

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SEAN M. O'BRIEN

General President

25 Louisiana Avenue, NW
Washington, DC 20001



FRED E. ZUCKERMAN

General Secretary-Treasurer

202-624-6800
www.teamster.org

October 16, 2024

VIA EMAIL

Mr. Greg Anderson
CEO and President
Allegiant Travel Company

Dear Mr. Anderson:

I am in receipt of your letter dated September 27, 2024. My September 23rd letter to you stated, "Local 2118 has received reports that one or more managers have told pilots in recurrent ground school that Allegiant would disburse the retention bonus before ratification of an amended CBA **if only** the Union agreed to do so." In so much as your letter failed to acknowledge or respond to the foregoing, I will assume that you are disclaiming those statements by Allegiant managers, and the company has no intention of paying the retention bonus prior to ratification of an amended CBA. I assume and expect that you will notify your managers accordingly.

To the extent your September 27th letter references addressing the retention bonus in negotiations over a new contract, the implication is that accrued bonuses might be traded away for something else. To be very clear, Allegiant Air must pay the bonuses in accordance with the terms of the memorandum of understanding and-, separately, must provide for industry standard wages, benefits, and working conditions. One will not be traded for the other, nor will the retention bonus serve as a credit or offset for the types of significant improvements it will take to reach a ratifiable agreement. Allegiant Pilots demand all of the above.

Finally, your letter also failed to provide responsive information to my request for an "... explanation of how these [retention bonus] funds are treated within the Company's financial disclosures and whether they are segregated in an escrow account or comingled with unrestricted Company funds." Once again, I request an explanation on behalf of the pilots of Allegiant Air.

In closing, the statements made by your managers about the retention bonus did not occur in a vacuum. Pilots view their conduct as part of a larger disinformation campaign to undermine their collective efforts to achieve an industry standard CBA. Similarly, Allegiant's failure to provide a responsive reply to date on how retention bonus funds are held and accounted for is viewed with a high degree of suspicion and concern among the Union's members.

I look forward to a responsive reply from you.

Sincerely,



Greg Unterseher
Trustee, APA Local 2118