

Executive Summary of Union's July 16, 2025 Comprehensive Proposal

This Executive Summary document is intended to provide members with a high-level overview of various proposals and improvements to rates of pay, benefits, and working conditions in the 2016 CBA contained in the Union's comprehensive proposal. This summary is not inclusive of all proposals. Actual proposals are subject to modifications through the course of negotiations with Allegiant. We are pleased to share this Executive Summary with the membership.

Section 1 – Scope

- Strengthened job security protections (e.g., Two Pilot Flight Deck)
- Protected our flying from outsourcing (e.g., Reducing Annual Wet Lease Days, Negotiating Future JVs)
- Ensured the proposed Viva JV benefits Allegiant Pilots (e.g., proposed 50/50 ASM Split)

Section 2 – Definitions

- Not Passed – Will be completed following full TA on other Sections

Section 3 – Compensation

- Reserve Monthly Minimum Guarantee increased to 78 PCH
- Trip Pairings paid on Block or Better by Segment
- Minimum Day Credit of 5.25 PCH
- Trip Rig paid at 1:3.5
- No proposed change to Premium Pay
- Deadhead Pay increased to 100%
- Extended surface Deadheading and Deadhead via Rental Car increased to 200%
- Vacation Pay increased to 35 hours per week
- VFNs pay up to 300%
- All removals for Training Pay Protected
 - **New Concept:** “Ready Status” (See Appendix 1)
- **New:** Reassignment Pay at 150% within original window, 200% outside of original window
- Training Pay
 - Initial Training – 80 PCH Monthly Minimum Guarantee, Per Diem for duration
 - Short Term Training – Minimum Day Credit per Day
 - Long Term Training – 85 PCH Monthly Minimum Guarantee
- Distance Learning Pay paid at hourly rate at 1:2 for ALL Distance Learning Courses
- Junior Assignments
 - Junior Assignment Pay increased to 200%
 - Increases to 300% for third and subsequent Junior Assignments in a Bid Period
- Domestic Per Diem increased to \$2.95/hour
 - **New:** International Per Diem of \$3.50/hour

- Increased Hourly Pay Rates (See Appendix 2)
 - When the current CBA was ratified in 2016, Allegiant hourly pay rates were at or near the top of major airline industry pay. Our proposed pay rates put us back in line with current industry norms.
 - **New:** Industry Pay Rate Adjustment (Snap-up/"Me Too" Clause)
 - Note: First introduced by Company
- Profit Sharing realigned with industry norms
- **New:** Premium Pay Trip Pairings
 - Open Time Trips may be designated by the Company to pay up to 175%
- **New:** International Override
 - \$6.50/hour (Captains)
 - \$5/hour (First Officers)
- **New:** Holiday Pay
 - Duty on designated Holidays paid at 200%
- **New:** Customs Pay
- **New:** Drug and Alcohol Testing Pay
- **New:** Premium Pay Day
 - Pre-Bid – Company may designate certain days on which ALL Trip Pairings pay up to 200% (Awarded via Seniority during the Bid Process)

Section 4 – Retirement

- Employer Non-Elective Contribution (DC)
 - DoS = 17%
 - January 2027 = 18%
- Excess Payments
 - Pilot Option (Annual Selection):
 - 1) Market Based Cash Balance Plan (MBCBP)
 - 2) Cash over Cap (CoC)
- Retirement Contribution Insurance (while on LTD)

Section 5 - Insurance

- **New:** Long Term Disability/Loss of License up to FAA Mandatory Retirement Age
 - 60% of Monthly Earnings capped at \$15,000/month
- Retain Medical Benefits at Active Pilot rates while on Disability

Section 6 – Expenses [TA]

- No Proposed Updates to TA

Section 7 – Medical Standards [TA]

- No Proposed Updates to TA

Section 8 – Leaves of Absence [TA]

- No Proposed Updates to TA

Section 9 – Vacation & VTO [TA]

Updated to include¹:

- Vacation weeks begin on Wednesday and end on Tuesday
 - See below (Vacation Protection Days)
- **New:** Vacation bids shall be accomplished in two rounds of bidding
 - Round 1 – Awards up to two (2) Primary weeks of Vacation (unlimited consecutive weeks)
 - Round 2 – Awards all remaining weeks
- Level distribution of available vacation weeks throughout the year (**Previously Value and Defer**)
- **New:** Vacation Protection Days (VPD)
 - A Pilot may designate up to two (2) days on either side of a vacation week as Vacation Protection Days (up to a total of four (4) days per Bid Period)
 - VPDs count against the Pilot's Minimum Days Off for the month and block the designated day(s) from receiving Duty assignments during Bid Awards

Section 10 – Sick [TA]

Updated to include:

- Sick bank accrual increased to 8 hours/month (**Previously Value and Defer**)

Section 11 – Training [TA]

- No Proposed Updates to TA

Section 12 – Filling of Vacancies [AIP]

Updated to include:

- **New:** Partial Month TDY
 - Consists of one continuous 15 or 16 Day period
 - Consists solely of RAPs and all RAPs shall be the same RAP period (e.g., R330)
 - Shall contain one block of two or more Days Off and at least one additional Day Off
 - Can Pick up Open Time and VFNs outside of the Partial Month TDY period
 - Entitled to receive the full TDY stipend in accordance with (see below)
- **New:** Voluntary TDY Bid Process
 - Pilots have the option to voluntarily Bid for Specific TDY locations
 - If the Pilot is not awarded their preferred TDY location, the Pilot will not be awarded a voluntary TDY on the Bid
 - Pilots may still be awarded an Involuntarily TDY if additional TDY Pilots are required following the Voluntary TDY and VBD TDY Bid process

¹ The Union has proposed to update certain tentative agreements (TAs) as described in this summary due to the passage of time, operational changes, agreed upon practices, industry developments, and the need for clarification and/or other requirements.

- TDY Assignment Process:
 - (1) Voluntary TDY assignments
 - (2) VBD TDY assignments
 - (3) Involuntary TDY assignments
- **New:** Additional Compensation for Voluntary and Involuntary TDY Pilots
 - Voluntary TDYs receive a stipend of at least \$2500 (**Previously Value and Defer**)
 - Involuntary TDY Pilots shall receive a stipend in the amount of four times (4x) the Voluntary TDY stipend
- **New:** Pilots who are assigned a TDY assignment shall receive the following:
 - All TDY and VBD Pilots: Positive Space travel on their Days Off on Allegiant Flights (No Additional Compensation)
 - Involuntary TDY Pilots: One additional round trip Positive Space Travel To/From their Permanent Domicile (any airline) during their TDY period.
- Involuntary Displacement
 - Clarified the definition of “Displaced”

Section 13 – Furlough and Recall [TA]

- No Proposed Updates to TA

Section 14 – Hours of Service [TA]

- No Proposed Updates to TA

Section 15 – Scheduling

- If Union proposed PBS LOA, including 30/50 percent unstacking, is unacceptable to company, maintain current CBI/Bloch Award rather than company demanded concessions (see below)
- General – Removed Composite Lines and ADD Days
- Maximum of four (4) Isolated Days Off per Bid Period
- Guaranteed minimum of 70% Day Trips
- SAP Improvements
 - Duty picked up in SAP pays ABG (Add Pay)
 - Guaranteed Trip Drops available in SAP
- All removals for Training are Pay Protected
 - **New Concept:** “Ready Status” (See Appendix 1)
- Cancellations prior to Reporting
 - All cancellations are Pay Protected when not reassigned within two hours
 - **New Concept:** “Ready Status” (See Appendix 1)
- Reassignments Prior to Reporting
 - Receive Reassignment Pay in accordance with Section 3
- Cancellations/Reassignments after Reporting
 - Receive Reassignment Pay in accordance with Section 3
 - Defined timeline and process for Return To Base following a Trip. Weather, Mechanical delay resulting in an RON
 - All cancellations are Pay Protected when not reassigned within two hours

- Delays into a Day Off
 - Delays into a Day Off Pay ABG (Add Pay)
 - Modified Replacement Day Off (RDO) Process
 - Option to receive either a RDO (PPSK) or receive Additional Pay
 - Company must select one of the four pilot provided options for placement of the RDO
- **New:** Additional Pay for Extensions
 - Extensions within guidelines pay 150%
 - Extensions outside of guidelines pay 200%
- Junior Assignments
 - Pilots who are Junior Assigned shall receive the option of a RDO or Additional Pay for all Junior Assignments
- VFNs
 - Clarified priority for awarding VFNs (Remains Seniority Based)
 - Short Term parking reimbursement for “close in” VFN assignments
 - Minimum show time of at least 30 minutes from close of VFN
- **New:** Premium Pay Days
 - The Company may designate specific Days prior to the opening of the monthly bid on which Trip Pairings operated shall be paid at a premium rate (Additional Pay)
- **New:** Introduced a Minimum Staffing Model
- **New:** Reduced Credit Lines (Voluntary)
 - Minimum Guarantee of 50 PCH
 - Maximum of 10 Duty Days (assigned at Company discretion)
- **New:** Blank Lines (Voluntary)
 - Blank lines are awarded with only training and/or other pre-planned absences
 - Pilots are permitted to pick up Open Time and VFNs
 - If a Pilot accumulates less than 35 PCH in the Bid Period, the Company will pay the company AND employee portion of all monthly benefits (e.g., medical, LTD, etc.)
- Pilot Contact and Notifications
 - Pilots are not required to be contactable or return phone calls while in an On Duty or Off Duty Status
 - Exceptions:
 - Pilots on a RAP must return calls from Crew Scheduling until given an assignment (Pilots must check their schedule prior to leaving the airport following an assignment)
 - Pilots notified by an Allegiant Gate Agent must call Crew Scheduling if in person contact is made (Current practice)
 - Clarified the process for and situations requiring Positive Contact vs Notification

Section 16 – Reserve [AIP]

- No Proposed Changes to AIP
 - Added proposed language from agreement in Small Group Session to convert AIP to Tentative Agreement

Section 17 – Seniority [TA]

- No Proposed Updates to TA

Section 18 – Grievances [TA]

- No Proposed Updates to TA

Section 19 – System Board of Adjustment [TA]

- No Proposed Updates to TA

Section 20 – Instructors and Check Airmen [TA]

Updated to include:

- **New:** Line Check Pilot Long Call Reserve (**Previously Deferred**)
 - 14 hour Call Out

Section 21 – Captain’s Authority [TA]

- No Proposed Updates to TA

Section 22 – Interment, Missing, Hostage [TA]

- No Proposed Updates to TA

Section 23 – Union Security [TA]

- No Proposed Updates to TA

Section 24 – Union Business [TA]

Updated to include ¹:

- Section modified to conform with IBT Constitution

Section 25 – General [TA]

Updated to include:

- **New:** Personal Electronic Device (PED) and Personal Data protections
- Removed requirement to provide location of other crew members
- FAA Medical Reimbursement (**Previously Value and Defer**)
 - Up to \$250 per medical
 - Up to an additional \$150 for EKG
- Clarified prohibition on requiring vaccinations/inoculations

Section 26 – Duration

- Union proposes a three (3) year duration

The Union provided the company with two options for scheduling in the new CBA:

- **Option 1:**
 - Agree to Union proposed PBS LOA, to include 30/50 percent unstacking; or
- **Option 2:**
 - Maintain Status Quo/Current CBI Schedule Solve/Bloch Award

Option 1 - PBS LOA (Implement Commercial PBS)

- 12 Month Window to implement (extendable by mutual agreement)
 - Financial penalty if not implemented by deadline.
- Minimum of two (2) parallel Bid Periods for Pilot Testing/Training
 - Pilots receive one (1) hour of pay for each Bid Period in which they submit a bid
- Updated Bid Timelines to conform with Monthly Date instead of Day of the Week
- Bidding Parameters
 - Maximum Average Line Value (ALV) of 82 Hours
 - Final ALV equal to published target ALV (+3/-5)
- Line Construction
 - Guaranteed minimum of 70% Day Trips
 - Maximum of four (4) isolated Days Off
 - **New:** Vacation Any.
 - Pilots with Vacation Days in the Bid Period can have those days split and awarded by the PBS throughout the Bid Period in order to maximize the Pilot's Bid results.
 - Unstacking
 - 50% Unstacking in four (4) peak months
 - 30% Unstacking in eight (8) non-peak months

Option 2 - Current CBI

- Maintain Current CBI Solve logic, including Bloch award

Appendix 1

Ready Status Explained	
The diagram illustrates the timeline for the Ready Status period. It begins with a vertical line labeled 'Flight Cancels' with an infinity symbol below it. A horizontal line extends to the right. A vertical line marks the '2 Hour Cancellation Window Closes' point. From this point, a blue horizontal bar represents the 'Ready Status' and 'Company Optional Reassignment Window'. This bar starts at '2 Hours from CANX' and ends at 'Three Days Prior @ 1400'. After the blue bar, another vertical line marks the 'Optional Reassignment Window Closes' point. The timeline continues to a final vertical line labeled 'Show Time'.	
Company Options at the time of Trip Cancellation (within 2 hours):	Impact on Pay:
1. Company Reassigns Pilot Within 2 Hour Cancellation Period	Pilot Credits per Reassignment Rules in Sections 3 & 15
2. Company Decides to not Reassign and Ready Status is not needed.	Pilot is PPSK for Original Pairing and may Pick up for Additional Pay (PPSK) + [Pick Up]
3(a). Company Places Pilot in Ready Status (No Subsequent Reassignment while on Ready Status)	Pilot is PPSK and Receives 1 MDC . Pilot is placed into Ready Status. At 1400, 3 Days prior to show Pilot is Released, May Pick up for Additional Pay (PPSK + MDC) + [Pick up]
3(b). Company Places Pilot in Ready Status (Pilot Reassigned while on Ready Status)	Pilot is PPSK , Receives 1 MDC , and Trip Credit for Additional Pay (PPSK + MDC + Trip Credit)
Notes: 1) MDC = Minimum Day Credit 2) If the Pilot is not Reassigned by 1400 PT three (3) Days prior to the Original Show Time, the Pilot is Released from their Obligation. 3) If a Trip Cancels after 1400 three (3) Days prior to Show Time, the Company must Reassign the Pilot within the 2 Hour Window or the Pilot is PPSK and Released.	

***** Union Proposal repsonding to Company's Request for Flexibility for
Cancellations/Removals Well in Advance of the Cancelled/Removed Trip Pairing *****

Cancellations, Removals, and Ready Status

Cancellations and Removals Before Report Time

The company has **two (2) hours** to update your schedule after a cancellation or Removal.

If cancelled **before 1400 PT, three (3) days prior** to report time, the company has the following options:

- Reassign the Pilot to a new Trip Pairing
- Release the Pilot from all Duty Obligations (PPSK)
- Place the Pilot into "Ready Status"

If cancelled **after 1400 PT, three (3) days prior** to report time, the company has the following options:

- Reassign the Pilot to a new Trip Pairing
- Release the Pilot from all Duty Obligations (PPSK)

What is Ready Status?

You are on "**Standby**" for the reassignment window of your original Duty until 1400 PT, three (3) Days prior to your original report time.

What do you get?

If not assigned additional Duty while in Ready Status:

- You receive **Removal Pay (PPSK)** for the PCH of the original Trip Pairing
- You receive **one (1) Minimum Day Credit** for being placed in Ready Status

If assigned additional Duty while in Ready Status:

- In addition to the Pay above, you will also receive **all PCH credit from the additional Duty** assigned

If you are not assigned additional Duty prior to 1400 PT, three (3) Days prior to your original report time, the following applies:

- **Automatically released** from any Duty obligations
- **Eligible to pick up** any available Duty for additional pay

Appendix 2

Captains			
Longevity	DOS	DOS + 1 Year	DOS + 2 Years
1	342.20	355.89	370.12
2	345.00	359.22	373.58
3	347.80	362.55	377.04
4	350.60	365.88	380.50
5	353.40	369.21	383.96
6	356.20	372.54	387.42
7	359.00	375.87	390.88
8	361.80	379.20	394.34
9	364.60	382.53	397.80
10	367.40	385.86	401.26
11	370.20	389.19	404.72
12	373.00	392.52	408.18

First Officers			
Longevity	DOS	DOS + 1 Year	DOS + 2 Years
1	124.56	129.54	134.72
2	186.30	193.98	201.74
3	215.64	224.78	233.77
4	222.63	232.33	241.62
5	229.71	239.99	249.58
6	233.31	244.01	253.76
7	240.53	251.83	261.89
8	246.02	257.85	268.15
9	247.93	260.12	270.51
10	253.50	266.24	276.87
11	255.44	268.54	279.26
12	257.00	270.44	281.24



IBT AIRLINE CONTRACT COMPARISON

Industry Comparison to IBT's July 2025 Comprehensive Proposal

INTRO

This Contract Comparison compares the Union's and the Company's proposals to industry norms as established by collective bargaining agreements covering your peers at other major airlines.



SECTION 3 - COMPENSATION

	Weekly Vacation Pay	Holiday Pay	Per Diem Domestic	Per Diem International	Intl Override CA	Intl Override FO	“Me Too” Clause
Allegiant Mailer 3.0₁	21 Hours	No	\$2.30	\$2.80	None	None	No ₃
IBT July 2025 Proposal	35 Hours	Yes	\$2.95	\$3.50	\$6.50	\$5	Yes
Alaska	26:15 Hours	Yes	\$2.65	\$3.10	\$6.25	\$5.25	Yes
jetBlue₂	35 Hours	Yes	\$2.70	\$3.25	\$6 (\$13 Night Override)	\$5 (\$13 Night Override)	Yes
Southwest	Greater of Conflict or 26.25 TFP	Yes	\$2.97 Increases 2.5% annually	\$3.54 Increases 2.5% annually	5% ETOPS & Special Airports ₄	5% ETOPS & Special Airports ₄	No
American	32:05 Hours	Yes	\$3.41 Adjusted annually	\$4.07 Adjusted annually	\$7 (\$8 Narrowbody Long Haul)	\$5 (\$6 Narrowbody Long Haul)	Yes
Delta	32:05 Hours	Yes	\$3.30 Adjusted annually	\$3.55 Adjusted Annually	\$6.50 (\$8 Ocean Crossing)	\$4.50 (\$6 Ocean Crossing)	Yes
United	29:45 Hours	Yes	\$2.97 Adjusted annually	\$3.54 Adjusted annually	\$7 (\$8 Narrowbody Long Haul)	\$5 (\$6 Narrowbody Long Haul)	Yes
Frontier₂	35 Hours	No	\$2.20	\$2.20	None	None	No
Spirit₂	28 Hours	Yes	\$2.39	\$2.39	8% of Pay Rate	8% of Pay Rate	No
Range	26:15 – 35:00	7 of 8 are Yes	\$2.20 - \$3.41	\$2.20 - \$4.07	\$6.00 – 8%	\$4.50 – 8%	5 of 8 are Yes



Notes

- 1) Based off Allegiant contract comparison in December 2024 mailer
- 2) Spirit (NK), Frontier (F9), and jetBlue both have amendable contracts (shaded gray).
- 3) Company proposed a “Me Too” Clause in their comprehensive proposal in 2022. It was not included in their latest comprehensive proposal.
- 4) Southwest includes a 3% Night Override, incl DH.

SECTION 3 - COMPENSATION

	Reserve MMG	Block or Better	Min Day Credit	Trip Rig	JA Pay	Deadhead Pay
Allegiant Mailer 3.0₁	75	NO	4:00	None	200% (300% for 3 rd and beyond)	100%
IBT July 2025 Proposal	78	YES	5:15	1hr for every 3.5 hours	200% (300% for 3rd and beyond)	100%
Alaska₂	79	YES	5:15	1hr for every 3.5 hours	200%	100%
jetBlue	75	YES	5:00	1hr for every 3.5 hours	200% Only in IROP	100%
Southwest	73-77	YES	5:40	1hr for every 3.5 hours	200%	100%
American	76	YES	5:15	1hr for every 3.5 hours	200%	100%
Delta	72-80	YES	5:15	1hr for every 3.5 hours	200%	100%
United	73-76	YES	5:15	1hr for every 3.5 hours	No JA	100%
Frontier₂	75	YES	5:00	1hr for every 3.5 hours	No JA	100%
Spirit₂	72	YES	5:00	1hr for every 3.5 hours	200%	100%
Range	72-80	ALL	5:00 – 5:40	ALL 1hr for every 3.5	ALL 200%	ALL 100%



Notes

- 1) Based off Allegiant contract comparison in December 2024 mailer
- 2) Spirit (NK), Frontier (F9), and jetBlue both have amendable contracts (shaded gray).

HOURLY RATES: CAPTAIN AND FIRST OFFICER

- When the current CBA was ratified in 2016, Allegiant hourly pay rates were at or near the top of major airline industry pay rates.
- The Union's proposed hourly pay rates restore Allegiant and the Pilot group to the position they once held in relation to major airline pay rates.



HOURLY RATES: FIRST OFFICER

	Allegiant Mailer 3.0	IBT PROPOSAL	AK ₁	JB ₂	SW	AA	DL	UA	F9 ₂	NK ₂
1	\$113.60	\$124.56	\$124.72	\$112.32	\$139.10	\$120.69	\$120.69	\$120.69	\$63.72	\$88.35
2	\$154.32	\$186.30	\$185.03	\$174.47	\$192.77	\$185.59	\$184.82	\$184.82	\$118.74	\$129.10
3	\$169.60	\$215.64	\$213.95	\$202.04	\$229.60	\$217.17	\$216.20	\$216.20	\$127.55	\$138.69
4	\$185.78	\$222.63	\$222.38	\$210.32	\$235.03	\$222.43	\$221.47	\$221.47	\$134.77	\$146.54
5	\$196.84	\$229.71	\$230.99	\$218.76	\$240.52	\$227.77	\$226.79	\$226.79	\$142.97	\$155.45
6	\$205.24	\$233.31	\$237.48	\$225.28	\$246.07	\$233.57	\$232.45	\$232.45	\$148.88	\$161.87
7	\$208.20	\$240.53	\$243.74	\$231.52	\$248.01	\$240.11	\$238.95	\$238.95	\$155.68	\$169.27
8	\$210.05	\$246.02	\$249.24	\$237.08	\$253.62	\$245.64	\$244.47	\$244.47	\$160.34	\$174.34
9	\$211.32	\$247.93	\$251.62	\$239.69	\$259.34	\$248.28	\$247.08	\$247.08	\$166.81	\$181.36
10	\$212.68	\$253.50	\$255.50	\$243.69	\$261.28	\$251.66	\$250.42	\$250.42	\$170.96	\$185.89
11	\$213.67	\$255.44	\$257.60	\$246.06	\$263.32	\$253.97	\$252.72	\$252.72	\$175.11	\$190.39
12	\$215.11	\$257.00	\$259.75	\$248.45	\$265.37	\$256.33	\$254.99	\$254.99	\$179.26	\$194.91

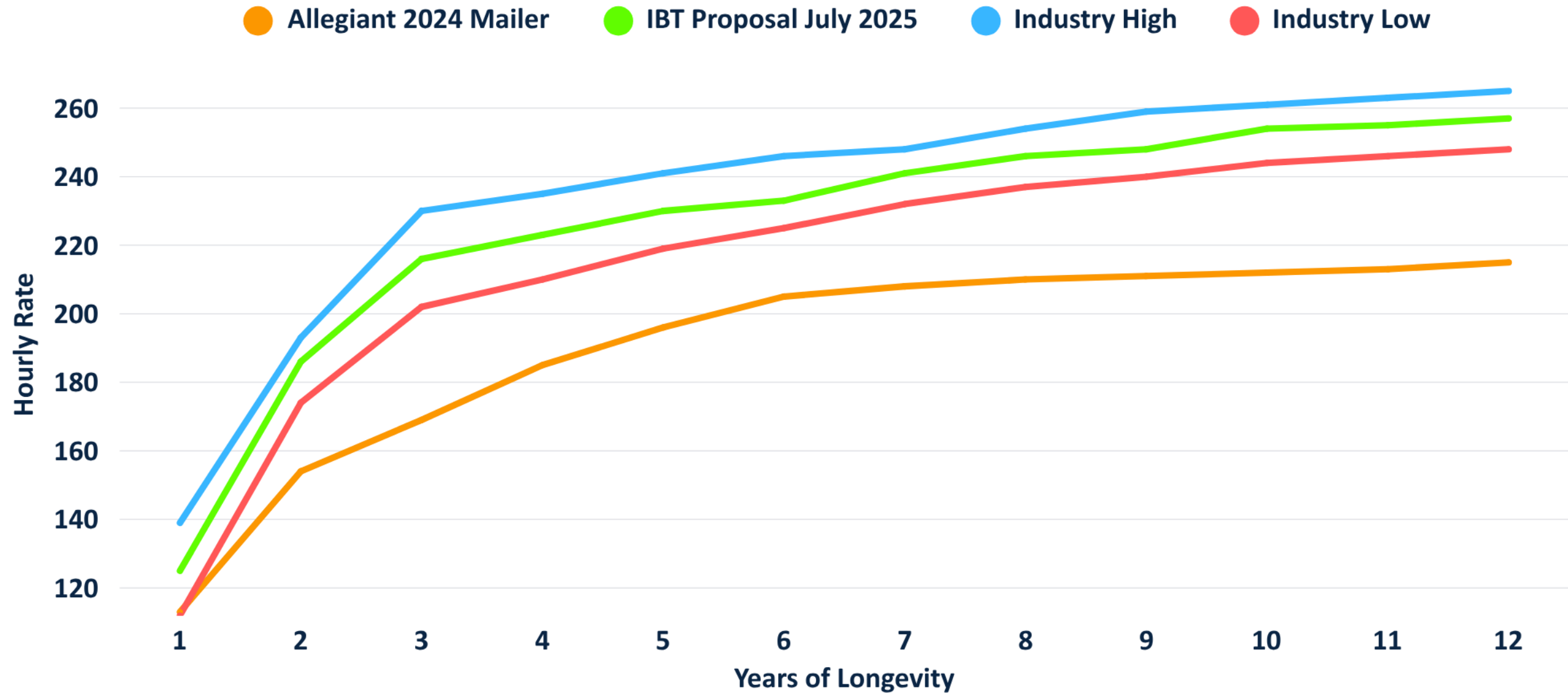
****Company **eliminated** premium pay in their latest comprehensive pass****



Notes

- 1) Alaska rates effective 09/01/2025
- 2) Spirit (NK), Frontier (F9), and jetBlue both have amendable contracts (shaded gray).

HOURLY RATES: FIRST OFFICER



Notes

- 1) Airlines included for High and Low Calculation — Alaska, jetBlue, Southwest, American, Delta, United
- 2) jetBlue has no rates for 2025 and consistently ranked lowest of all current pay rates.
- 3) Spirit and Frontier not included due to outdated contract.

HOURLY RATES: CAPTAIN

	Allegiant Mailer 3.0	IBT PROPOSAL	AK ₁	JB ₂	SW	AA	DL	UA	F9 ₂	NK ₂
1	\$250.26	\$342.20	\$346.23	\$326.09	\$347.76	\$344.25	\$342.75	\$342.75	\$202.76	\$270.17
2	\$255.59	\$345.00	\$348.91	\$329.05	\$350.48	\$346.95	\$345.42	\$345.42	\$219.47	\$273.73
3	\$264.07	\$347.80	\$351.59	\$332.02	\$353.24	\$349.68	\$348.15	\$348.15	\$222.88	\$277.34
4	\$280.96	\$350.60	\$354.28	\$335.06	\$356.10	\$352.51	\$350.96	\$350.96	\$227.43	\$280.99
5	\$300.00	\$353.40	\$356.96	\$338.07	\$358.99	\$355.38	\$353.80	\$353.80	\$229.70	\$284.69
6	\$302.00	\$356.20	\$359.64	\$341.16	\$361.88	\$358.22	\$356.58	\$356.58	\$231.98	\$288.44
7	\$304.00	\$359.00	\$362.33	\$344.19	\$364.72	\$361.04	\$359.36	\$359.36	\$235.57	\$292.24
8	\$308.34	\$361.80	\$365.01	\$347.19	\$367.57	\$363.87	\$362.16	\$362.16	\$242.59	\$296.09
9	\$314.33	\$364.60	\$367.69	\$350.27	\$370.48	\$366.76	\$364.99	\$364.99	\$248.64	\$299.99
10	\$320.16	\$367.40	\$370.38	\$353.26	\$373.25	\$369.49	\$367.76	\$367.76	\$254.87	\$303.94
11	\$323.16	\$370.20	\$373.06	\$356.36	\$376.17	\$372.38	\$370.58	\$370.58	\$259.94	\$307.94
12	\$340.21	\$373.00	\$375.74	\$359.40	\$379.10	\$375.28	\$373.33	\$373.33	\$270.07	\$312.00

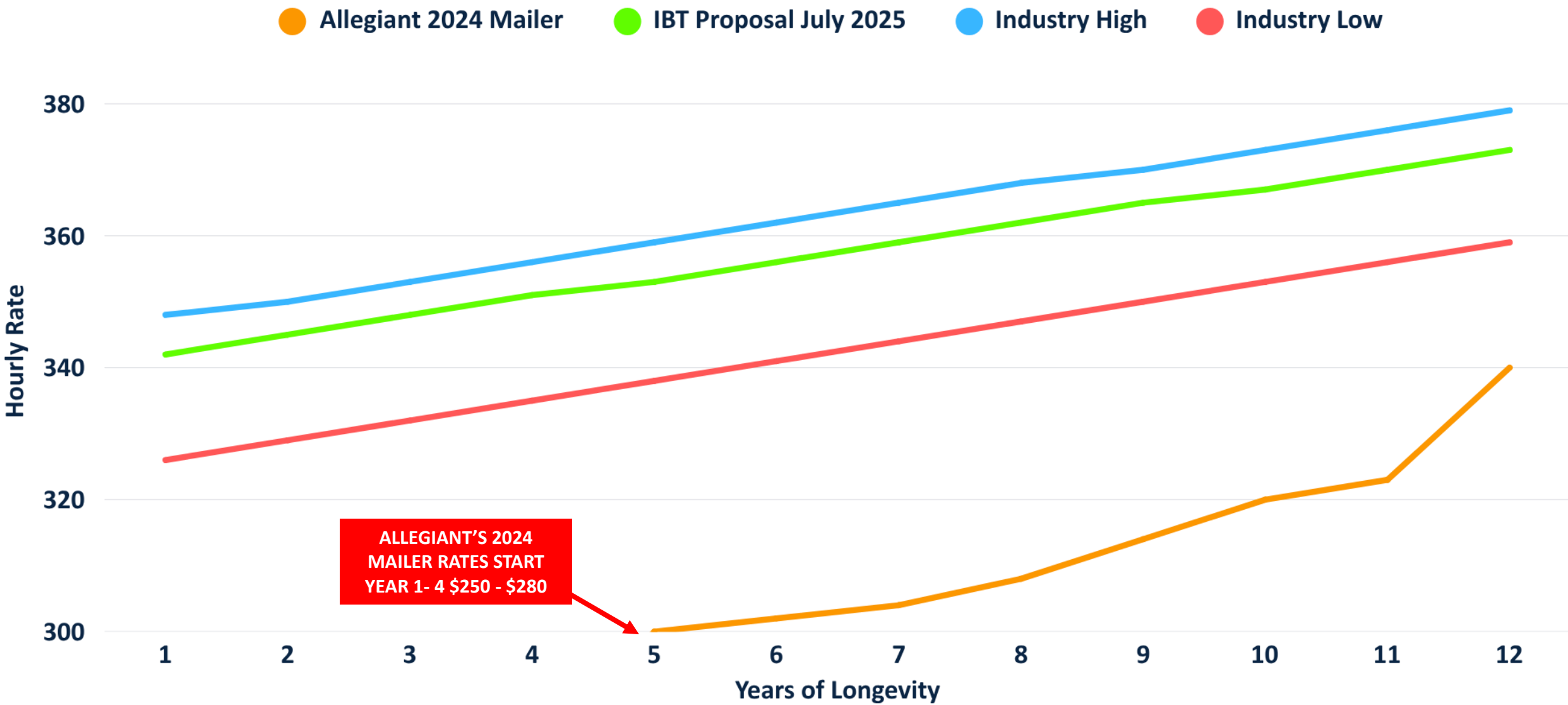
****Company eliminated premium pay in their latest comprehensive pass****



Notes

- 1) Alaska rates effective 09/01/2025
- 2) Spirit (NK), Frontier (F9), and jetBlue both have amendable contracts (shaded gray).

HOURLY RATES: CAPTAIN



Notes

- 1) Airlines included for High and Low Calculation — Alaska, jetBlue, Southwest, American, Delta, United
- 2) jetBlue has no rates for 2025 and consistently ranked lowest of all current pay rates.
- 3) Spirit and Frontier not included due to outdated contract.

SECTION 4 – RETIREMENT

	Company Direct Contribution (DC)	Excess Contributions Paid/Credited to Pilots	Market Based Cash Balance Plan (MBCBP) or Cash Over Cap (CoC)
Allegiant Mailer 3.0₁	15%	Yes	CoC
IBT July 2025 Proposal	17% DOS increasing to 18% June 2027	Yes	Option CoC / MBCBP
Alaska	17% increasing to 18% January 2026	Yes	CoC
jetBlue₂	17%	Yes	CoC
Southwest	January 2026- 18% DC with additional 2% MBCBP	Yes	CoC / MBCBP (1% Company Contribution, 2% in 2026)
American	17% increasing to 18% January 2026	Yes	CoC / MBCBP
Delta	17% increasing to 18% January 2026	Yes	MBCBP
United	17% increasing to 18% January 2026	Yes	MBCBP
Frontier₂	15% ²	Yes	CoC
Spirit₂	16% ²	Yes	CoC



Notes

- 1) Based off Allegiant contract comparison in December 2024 mailer
- 2) Spirit (NK), Frontier (F9), and jetBlue both have amendable contracts (shaded gray).

SECTION 4 – RETIREMENT

Employer Contributions – Five of the carriers in the comparison have a direct contribution of 18% in January of 2026. jetBlue (amendable) began receiving a 17% direct contribution in January 2025. Spirit (amendable) receives a 16% direct contribution. Frontier (amendable) is the ONLY carrier to receive 15% direct contribution.

Market Based Cash Balance Plan (MBCBP) vs Cash over Cap (CoC) – In the IBT’s proposal, we have included the option to have Excess contributions paid out in cash or credited to an MBCBP. The pilot annually chooses one option. The MBCBP provides a substantial benefit for both the pilot AND the company.

- **Cash over Cap** – Treated as income and taxed accordingly, immediately accessible.
- **MBCBP** – Modern day equivalent to a pension administered by a third party. Benefits the company due to payments being a tax-deductible business expense. Benefits the pilot as it provides an additional, tax-deferred avenue for retirement savings.



SECTION 5 – INSURANCE (LTD)

	Base Benefit Percentage	Base Benefit Amount	Buy Up	Benefit Duration	Healthcare on Disability
Allegiant Mailer 3.0₁	60% calculated at MMG (70 hrs)	\$12,000	Yes up to \$15,000	FAA Mandatory Retirement Age	Yes, pilot has the option to pay 100% of the cost of healthcare
IBT July 2025 Proposal	60% of the last 12 months or Reserve MMG	\$15,000	No	FAA Mandatory Retirement Age	Continued active pilot rates for full duration
Alaska	50% of Average Monthly Compensation	No Max	No	Age 65	Continued active pilot rates for 10 years. 50% beyond
jetBlue₂	55% of Last 12 Months (buy up to 60%)	\$13,500	Yes up to \$15,000	FAA Mandatory Retirement Age or 80% Pre-Disability Earnings	Continued active pilot rates full duration
Southwest	50% with 5% increases every 5 yrs.	No Max	No	FAA Mandatory Retirement Age	Continued active pilot rates full duration
American	50% of Average Monthly Compensation	No Max	No	Normal Retirement Date or earning 80% Pre-Disability Earnings	Continued active pilot rates full duration
Delta	50% Highest 12 months in 36 Month Period	No Max	No	FAA Mandatory Retirement Age	Continued active pilot rates full duration
United	50% at 85.5 hours	\$14,913 w/ annual COLA increase	No	FAA Mandatory Retirement Age	Continued active pilot rates full duration
Frontier₂	60% at 75 hours	\$8,000	No	Age 65	Continued at full cost for 10 years
Spirit₂	60%	\$5,000	Yes up to \$15,000	FAA Mandatory Retirement Age	Continued active pilot rates for 60 months



Notes

- 1) Based off Allegiant contract comparison in December 2024 mailer
- 2) Spirit (NK), Frontier (F9), and jetBlue both have amendable contracts (shaded gray).

CONCLUSION

This information is current as of July 2025 unless otherwise specified in this comparison. 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. *

*Any errors or omissions are unintentional. The Union's official proposals are controlling in all cases.

