



RLA Reminder – No Self-Help - at This Time

Dear Allegiant Pilots:

The International Brotherhood of Teamsters, Airline Division, and Local 2118 (“Union”) learned that some pilots may have attempted to discourage other pilots from performing Open Time and/or VFNs to increase the Union’s leverage in contract negotiations. We believe it is important to address this issue in a timely and direct manner. The Union does not encourage, support, advocate or condone such conduct. Any pilot or group of pilots engaging in such conduct must cease and desist immediately.

The Railway Labor Act (“RLA”) prohibits unions and pilots from applying economic pressure against carriers during contract negotiations, including through concerted refusals to perform voluntary open time and trip pick-ups, until the parties have been released from mediation to self-help by the National Mediation Board (“NMB”). The parties have not been released to self-help by the NMB. Therefore, any use of economic pressure against Company operations at this time is unlawful and rejected by Union. The courts treat this conduct prior to release from mediation as examples of unlawful “slowdowns.” Such conduct, if it were to occur, could result in discipline, discharge, Union liability, and substantial court-imposed fines and financial penalties, all of which would provide the Company with leverage to use against you and your Union in negotiations.

Refraining from performing Open Time or VFNs and/or directly or indirectly discouraging other pilots from performing Open Time or VFNs does not “help” the Union. Rather, changing the way you perform Open Time or VFNs to impact on-going contract negotiations, or are encouraging others to change their behavior, is unlawful and could cause serious harm to your Union and undermine its effectiveness in negotiations. The Union’s position is that pilots may perform Open Time and VFNs as they see fit without repercussions.

Fraternally,

Greg Unterseher, Trustee
Teamsters Local Union No. 2118