



Photograph courtesy of Brandon Taylor

CONTRACT COMPARISON

OCTOBER 2024



INTRODUCTION

This publication is brought to you by the hardworking volunteers on the Allegiant Pilot's Association Teamsters Local 2118's Education Committee.

Your current Collective Bargaining Agreement (CBA) became effective in August of 2016 and became amendable in February of 2021. Negotiations have been ongoing since that time. To date, the parties have reached a Tentative Agreement on sixteen Sections.

In this publication, the Education Committee compares certain Sections of our CBA to terms and conditions found in other major airline contracts, including Section 3 (Compensation), Section 4 (Retirement), Section 5 (Insurance), Section 12 (Filling of Vacancies), Section 14 (Hours of Service), Section 15 (Scheduling) and Section 16 (Reserve). These Sections have not been tentatively agreed to your Union and the Company and are subject to negotiations. Broadly speaking, these Sections contain core terms and conditions of our compensation and quality of work life/work rules. This list of Sections referenced in this document is not inclusive of all open Sections or Letters of Agreements. That is why they are grouped together and discussed in this publication. The inclusion and/or non-inclusion of Sections, subsections and provisions in this document should not be construed as establishing bargaining priorities.

This document is designed to provide you with a high-level overview of how our CBA compares to other major airline CBAs, and to highlight some of the areas where improvements to our CBA are needed. We are currently operating under a first CBA; the passage of time, experience with how management administers the current CBA and negotiated improvements at other major airlines underscore the need for long overdue improvements to our CBA.

As this document illustrates, a comparison of hourly pay rates alone is insufficient. A lack of industry standard economic and work rule provisions can equate to incredible losses for our pilots regardless of rates of pay. The information in this document is meant to illustrate where we stand compared to our peers based on our current CBA and compared to the Company proposal email sent to all Allegiant pilots on June 15, 2024, where applicable.

Look for future Education Committee content in the future.

For any questions or comments, please reach out to us at education@apa2118.org

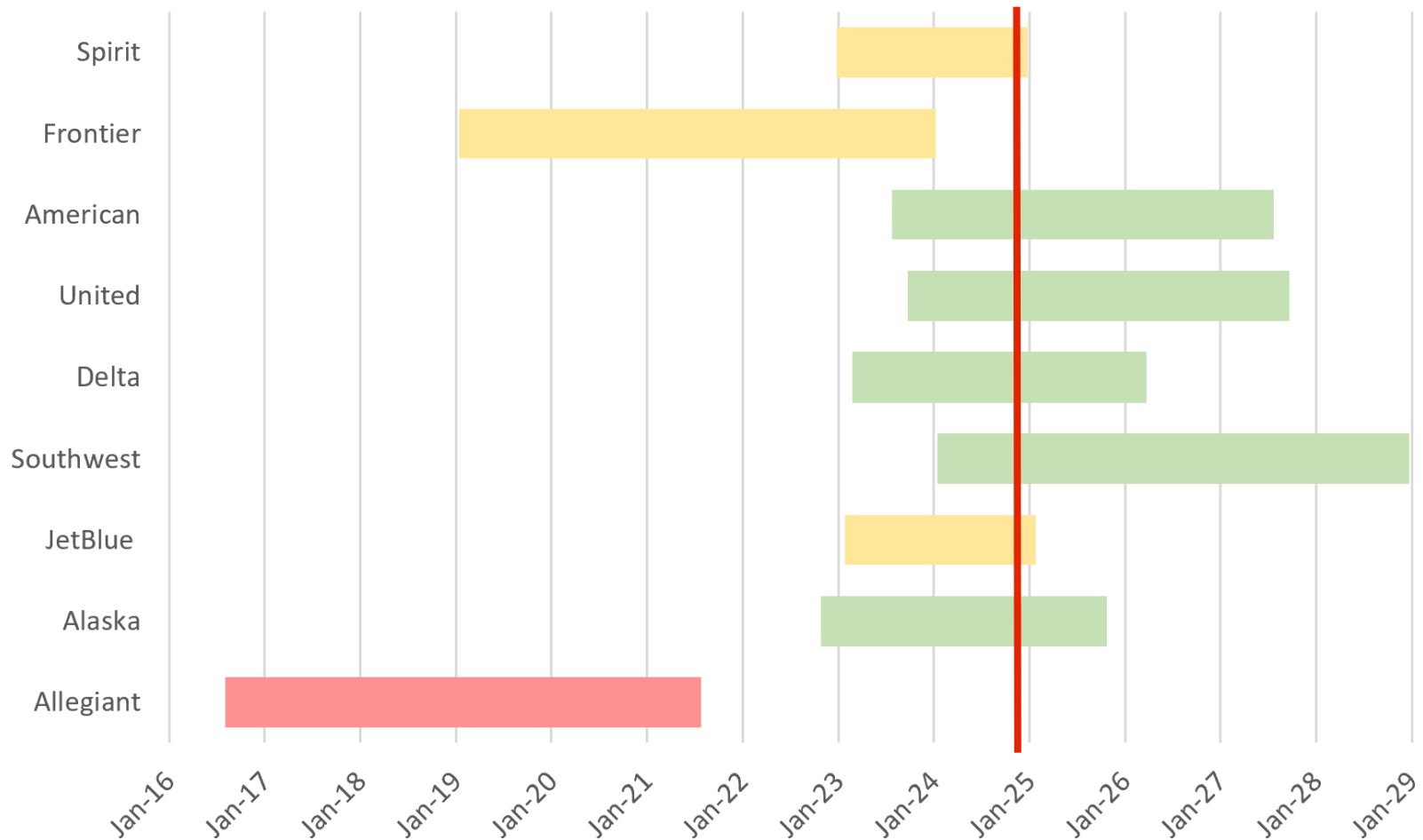


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CONTRACT DURATION



Notes:

JetBlue's pilots agreed to a two year extension in 2023 pending a JCBA. JetBlue's CBA became amendable upon failing to merge with Spirit. Spirit's pilots agreed to a two year extension in 2023 pending a JCBA. Spirit's CBA became amendable upon failing to merge with JetBlue. Frontier's CBA is past its amendable date. All Airlines have agreed to at least one CBA since our CBA. Of those, only Frontier has not signed two new CBAs or an additional extension.



INDUSTRY STANDARD WORK RULES

	100% Deadhead Pay	Block or Better by Leg / Segment	Time Away From Base Rig	Junior Assignment Pay
Allegiant	No	No	No	150%
Alaska	Yes	Yes	1:00 for every 3:30	200%
American	Yes	Yes	1:00 for every 3:30	No JA
Delta	Yes	Yes	1:00 for every 3:30	200%
Frontier	Yes	Yes	1:00 for every 3:30	No JA
JetBlue	Yes	Yes	1:00 for every 3:30	No JA (200% Emergency Assignment outside of Footprint)
Southwest	Yes	Yes	1.0 for every 3:00 (TFP) 1:00 for every 3:27 (Hours)	200% Day Off
Spirit	Yes	Yes	1:00 for every 3:30	200%
United	Yes	Yes	1:00 for every 3:30	200%



INDUSTRY STANDARD WORK RULES

1) **100% Deadhead Pay** - Allegiant is the **ONLY** airline in this comparison that does not provide Industry Standard 100% Deadhead Pay.

2) **Block or Better by Leg/Segment** - Allegiant is the **ONLY** airline in this comparison that does not pay "Block or Better" on a Leg by Leg basis.

Example:

A 6th year First Officer earning (industry average) \$220/hr who "overblocks" an average of 12 minutes per pairing that go unpaid. Assume an average 16 pairings per month for 11 months (subtracting one month to represent vacation, sick, and other off-duty periods). This equates to a loss of \$7,744 before premium pay, 401k match, and profit sharing multiplication. How many hours of pay would you lose annually due to a continuation of "current book" on Block or Better?

3) **Time Away From Base Rig** - A TAFB rig guarantees pilots a certain number of pay hours for every "XX" hours spent away from base, protecting the pilot against unproductive trips. Allegiant is the only airline in this comparison that does not have a TAFB Rig. Any industry standard contract will include TAFB rig. If Allegiant continues to fly a negligible number of multi-day pairings, then the cost of negotiating a TAFB rig will also be negligible.

4) **Junior Assignment Pay** - For the carriers in this comparison that have the ability to junior assign pilots, Allegiant is the only carrier that does not pay 200% for Junior Assignments. Three of the airlines in this comparison do not have the ability to Junior Assign.



LONG TERM DISABILITY

	Base Benefit Percentage	Base Benefit Maximum Amount	Buy Up	Benefit Duration	Travel Benefits While on Disability
Allegiant	60% Min Line Guarantee	\$7,500	Yes Up to 5 Years Coverage	Two Years	None
Alaska	50% of Average Monthly Compensation	No Max	No	Age 65	Yes
American	50% of Average Monthly Compensation	No Max	No	Normal Retirement Date or earning 80% Pre-Disability Earnings	Yes
Delta	50% Highest 12 Months In 36 Month Period	No Max	No	FAA Mandatory Retirement Age	Yes
Frontier	60%	\$8,000	No	Return to Service	Yes
JetBlue	55% Last 12 Months	\$13,500	Yes \$15,000 or 60%	FAA Mandatory Retirement Age or 80% Pre-Disability Earnings	Yes
Southwest	50% with 5% increases every 5 yrs.	No Max	No	FAA Mandatory Retirement Age	Yes
Spirit	60%	\$5,000	Yes Up to \$15,000	Mandatory Retirement Age	Yes
United	42.75 hrs/mo. times a pilot earnings coefficient*	\$14,339.63 ¹	No	Legally Mandated Retirement Age	Yes

Notes:

¹ (42.75) hours (50% of 1026 annual hours divided by twelve months) times the blended rate the Pilot is earning for flight hours as of the disability date. (Adjusted annually for COLA, 2026 = \$15,509.91, 2027 = \$15,975.14.)



LONG TERM DISABILITY

Duration of Benefits - Allegiant is the **ONLY** airline in this comparison that does not provide LTD to FAA Retirement Age.

Maximum Benefit Amount - Allegiant has the second lowest benefit amount of the carriers in this comparison behind Spirit's (amendable) CBA, however, Spirit offers a pilot buy-up that is double Allegiant's maximum benefit amount.





RETIREMENT

	Company Direct Contribution	Excess Amounts Paid to Pilot Current Year	Market Based Cash Balance Plan
Allegiant (Current)	No Direct Contribution (Match)	No	No
Allegiant (Email Offer)	15%	Not Disclosed in Email	No
Alaska	Current- 17% January 2026- 18%	Yes	No
American	Current- 17% January 2026- 18%	Yes	Yes
Delta	Current- 17% January 2026- 18%	Yes	Yes
JetBlue ¹	16% ¹ January 2025 - 17%	Yes	No
Southwest	Current- 17% January 2026- 18%	Yes	Yes (1% Company Contribution, 2% in 2026)
Spirit ¹	16% ¹	Yes	No
United	Current- 17% January 2026- 18%	Yes	Yes
Frontier ¹	15% ¹	Yes	No

Notes: ¹ Amendable contracts.



RETIREMENT

Matching/Direct Contribution – Allegiant is the **ONLY** carrier in this comparison that requires an employee contribution in order to deposit money into a Pilot's retirement account. All other carriers have an employer Direct Contribution that is independent of an employee's retirement contribution.

Employer Contributions – Five of the carriers in the comparison receive a 17% Direct Contribution, increasing to 18% in January of 2026. JetBlue and Spirit (both amendable) receive a 16% direct contribution (JetBlue increasing to 17% in 2025). Frontier (amendable) is the **ONLY** carrier to receive 15% Direct Contribution, making Allegiant's June 2024 email offer **the lowest in the industry**.

Excess Payments – Allegiant is the **ONLY** carrier in this comparison where it is impossible to reach the IRS maximum combined annual retirement contribution*. All other carriers provide excess contributions to the pilot in the current year (Cash, RHA/VEBA, or MBCBP).

* IRC 415(c)– The IRS maximum combined contribution to a 401(k) plan in 2024 is \$69,000.



HOURS OF SERVICE

	Maximum Scheduled Duty Period	Maximum Actual Duty Period	Minimum Line Holder Days Off	Reduced Day Off Months? ¹
Allegiant	FAR 117	FAR 117	12 Days 11 Days (3 Months)	Yes
Alaska	12:30 10:00 (if touching 0200-0459)	14:00 11:00 (if touching 0200-0459)	12 Days (30 Day Month) 13 Days (31 Day Month)	No
American	13:00 or 30 Minutes Less than FAR 117 table B, whichever is less	FAR 117 Table B	10 Days	No
Delta	13:00 or 30 Minutes Less than FAR 117 table B, whichever is less	FAR 117 Table B	12 Days (30 Day Month) 13 Days (31 Day Month)	No
Frontier	14:00 10:30 (if touching 0059-0430)	16:00 12:00 (if touching 0059-0430)	12 Days (30 Day Month) 13 Days (31 Day Month)	No
JetBlue	14:00 16:00 (if ends with Deadhead) 10:00 (if touching 0100-0500)	14:00 16:00 (if ends in Deadhead) 12:00 (if touching 0100-0500)	12 Days	No
Southwest	12:00 13:00 (if ends with Deadhead) 9:30 (if showtime 1700-0459) 10:30 (if showtime 1700-0459 and ends with deadhead)	13:30 14:30 (if ends with Deadhead) 11:00 (if showtime 1700-459) 12:00 (if showtime 1700-0459 and ends with deadhead)	14 Days (29 Day Bid Period) 15 Days (30 Day Bid Period) 16 Days (31 Day Bid Period)	No
Spirit	14:00 11:30 (if touching 0100-0400)	16:00 12:30 (if touching 0100-0400)	13 Days	No
United	13:00 or 30 Minutes Less than FAR 117 table B, whichever is less	FAR 117 Table B	12 Days	No

Notes:

¹ Allegiant reduces composite and lineholder minimum days off to 11, and reserve minimum days off to 10, three months per year.



REASSIGNMENT

	Reassignment Penalty	Reassignment Penalty Notes
Allegiant	None	Allegiant retains a uniquely unconstrained ability to reschedule pilots at straight pay, including into days off.
Alaska	150% Pay on greater of original or replacement trip	May not be scheduled to end more that 5 hours after originally scheduled trip.
American	Outside Footprint: 150%	Pilots are paid the greater of the original sequence or reassignment PLUS pay at one-half (50%) for time flown outside of the footprint of the regularly scheduled sequence.
Delta	100% ABG	Pilots receive pay credit for the greater of original scheduled or rerouted segments PLUS single pay for the rescheduled flying.
Frontier	Added Flying: 150% Flying Removed/Cancelled: 150% for all time over 3 Hours	Added Flying: Pilots will receive 150% ABG for all added segments. Cancellations/Removal of Flying: Pilots will receive 150% ABG for all segments blocking in greater than 3 Hours later than originally scheduled.
JetBlue*	Inside Footprint: 150% Outside: Greater of 200% or 5:00	Pilots receive 150% for the rescheduled segments until return to Original Pairing. Pilots receive the greater of 200% or 5 Hours for segments that extend past the Original Scheduled Pairing block in time.
Southwest	150% Inside footprint 200% Outside footprint	Pilots are paid 150% for any leg not originally awarded or assigned. Except: 200% for legs that block in > 180 min. later than originally scheduled (inside footprint). Or: Legs that start prior to the original show or end after the original release (outside footprint) of the pairing.
Spirit	50% Duty Time ABG	Pilots receive one (1) minute of flight time for each two (2) minutes of flight time.
United	1 hour for 3 hours beginning 2 hours after original release. 1 hour for 2 hours after 2359	While not explicitly a reassignment penalty, this overtime penalty could serve to compensate pilots for delays due to both reassignment and external factors. 1 hour for 2 hours after 2359 (home base time) on the last scheduled work day prior to a day off.

Notes: ¹ Emergency Assignment



RESERVE

	Short Call Response Time	Short Call Callout Response Time Bonus
Allegiant	1:30 Hours 2:30 Hours (Multi-Airport Domiciles)	None
Alaska	2:30 Hours	Notified within 4 Hours- parking closer to terminal or taxi/rideshare
American	"Promptly"	None
Delta	"Promptly"	None
Frontier	2:00 Hours	None
JetBlue	2:30 Hours Increased for Special/Co-Airports	Reimbursed for Short-Term Parking/Taxi
Southwest	2:00 Hours	Under 3 Hours: Parking Reimbursed
Spirit	3:00 Hours	Parking Reimbursed
United	2:30 Hours	>3:00 Hours: Parking Reimbursed >2:15 Hours: 1 Hour ABG >1:30 Hours: 2 Hours ABG



RESERVE

	Reserve Guarantee	Minimum Days Off	Company Ability to Reduce Minimum Days Off Below Twelve
Allegiant	72 Hours	12 Days 10 Days (3 Months)	Yes
Alaska	75 Hours (Long Call) 79 Hours (Short Call)	12 Days (30 Day Month) 13 days (31 Day Month)	No
American	73 Hours (Long Call) 76 Hours (Short Call)	12 Days (30 Day Month) 13 Days (31 Day Month)	No
Delta	72-80 Hours (Variable based on Average Line Value)	12-14 Days	No
Frontier	75 Hours	12 Days (30 Day Month) 13 Days (31 Day Month)	No
JetBlue	75 Hours	12-14 Days	No
Southwest	84-89 TFP (73.1-77.5 Hours)	15 Days (30 Day Month) 16 Days (31 Day Month)	No
Spirit	72 Hours	12 Days (30 Day Month) 13 Days (31 Day Month)	No
United	73-76 Hours (4:17:39 for each work day)	13 Days (30 Day Month) 14 Days (31 Day Month) (Reduced to 12/13 in June, July, August and December)	No



RESERVE

Reserve Guarantee – Allegiant has the **lowest** (along with Spirit) reserve guarantee of the airlines in this comparison.

Minimum Days Off – Allegiant is the **ONLY** airline in this comparison that does not increase Days Off during 31-Day Months.

Reduced Days Off – Allegiant is the **ONLY** airline in this comparison that has the ability to reduce a Reserve Line Holder's Days Off below twelve (12).

Call Out Time – Allegiant has the **shortest** call out time of any airline in this comparison.





MINIMUM PAY

	Regular Line Minimum Guarantee	Reserve Guarantee	Average Daily Guarantee ¹ (Multi-Day Trips)	Daily Guarantee ¹ (Day Trips)
Allegiant	70 Hours	72 Hours	None	None
Alaska	70 Hours	75 Hours (Long Call) 79 Hours (Short Call)	5:15	5:00
American	65 Hours ²	73 Hours (Long Call) 76 Hours (Short Call)	N/A	5:15
Delta	65 Hours	72-80 Hours (Variable based on Average Line Value)	N/A	5:15
Frontier	75 Hours	75 Hours	5:00	N/A
JetBlue	70 Hours	75 Hours	5:00	5:00
Southwest	84-89 Trips 73.1-77.5 Hours	84-89 TFP (73.1-77.5 Hours)	5.0 (Trips) 4:21 (Hours)	6.5 (Trips) 5:40 (Hours)
Spirit	72 Hours	72 Hours	5:00	N/A
United	70 Hours	73-76 Hours (4:17:39 for each work day)	N/A	5:15

Notes:

¹ Linked concepts. Airlines in this comparison have one or the other (or both).

² AA Narrowbody Lower Bid Limit constrained by mandatory Average Line Credit window of 74-82 hours +/-7.



MINIMUM PAY

Minimum Duty Period/Minimum Daily Guarantee - Allegiant is the only airline in this comparison that does not have a Minimum Duty Period Average Credit, Daily Minimum Pay Credit, or BOTH.

Minimum Daily Guarantee - The June 2024 email proposal offered a 4 PCH Daily Minimum Pay Credit. This is 20% below the **lowest** daily pay guarantee in this comparison.

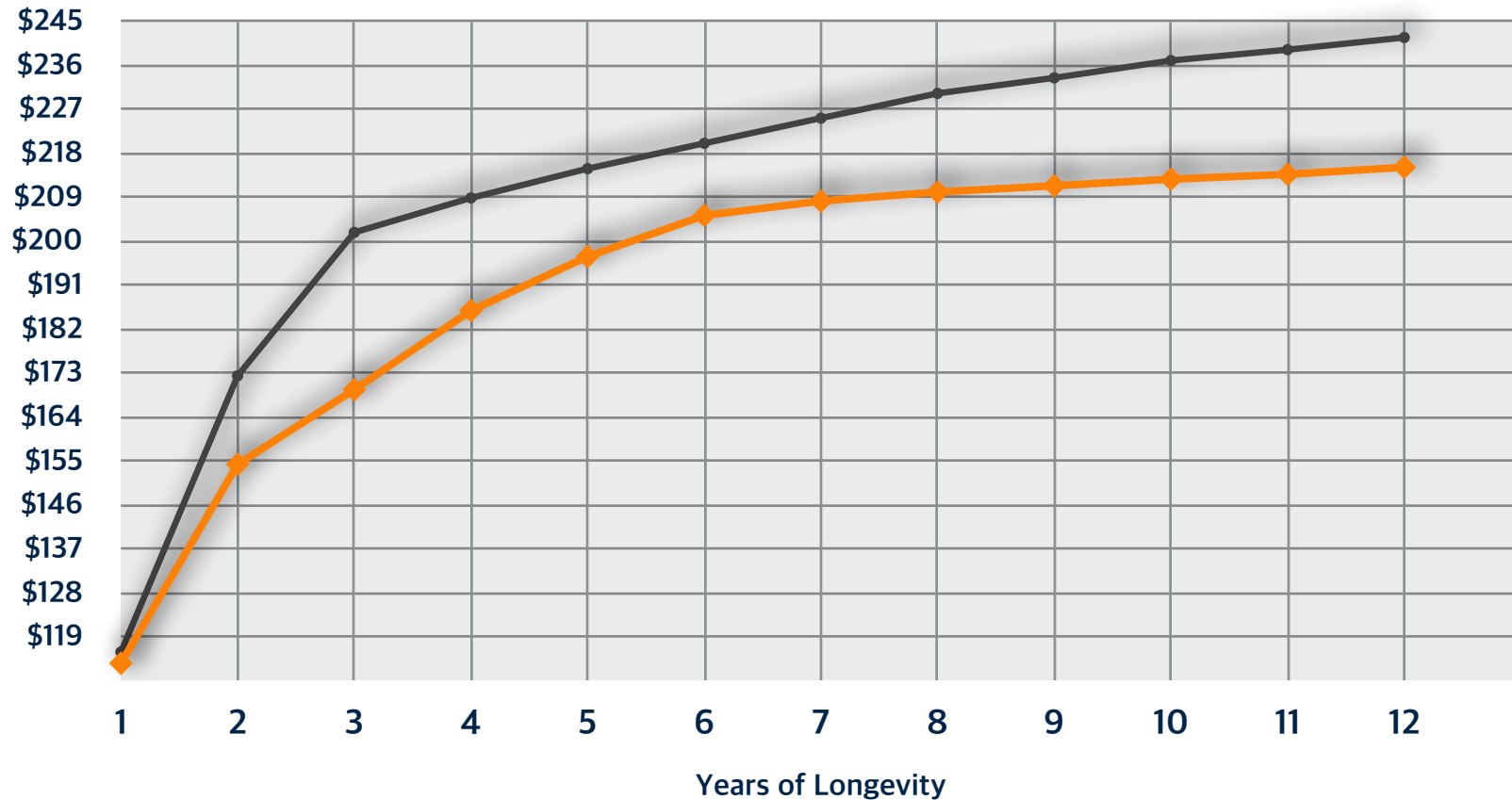




HOURLY RATES: FIRST OFFICER

◆ Allegiant June 2024 Email Offer

● Industry Average (Excluding Allegiant & Frontier)



Notes:

SWA rates computed using SWAPA conversion metric of 1.149 trips per hour.

All airlines in this comparison EXCEPT Allegiant and Frontier have agreed to new pay rates in the last two years (via CBA ratification, contract extension, or LOA). For this reason, Allegiant and Frontier have been excluded from the industry average calculation shown.



HOURLY RATES: FIRST OFFICER

Years of Service	Allegiant (Current)	Allegiant (Email Offer)	American	Delta	Frontier ¹	JetBlue ¹	Southwest ²	Spirit ¹	United	Alaska	Industry Average ¹
1	\$57.67	\$113.60	\$116.05	\$116.05	\$100.00	\$112.32	\$133.76	\$97.15	\$116.05	\$119.92	\$115.90
2	\$103.07	\$154.32	\$178.45	\$177.71	\$118.74	\$174.47	\$185.36	\$142.43	\$177.71	\$177.91	\$172.43
3	\$110.73	\$169.60	\$208.82	\$207.89	\$127.55	\$202.04	\$220.77	\$159.35	\$207.89	\$205.72	\$201.78
4	\$116.99	\$185.78	\$213.87	\$212.95	\$134.77	\$210.32	\$225.99	\$171.89	\$212.95	\$213.83	\$208.83
5	\$123.56	\$196.84	\$219.01	\$218.07	\$142.97	\$218.76	\$231.27	\$176.52	\$218.07	\$222.11	\$214.83
6	\$129.24	\$205.24	\$224.58	\$223.52	\$148.88	\$225.28	\$236.60	\$178.21	\$223.52	\$228.35	\$220.01
7	\$135.13	\$208.20	\$230.87	\$229.76	\$155.68	\$231.52	\$238.46	\$181.42	\$229.76	\$234.37	\$225.17
8	\$139.19	\$210.05	\$236.20	\$235.07	\$160.34	\$237.08	\$243.86	\$184.68	\$235.07	\$239.65	\$230.23
9	\$144.80	\$211.32	\$238.73	\$237.58	\$166.81	\$239.69	\$249.61	\$188.72	\$237.58	\$241.94	\$233.41
10	\$148.39	\$212.68	\$241.98	\$240.79	\$170.96	\$243.69	\$251.23	\$194.49	\$240.79	\$245.67	\$236.95
11	\$151.35	\$213.67	\$244.20	\$243.00	\$175.11	\$246.06	\$253.19	\$197.04	\$243.00	\$247.69	\$239.17
12	\$155.61	\$215.11	\$246.47	\$245.19	\$179.26	\$248.45	\$255.17	\$201.46	\$245.19	\$249.76	\$241.67

Notes:

Orange shading represents where the other airlines in this comparison exceed our current maximum First Officer rate.

¹ All airlines in this comparison EXCEPT Allegiant and Frontier have agreed to new pay rates in the last two years (via CBA ratification, contract extension, or LOA). For this reason, Allegiant and Frontier have been excluded from the industry average calculation shown.

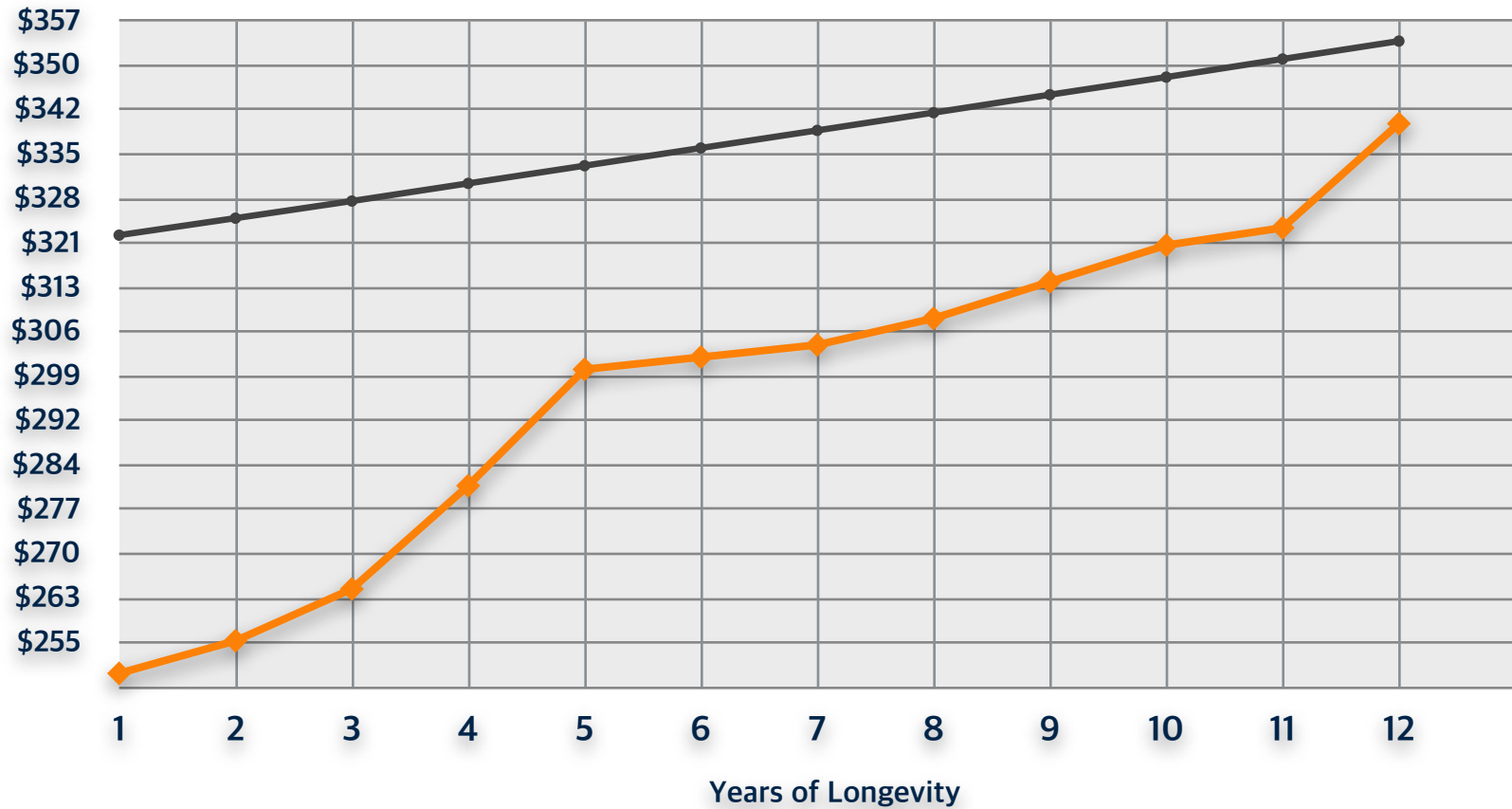
² SWA hourly computed using the SWAPA conversion metric of 1.149 trips per hour.



HOURLY RATES: CAPTAIN

◆ Allegiant June 2024 Email Offer

● Industry Average (Excluding Allegiant & Frontier)



Notes:

SWA rates computed using SWAPA conversion metric of 1.149 trips per hour.

All airlines in this comparison EXCEPT Allegiant and Frontier have agreed to new pay rates in the last two years (via CBA ratification, contract extension, or LOA). For this reason, Allegiant and Frontier have been excluded from the industry average calculation shown.



HOURLY RATES: CAPTAIN

Years of Service	Allegiant (Current)	Allegiant (Email Offer)	American	Delta	Frontier ¹	JetBlue ¹	Southwest ²	Spirit ¹	United	Alaska	Industry Average ¹
1	\$163.29	\$250.26	\$331.01	\$329.57	\$202.76	\$326.09	\$334.38	\$270.17	\$329.57	\$332.91	\$321.96
2	\$171.42	\$255.59	\$333.61	\$332.14	\$219.47	\$329.05	\$337.00	\$273.73	\$332.14	\$335.49	\$324.74
3	\$178.27	\$264.07	\$336.23	\$334.75	\$222.88	\$332.02	\$339.64	\$277.34	\$334.75	\$338.07	\$327.54
4	\$185.36	\$280.96	\$338.95	\$337.47	\$227.43	\$335.06	\$342.40	\$280.99	\$337.47	\$340.65	\$330.43
5	\$192.76	\$300.00	\$341.71	\$340.19	\$229.70	\$338.07	\$345.18	\$284.69	\$340.19	\$343.23	\$333.32
6	\$198.54	\$302.00	\$344.44	\$342.87	\$231.98	\$341.16	\$347.94	\$288.44	\$342.87	\$345.81	\$336.22
7	\$204.49	\$304.00	\$347.16	\$345.53	\$235.57	\$344.19	\$350.69	\$292.24	\$345.53	\$348.39	\$339.10
8	\$210.60	\$308.34	\$349.87	\$348.24	\$242.59	\$347.19	\$353.43	\$296.09	\$348.24	\$350.97	\$342.00
9	\$215.85	\$314.33	\$352.65	\$350.95	\$248.64	\$350.27	\$356.24	\$299.99	\$350.95	\$353.55	\$344.94
10	\$221.24	\$320.31	\$355.28	\$353.61	\$254.87	\$353.26	\$358.89	\$303.94	\$353.61	\$356.13	\$347.82
11	\$225.65	\$323.16	\$358.06	\$356.33	\$259.94	\$356.36	\$361.71	\$307.94	\$356.33	\$358.71	\$350.78
12	\$232.00	\$340.21	\$360.85	\$358.97	\$270.07	\$359.40	\$364.52	\$312.00	\$358.97	\$361.29	\$353.71

Notes:

Orange shading represents where the other airlines in this comparison exceed our current maximum Captain rate.

¹ All airlines in this comparison EXCEPT Allegiant and Frontier have agreed to new pay rates in the last two years (via CBA ratification, contract extension, or LOA). For this reason, Allegiant and Frontier have been excluded from the industry average calculation shown.

² SWA hourly computed using the SWAPA conversion metric of 1.149 trips per hour.



HOURLY RATES

Captain Rates of Pay

First Officer Rates of Pay

Allegiant June 2024 Email Rates	Captain Industry Average	Percentage Below Industry Average	Year	Percentage Below Industry Average	First Officer Industry Average	Allegiant June 2024 Email Rates
\$250.26	\$321.96	29%	1	2%	\$115.90	\$113.60
\$255.59	\$324.74	27%	2	12%	\$172.43	\$154.32
\$264.07	\$327.54	24%	3	19%	\$201.78	\$169.60
\$280.96	\$330.43	18%	4	12%	\$208.83	\$185.78
\$300.00	\$333.32	11%	5	9%	\$214.83	\$196.84
\$302.00	\$336.22	11%	6	7%	\$220.01	\$205.24
\$304.00	\$339.10	12%	7	8%	\$225.17	\$208.20
\$308.34	\$342.00	11%	8	10%	\$230.23	\$210.05
\$314.33	\$344.94	10%	9	10%	\$233.41	\$211.32
\$320.31	\$347.82	9%	10	11%	\$236.95	\$212.68
\$323.16	\$350.78	9%	11	12%	\$239.17	\$213.67
\$340.21	\$353.71	4%	12	12%	\$241.67	\$215.11



VACATION

	Days Per Year	Daily Vacation Pay	Weekly Vacation Pay	Required Availability
Allegiant	7-28 Days	2.85 Hours	20 Hours	20+ Pilots: 1 per Week < 20 Pilots: 1 per Month
Alaska	15-41 Days	3.75 Hours	26:15 Hours	No Less than 4% of Total Vacation Days in 3 Months of Year. Remainder distributed evenly.
American	21-35 Days	4.58 Hours	32:05 Hours	1 per Week Minimum, plus Defined Percentages
Delta	14-35 Days	4.25 Hours (Current) 4.58 Hours (Effective April 1, 2025)	29:45 (Current) 32:05 (Effective April 1, 2025)	1.3% per week minimum of Total Vacations (1.25% per week min June/July/August) 18% of Total Vacations MUST be in June/July/August
Frontier	15-28 Days	5.0 Hours	35 Hours	1 Per Week Minimum No Period Below 40% or Above 35% Annualized Avg
JetBlue	14-28 Days	5.0 Hours	35 Hours	Minimum 7% Per Month (3 Months at 6%)
Southwest	14-35 Days	Greater of Conflict or 3.75 TFP	Greater of Conflict or 26.25 TFP	Minimum 6% Per Month 14% March-April 24.9% June-August 8.5% November/December
Spirit	14-35 Days	4.0 Hours	28 Hours	Union/Company Collaboration
United	14-42 Days	4.25 Hours	29:45 Hours	Min 6% of Total Vacations Per Month Minimum 1 Slot per Week



VACATION

Daily/Weekly Vacation Credit – Allegiant has the **lowest** vacation credit of any airline in this comparison. Our current weekly vacation credit is more than ten (10) hours of credit below the average of the airlines in this comparison.

Vacation Week Availability – Allegiant has the most limited availability for weekly vacations of any carrier in this comparison. This is accentuated in smaller bases where there can be numerous weeks per year without any vacation availability.

Vacation Accrual Rate – Five of the other seven airlines in this comparison have the ability to accrue more than four weeks of vacation.





PER DIEM

Domestic Per Diem	International Per Diem		First Officer International & Other Override ¹	Captain International & Other Override ¹
\$2.00	\$2.00	Allegiant	None	None
\$2.65	\$3.10	Alaska	\$5.25	\$6.25
\$2.85	\$3.40	American	\$5 (\$6 Narrowbody Long Haul)	\$7 (\$8 Narrowbody Long Haul)
\$2.85 (2023) ³	\$3.35 (2023) ³	Delta	\$4.50 (\$6 Ocean Crossing)	\$6.50 (\$8 Ocean Crossing)
\$2.20 ²	\$2.20 ²	Frontier	None	None
\$2.70 ²	\$3.25 ²	JetBlue	\$5 (\$13 Night Override)	\$6 (\$13 Night Override)
\$2.90	\$3.45	Southwest	5% ETOPS & Spec. Airports (3% Night Override, Incl DH)	5% ETOPS & Spec Airports (3% Nigh Override, Incl DH)
\$2.27 ²	\$2.27 ²	Spirit	8%	8%
\$2.90	\$3.45	United	\$7 (\$8 Narrobody Long Haul)	\$7 (\$8 Narrowbody Long Haul)

Notes:

¹ International Override is a per hour addition on top of normal pay rates or a percentage multiplier of credit or hourly rate.

² JetBlue, Spirit, and Frontier are currently in Section 6 Negotiations.

³ 90% of avg US gov't M&IE rate in 10 Mainland US cities with the most pilot layovers. Due to the complexity of this calculation, updated 2024 numbers not provided.



PER DIEM

Per Diem Rates - Allegiant has the **lowest** per diem rates in the industry .

Taxable Per Diem - Day trips at Allegiant's cause a majority of per diem to be taxable. Most of the per diem pay at the other airlines in this comparison is tax free.

International Override - Allegiant is one of only two airlines in this comparison that does not have an additional pay override for international flights.





TRAINING

	Distance Learning Pay Captain
Allegiant	CA: \$75 per Hour (FAA Required Only) FO: \$35 per Hour (FAA Required Only)
Alaska	58% of Hourly Rate
American	1 minute of pay for every 1.5 minutes of CBT
Delta	1 minute of pay for every 1.5 minutes of CBT (1 Hour Minimum)
Frontier	50% of the FAA Course Hours
JetBlue	1 minute of pay for every 2 minutes of CBT
Southwest	.75 TFP per Hour of CBT
Spirit	Less Than 4.5 Hours pays 2.5 Hours Greater than 4.5 Hours pays 5.0 Hours
United	1 minute of pay for every 1.5 minutes of CBT (1 Hour Minimum)



TRAINING

	Pay for 13 Hour CBT, 12 Year Captain	Pay for 13 Hour CBT, 6 Year First Officer
Allegiant	\$975.00	\$455.00
Alaska	\$2,724.13	\$1,721.76
American	\$3,127.36	\$1,946.36
Delta	\$3,111.07	\$1,937.17
Frontier	\$1,755.45	\$967.72
JetBlue	\$2,336.10	\$1,464.32
Southwest	\$3,093.18	\$2,007.72
Spirit	\$3,120.00	\$1,782.10
United	\$3,111.07	\$1,937.17

Notes: Recurrent Ground School CBT's for 2024 had a value of 13 hours.



CONCLUSION

Your current Collective Bargaining Agreement (CBA) lags behind the industry in nearly every one of these sections. Fighting for industry standard is not unreasonable. We as a union need to stand behind our negotiating committee, and avoid bargaining in public. Offering to settle for less, lets the company know that the bar can be lowered, and they will continue to push back and drag negotiations on in order to achieve the most cost beneficial contract for the company.

Ultimately, the support, and unity of the pilot group will allow our negotiating committee to get our future contract across the finish line.

If there is anything, or any topic you wish to learn more about, the education committee plans to continue contract education moving forward. We would love suggestions for future content, that is relevant to you, the Allegiant pilots. For any questions or comments, please reach out to us at education@apa2118.org





REFERENCES

All of the data contained in this document was obtained from a combination of sources. These sources include the associated companies' Collective Bargaining Agreements, MOU's and LOA's, as applicable. Many of the pay rates have been adjusted by reference to snap up clauses. Snap up rates may not be numerically listed in the original version of the published contract.

Alaska Airlines CBA...Effective 11/1/2022; Updated 5/10/2024; Pay Rates from LOA 24-06
Allegiant CBA.....Effective 8/1/2016; Negotiations Update Offer from 6/15/2024
American CBA.....Effective 8/21/2023
Delta CBA.....Effective 3/2/2023; Pay Rates from Snap Up Document Effective 1/1/2024
Frontier CBA.....Effective 1/16/2019
JetBlue CBA.....Effective 1/1/2018; Updated 9/13/2024
Southwest CBA.....Effective 9/1/2020; Ratified 1/2024
Spirit CBA.....Effective 1/1/2023
United CBA.....Effective 9/9/2024

