Chair

317-201-8693

Capt. Aaron Brown

Hotel Committee Member

702-265-6739

**Who are we?**

A membership organization created to benefit Allegiant Air Pilots, the mission of this 501c(4) nonprofit organization is to provide aid for almost all financial hardships that our members might face.

How does it work?

Pilots join by making a small monthly contribution. With few restrictions, you can request help with any financial hardship or crisis you might encounter. Only members are eligible to receive direct help from the fund. Our Evaluators are thorough, quick and private.

What are some benefits afforded member pilots?

Your family is eligible to receive up to \$10,000 immediately and your children are eligible for education assistance should you pass unexpectedly.

When you hear about a pilot in need, you'll know they'll be helped, and that you were a part of it.

Your membership is crucial to the success of the Fund.

Join Today!

The G4 Pilot Assistance Fund is not affiliated with the International Brotherhood of Teamsters Allegiant Pilots' Association Local 2118.

Use Your Phone Below to Become a PAF Member Now!



Committees and Contacts

Executive Board	eboard@apa2118.org
Stewards	stewards@apa2118.org
Benefits	benefits@apa2118.org
CIRP	CIRP@apa2118.org
HIMS	HIMS@apa2118.org
Hotel	hotel@apa2118.org
Instructor	instructor@apa2118.org
Jumpseat	jumpseat@apa2118.org
Maintenance	maintenance@apa2118.org
Membership	membership@apa2118.org
Negotiating	negotiating@apa2118.org
Payroll	payroll@apa2118.org
Professional Standards	prostandards@apa218.org
Safety	safety@apa2118.org
Scheduling	scheduling@apa2118.org
Training	training@apa2118.org
Uniform	uniform@apa2118.org

Steward Contact List

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206-551-0378 | jallen@apa2118.org⁷

Harald Blaauw | **PIT**

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Michael Cawley | **IWA**

480-645-2901 | MCawley@apa2118.org⁹

Edward Duff | **TYS**

313-478-4326 | eduff@apa2118.org¹⁰

Christopher Gardner | **VPS**

360-338-1550 | cgardner@apa2118.org¹¹

Byron Girmscheid | **AVL**

847-903-1673 | bgirmscheid@apa2118.org¹²

Kurt Hanson | **GRR**

719-359-3141 | khanson@apa2118.org¹³

Ryan Joseph | **LAS**

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James Killen | **BNA**

850-525-4622 | jkillen@apa2118.org¹⁵

Ronald “Blake” Lewis | **LAS**

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David “Richie” Mercado | **ATW**

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