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June 19, 2025

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

**RE: ALLEGIANT PILOT COLLECTIVE BARGAINING AGREEMENT
POTENTIAL DECERTIFICATION AND TEAMCARE**

Dear Greg:

This is in response to our conversation regarding the continued participation of Allegiant Airlines in TeamCare in the event that the pilots are no longer represented by the International Brotherhood of Teamsters (IBT).

I hope that this letter clarifies the question of whether the pilot group would have continued coverage with TeamCare in the event of a decertification from the IBT. It is important to note that a decertification will not only affect coverage for the pilots, it will also affect coverage for other employee groups with Allegiant as well. Because of that, I think it's important that I include that information as well.

PILOTS

If the pilots decertify and are no longer represented by the IBT and become either non-represented employees or represented by another union, **TeamCare coverage for the Pilot Group will end at 11:59 p.m. on the last day of the month** in which the National Mediation Board certifies the decertification vote under the Railway Labor Act. Under no condition will TeamCare extend coverage for the Pilot Group after that date. As cited below, decertification is not considered a COBRA.

FLIGHT ATTENDANTS

Since flight attendant participation (non-IBT) in TeamCare was based on the IBT pilot group participating in TeamCare, coverage for the flight attendant group will end the same as the pilot group at 11:59 p.m. on the last day of the month in which the National Mediation Board certifies the decertification vote of the pilot group under the Railway Labor Act. TeamCare will not provide continued coverage for any group of employees not represented by the IBT. As cited below, decertification is not considered a COBRA event.

NON-UNION AND NON-BARGAINING UNIT EMPLOYEES WITH ALLEGIANT AND SUNSEEKER RESORT

Since non-union employees and Sunseeker Resort participation (non-IBT) in TeamCare was based on the IBT pilot group participating in TeamCare, TeamCare coverage for all non-union and non-bargaining employees will end the same as the Pilot Group at 11:59 p.m. on the last day of the month in which the National Mediation Board certifies the decertification vote of the pilot group under the Railway Labor Act. TeamCare will not provide continued coverage for any group of employees at Allegiant / Sunseeker who are not represented by the IBT. As cited below, decertification is not considered a COBRA event.

DISPATCHERS AND MECHANICS

In the event that pilots decertify from the IBT, TeamCare coverage with the dispatchers and mechanics will continue uninterrupted due to their continued collective bargaining agreement with the IBT.

The above 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.

In addition, decertification is not considered a COBRA event and TeamCare would not be providing the Pilot Group with COBRA continuation coverage:

3.13 TERMINATION OF COVERAGE DUE TO EMPLOYER WITHDRAWAL

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.

Please let me know if you have any further questions regarding continued coverage with TeamCare in the event of a decertification from the Teamsters Union.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Mullane", with a stylized flourish at the end.

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

cc: Board of Trustees, Central States Health and Welfare Fund