

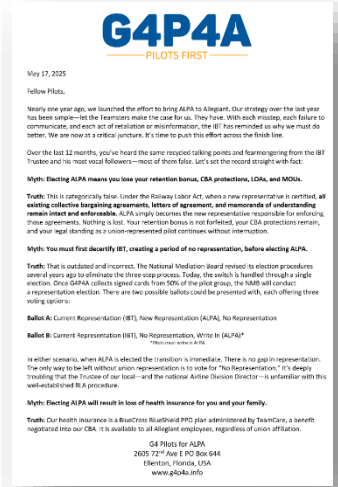
June 19, 2025

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**

Greg:

This flyer from May 17, 2025 was brought to my attention by a current pilot at Allegiant regarding TeamCare coverage in the event of a decertification by the pilot group from the International Brotherhood of Teamsters (IBT). It is misleading and totally incorrect to state that pilot coverage under TeamCare will continue in the event of a decertification of the IBT representing the pilot group. Specifically, the statement below is not accurate:



Myth: Electing ALPA will result in loss of health insurance for you and your family.

Truth: Our health insurance is a BlueCross BlueShield PPO plan administered by TeamCare, a benefit negotiated into our CBA. It is available to all Allegiant employees, regardless of union affiliation.

Currently, TeamCare is available to all Allegiant employees, regardless of union affiliation. But as we advised both the union and the employer back in July, 2024 - in the event of a decertification of the pilot group from the IBT, TeamCare would **terminate coverage** for all employees (with the exception of mechanics and dispatchers covered by an IBT CBA). The termination would be based on the terms of the Participation Agreement:

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.

Any BlueCross and BlueShield PPO coverage after decertification would need to be with a new self-funded or self-insured health plan or new 3rd party administrator and not through TeamCare. The BCBS ID cards with TeamCare would be terminated and the new carrier would be responsible for all the services TeamCare currently provides: claims processing, CustomerCare call center, enrollment, open enrollment, appeals, etc.. These services would be handled by the new insurer— similar to the healthcare provided before TeamCare became the benefit carrier.

We specifically told the employer that if the pilots are no longer represented by the IBT and become either non-represented employees or represented by another union, **TeamCare coverage for all employees (except mechanics and dispatchers covered by IBT) 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.**

Please let me know if you have any further questions. You can reach me at mmullane@centralstates.org or call me at 847-939-2297.

Sincerely,

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