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EXECUTIVE DIRECTOR
THOMAS C. NYHAN

July 11, 2024

Mr. Greg Unterseher
Director
Airline Division
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, DC 20001

**RE: ALLEGIANT
PILOT COLLECTIVE BARGAINING AGREEMENT**

Dear Greg:

This is in response to your recent question regarding the continued participation of the pilots in TeamCare in the event that they are no longer represented by the International Brotherhood of Teamsters.

If the pilots elected to decertify from the Teamsters and either become non-represented employees or represented by another union, **participation in TeamCare would end immediately on the date of the decertification.** This is supported by the Trust Agreement, Plan Document, and specifically - the Participation Agreement signed by the employer and the Teamsters:

This Agreement and the obligation to pay contributions to the Health & Welfare Fund will continue after the termination of a collective bargaining agreement except no contributions shall be due during a strike unless the Union and the Employer mutually agree in writing otherwise. This Agreement and the Employer's obligation to pay contributions shall not terminate until a) the Trustees decide to terminate the participation of the Employer and provide written notice of their decision to the Employer specifying the date of termination of participation or b) the Employer is no longer obligated by a contract or statute to contribute to the Health & Welfare Fund and the Health & Welfare Fund has received a written notice directed to the Health & Welfare Fund' Contracts Department at the address specified above sent by certified mail with return receipt requested which describes the reason why the Employer is no longer obligated to contribute. **An Employer's obligation to contribute to the Fund will cease in the event the Union loses its status as bargaining representative of the employees as a result of: a) either an order issued by or an election conducted by the National Labor Relations Board under the National Labor Relations Act, the National Mediation Board under the Railway Labor Act or a state labor relations board/agency with authority to determine the Union's representative status, or b) a valid written disclaimer of interest by the Union.**

To add clarity to the above, **Union** is defined in the Plan Document as:

1.44: Local Union

Those Local Unions affiliated with the International Brotherhood of Teamsters who have executed Collective Bargaining Agreements which require contributions to be made to the Fund on behalf of the covered employees, and such other unions as the Trustees may agree upon.

The Fund has no relationship with the Air Line Pilots Association (ALPA).

Note: Although I am providing you the language in our Participation Agreement and Plan Document that addresses your question, it should be noted that only the Board of Trustees has the ultimate authority to interpret the plan. However, any group that either decertified from the Union or had a disclaimer of interest by the Union was terminated by the Fund immediately upon the date of the event.

In addition, decertification is not considered a COBRA event and TeamCare would not be providing affected members with COBRA continuation coverage:

3.13 TERMINATION OF COVERAGE DUE TO EMPLOYER WITHDRAWAL A Covered Participant shall lose his Coverage after the Saturday of the last week for which Employer Contributions are required to be made on behalf of any Employees of the Employer of the Covered Participant, including a cessation of Employer Contributions that results from a rejection by the Trustees, acting pursuant to the Trust Agreement, of a Collective Bargaining Agreement of the Employer. Such a Former Covered Participant may not maintain Coverage by making Self-Payments, and the Fund will not accept Self-Payments from such a Former Covered Participant, except as authorized by any other applicable section of this Plan.

I hope this answers your questions, if you need anything else, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Mullane", written in a cursive style.

Michael Mullane
Director,
Marketing, Field Service, and Business Communications Group