

Anonymous bylaw comparison.

Hello,

This anonymous bylaw comparison was distributed to many of you. It contained numerous inaccuracies and some flat out fabrications. If you did read it please go through this response. It in many cases clearly puts bylaw language side by side to refute alleged negative additions to the new bylaws.

Type in **BLACK** is the original anonymous comparison.

Type in **RED** has been added by the bylaw committee.

For those who are interested, here is a comparison of the existing (fully enforceable and valid) bylaws and Greg's 2025 proposal:

This report offers a comprehensive and neutral comparison between the current Local 2118 Bylaws ratified in 2021 and those proposed by Temporary Trustee Unterseher in 2025. The purpose is to inform fellow pilots of key changes that affect their rights, local governance, financial oversight, and democratic representation within Local 2118. All references cite the relevant article and section numbers directly from the governing documents. This analysis is intended to inform the membership ahead of any proposed vote; it is not intended to be legal advice.

1. Local Governance and Decision Authority

2021 Bylaws (Article XII):

Disputes over bylaws and internal policy were resolved internally by the Executive Board and the full membership through established procedures.

Old Language

7.F. The President shall have the authority to interpret these Bylaws and to decide all questions of law there under, between meetings of the Local Union Executive Board. Disputes within the Executive Board over the interpretation of these Bylaws that cannot be resolved shall be referred to the General President for action, consistent with Article VI, Sections 2 and 4 of the International Constitution.

14.A.(17) Review interpretations of these Bylaws rendered between meetings by the President. Disputes over the interpretations of these Bylaws shall be submitted to the General President, pursuant to Article VI, section 2(a) of the International Constitution;

14.G If the Executive Board is deadlocked for two (2) consecutive meetings on any matter within its exclusive authority under this Section of the Bylaws, the matter shall be referred to the membership for resolution.

2025 Bylaws (Article XIII, Sec. 13(A)(16)):

Any unresolved disputes or differing interpretations of the bylaws must be referred to the IBT General President for resolution.

New Language.

7.D The President shall have the authority to interpret these Bylaws and to decide all questions of law there under, between meetings of the Local Union Executive Board. Disputes within the Executive Board over the interpretation of these Bylaws that cannot be resolved shall be referred to the General President for action, consistent with Article VI, Sections 2 and 4 of the International Constitution.

13.A.(16) Review interpretations of these Bylaws rendered between meetings by the Principal Executive Officer. As provided in Section 7(d) of these Bylaws, disputes over the interpretations of these Bylaws shall be submitted to the General President, pursuant to Article VI, Section 2 and (4)(a) of the International Constitution;

13.G. If the Executive Board is deadlocked for two consecutive meetings on any matter within its exclusive authority under this Section of the Bylaws, the matter shall be referred to the membership for resolution.

Impact on Members:

This change shifts final decision-making authority from local elected representatives to an external IBT official. As a result, pilot members lose a critical element of self-governance, as their local interpretations and democratic decisions can be overridden by the International.

There is essentially no change in the text. The claim that language was changed to give more control to IBT is false. This situation would only occur if there was a dispute between our Local's President, and our E-board in interpreting the Bylaws. In which case the dispute must be determined by a higher governing authority. The power to interpret and approve bylaws is reserved by the General President in Art. VI sec 2(a) (page 39) and Art VI 4(a) (page 40) of the teamster constitution, and is then appealable to the General Executive Board.

2. Financial Autonomy and Dues Control

2021 Bylaws (Article XXII, Sec. 22(A)):

Dues were fixed at 1.56% of gross earnings, and any changes to the dues structure required a vote by the membership.

Old Language

18.A. Dues: The monthly dues of this organization shall be 1.56% of all earned income.

(1) The Local Union may increase/decrease the dues rate by majority secret ballot vote of the membership. In no event shall monthly dues be less than the minimum established in the International Constitution.

2025 Bylaws (Article XVII, Sec. 17(A)):

Dues are now determined by a formula set forth in Article X of the IBT Constitution, eliminating the requirement for local member input or a vote to modify the dues rate.

New Language

17.(A) Dues: The monthly dues of this organization shall be 1.56% of all earned income. The minimum monthly dues of this organization shall be calculated on the basis of the formula set forth in Article X, Section 3(d) of the International Constitution. In no event shall monthly dues be less than the minimum established in the International Constitution. The monthly dues for members who are not on withdrawal as provided in Article XVIII, Section 6 of the International Constitution and have no monthly earnings while on a personal leave of absence from employment shall be 1.56% of the lowest minimum guarantee then in effect under the collective bargaining agreement.

17.(H) The Local Union may increase/decrease the dues rate by majority secret ballot vote of the membership. In no event shall monthly dues be less than the minimum established in the International Constitution. Any increase/decrease in the rate of dues, initiation fees, re-initiation fees, or the levying of any general or special assessment by the Local Union shall be made in accordance with the following procedures:

(the full procedures are in section 17, they are nearly identical to how to vote to change dues rates as the 2021 bylaws.)

Impact on Members:

This provision removes local control over one of the union's most important financial resources. Without the ability to vote on dues adjustments, pilots risk having their dues increased or redirected to support external bodies or financial obligations unrelated to Allegiant pilots.

Your minimum dues are set forth in the constitution. The local can only raise them above the minimum or lower them back to the minimum. Changes to the dues, or assessments must be voted on by the members.

3. Voting Rights: Contracts, Strikes, Elections, and Governance

2021 Bylaws (Article XII, Sec. 12(A)): (this is incorrect, proper reference 14.A.(13))

All members in good standing enjoyed the right to vote on contract ratifications, strike authorizations, and other critical governance decisions.

Old Language

14.A.(13) Determine the membership which shall vote on agreements and strikes, and the composition of other membership meetings, and adopt rules and regulations concerning the conduct thereof consistent with the International Constitution or these Bylaws;

2025 Bylaws (Article XIII, Sec. 13(A)(13)):

The Executive Board now has the authority to determine which members are eligible to vote on contractual agreements, strike actions, and other vital issues.

New Language

13.A.(13) Determine the membership which shall vote on agreements and strikes, and the composition of other membership meetings, and adopt rules and regulations concerning the conduct thereof not inconsistent with the International Constitution or these Bylaws;

Impact on Members:

By centralizing control over the electoral process, the new provisions can lead to selective disenfranchisement. Leadership may exclude dissenting voices from voting on matters that directly affect pilot working conditions, thereby diminishing democratic participation.

The text changes “consistent with” to “not inconsistent with”. A syntax change from the old bylaws. This is a mechanism to gather a list of members in good standing for a vote. All members in good standing can vote. Its confusingly worded and will be revised for clarification in our revised bylaws.

4. Officer Compensation, Benefits, and Financial Oversight

2021 Bylaws (Article XVI, Secs. 16(A)–(C)):

Officer compensation, stipends, and expense allowances were strictly controlled, with all changes requiring Executive Board approval, detailed minutes, and, in many cases, member ratification.

Old Language

Section 16

EXPENSES

(A) Allowances:

(1) Recognizing that the officers and representatives of this organization do not work regularly scheduled hours and also recognizing that such individuals are required to pay varying amounts for lodgings and meals depending upon the city to which they travel, which amounts are sometimes less, but more often more than the allowances given them; and recognizing that they must participate in cultural, civic, legislative, political, fraternal, educational, charitable, social, and other activities in addition to their specific duties as provided in the Constitution and these Bylaws, that such activities benefit the organization and its members, and that the time spent in such activities is unpredictable and unascertainable, such officers and representatives may be granted an allowance (both for in-town and out-of-town work, respectively, which in the case of out-of-town work shall include hotel and meal expenditures) in such amount (daily, weekly or monthly) as the Local Union Executive Board may determine but, in no event, in excess of that provided by the International Union to International officers, except with specific advance approval of the membership. Where such an allowance has been granted, there shall be no need to make a daily or other accounting to the Local Union membership. Any such allowance must be of a reasonable amount, based upon the financial condition of the Local Union and the expenses the allowance is expected to cover. All policies adopted by

the Executive Board shall be written and included in the Policies and Procedures Manual referenced in Section 14(A)(2) of these Bylaws.

~~(2)~~ Where allowances are provided, officers and employees may not be reimbursed for additional expenses for items intended to be covered by the allowance without specific additional authorization by the Executive Board and approval by the membership. In no event shall an officer or employee receive more than one payment for the same expense.

(B) Expenses:

When a representative of the organization is engaged in activities in the interest of or for the benefit of the organization and its members within the scope of his authority, the labor organization shall pay the expenses incurred therein, or reimburse the representative upon receipt of itemized vouchers from him or the supplier of such services, provided that the representative does not receive an allowance for these expenses or reimbursement from any other source.

(C) Automobile Allowance:

The Local Union may provide its officers or representatives an allowance for use of personal or rental automobiles in such amount or at such rate as shall be approved by the Local Union Executive Board while conducting Union business. Authorizing motions providing automobile allowances must specify the expenses covered by the allowance (for example, whether the allowance covers fuel, maintenance, insurance, mileage, etc.).

2025 Bylaws (Article XV, Secs. 15(A) and 15(C)):

The new bylaws allow for flat-rate expense allowances and permit assignment of union-owned vehicles to officers. There is no detailed requirement for individual receipt submission or usage limits.

New Language

Section 15: EXPENSES (INCLUDING FLIGHT PAY LOSS AND LOST-TIME WAGES) AND AUTOMOBILES

- A. **Allowances:** Recognizing that the officers and representatives of this organization do not work regularly scheduled hours and receive no compensation for overtime or premium pay; also recognizing that such individuals are required to pay varying amounts for lodgings and meals depending upon the city to which they travel, which amounts are sometimes less, but more often more than the allowances given them; and recognizing that they must participate in cultural, civic, legislative, political, fraternal, educational, charitable, social and other activities in addition to their specific duties as provided in the Constitution and these Bylaws, that such activities benefit the organization and its members and that the time spent in such activities is unpredictable and unascertainable such officers and representatives may be granted an allowance (both for in-town and out-of-town work, respectively, which in the case of out-of-town work shall include hotel and meal expenditures) in such amount (daily, weekly or monthly) as the Local Union Executive Board may determine but, in no event, in excess of that provided by the International Union to International officers, except with specific advance approval of the membership. Where such an allowance has been granted, there shall be no need to make a daily or other accounting to the Local Union membership. Any such allowance must be of a reasonable amount, based upon the financial condition of the Local Union and the expenses the allowance is expected to cover. All policies adopted by the Executive Board shall be written and included in the Policies and Procedures Manual referenced in Section 13(A)(2) of these Bylaws. Where allowances are provided, officers and employees may not be reimbursed for additional expenses for items intended to be covered by the allowance without specific additional authorization by the Executive Board and approval by the membership. In no event shall an officer or employee receive more than one payment for the same expense.
- B. **Expenses:** When a representative of the organization is engaged in activities in the interest of or for the benefit of the organization and its members within the scope of his authority, the labor organization shall pay the expenses incurred therein, or reimburse the representative upon receipt of itemized vouchers from him or the supplier of such services, provided that the representative does not receive an allowance for these expenses or reimbursement from any other source
- C. **Automobile Allowance**
 - 1. The Local Union may provide its officers or representatives with automobiles upon authorization of the membership, or in lieu thereof, they may be paid an allowance for use of their automobiles in such amount or at such rate as shall be approved by the Local Union Executive Board. Authorizing motions providing automobile allowances must specify the expenses covered by the allowance (for example, whether the allowance covers fuel, maintenance, insurance, etc.).
 - 2. In such instances where the Local Union provides an automobile, title to the automobile shall remain in the name of the Local Union, until the Local Union decides to dispose of the vehicle.

Impact on Members:

This represents a significant relaxation of oversight, enabling leadership to increase officer perks or reallocate union resources—such as purchasing and using vehicles—with minimal transparency. The risk of fraudulent or opaque spending increases.

Both sets of bylaws are near identical. Both allow for a car for officers. Receipts are required to be provided per section 15.B. All expenses are controlled and must be approved, as required by the Bylaw and Policy and Procedures. All expenses are reviewed by three (3) Trustees each month. There is no change of oversight. Additionally, the new bylaws set a cap on expenditures at \$10,000 before requiring member approval. The new bylaws are more restrictive than the previous bylaws. We have also removed the car allowance in the newly revised bylaws.

5. Representation (Stewards, Business Agents, and Other Reps)

2021 Bylaws (Article XIII):

The appointment and removal of stewards, business agents, and other representatives followed member-driven processes that promoted transparency and accountability.

Section 12 of the old bylaws has stewards and business agents appointed by and removed by the President and executive board. There is no member driven process other than who you elect to e-board.

2025 Bylaws (Article XII):

The new provisions centralize appointment and removal authority with the President and Executive Board, removing direct membership involvement.

Section 13 of the new bylaws has stewards and business agents appointed by and removed by the president and executive board. Again there is no member driven process other than who you elect to the e-board.

Impact on Members:

By weakening direct accountability, these changes may result in politically motivated appointments. Representatives could prioritize leadership or IBT directives over pilot interests.

There is virtually no change in how business agents and stewards are appointed between the bylaw versions. Provision to remove stewards was removed. That provision will be reincorporated.

6. Disciplinary Authority and Member Protections

2021 Bylaws:

Disciplinary procedures included trial boards, notice requirements, and appeal rights to ensure due process.

No reference to cite.

2025 Bylaws (Article XIII, Sec. 13(B)(3)):

These provisions expand Executive Board disciplinary power, align discipline more closely with IBT rules, and reduce internal due process safeguards.

Referenced section does not exist.

Impact on Members:

Concentrated disciplinary authority may chill dissent and limit pilots' ability to challenge decisions, leading to a less transparent internal environment.

The reference to Sec 13.B.(3) is confusing because that does not exist. Section 20 is Charges and Trials in the new bylaws and Section 21 respectively in the old bylaws. They are nearly identical in the old and new bylaws. No changes to disciplinary procedures have been made.

7. Strike Procedures and Contract Ratification Power

2021 Bylaws (Article XII, Sec. 12(A)):

Members retained the right to vote on tentative CBAs and authorize strikes under defined procedures.

Referenced section in old bylaws is a defunct organizational chart.

2025 Bylaws (Articles XIII and XII):

The new language emphasizes adherence to IBT and NMB procedures and may impose supermajority requirements or delay votes pending IBT approval.

Referenced bylaws sections are Stewards and Business agents XII, and powers and duties of the local union executive board.

Impact on Members:

This weakens pilot leverage by constraining their ability to ratify contracts or strike independently, even when negotiations stall.

There are sections of the constitution which require IBT approval for contract ratification and strikes. References to Area wide agreements are not applicable to our local, and have been removed from the revised bylaws.

8. IBT, Airline Division, and Executive Board Powers

2021 Bylaws:

References to the IBT Constitution were limited, with primary governance retained locally.

Section 25 of the old bylaws is titled International Constitution.

2025 Bylaws (Notably Article X): (Article X is the duties of the recording secretary and there is no reference to the international governing body contained)

The new bylaws require strict adherence to IBT and Airline Division policies. The IBT General President and Division Executive Board can override local decisions, interpret bylaw language, or impose trusteeship.

Impact on Members:

This codifies top-down control, reducing local pilot autonomy and making key decisions subject to outside influence.

This Section of the Bylaws merely states that the International Constitution supersedes our bylaws. I.E. We cannot write into our bylaws, a direct contradiction and expect our bylaws to override the International's, and that we do not have the power as a local to make agreements on behalf of the international.

9. Remote Voting Restrictions for Critical Issues

2021 Bylaws:

Remote voting was not prohibited, allowing broader participation.

It is not prohibited in the new bylaws, see below.

2025 Bylaws (Article XVIII, Sec. 18(A)):

Remote voting is explicitly barred for officer elections, dues changes, and bylaw amendments.

New Language

From Section 18 Meetings.

Members who participate remotely shall be allowed to vote on all items put to a vote before the membership except votes regarding increases or decreases to dues, assessments or other levies, Bylaw amendments, officer elections and any other item that the International Union or applicable law may require be conducted in a secret ballot vote other than by electronic means.

Impact on Members:

This disenfranchises members who cannot attend in person, reducing participation and consolidating power among the physically present.

Increases or decreases to dues, assessments or other levies, Bylaw amendments, and officer elections are required to be voted on by secret ballot. This provision does not remove the right for a member to vote, only that those issues that are not able to be voted on remotely, must be done by secret ballot instead. The local must follow the guidance of the

department of labor and IBT for voting. All members will be able to vote on those referendums that are unable to be done by electronic means. This will be clarified in the new revision to avoid any further confusion.

10. Financial Support to Other Unions Permitted

2021 Bylaws (Article IV, Sec. 4(A)):

Permitted limited support to external labor organizations with member oversight.

Old Language

Sec 4.A.(8) To provide financial and moral assistance to other labor organizations or other bodies having purposes and objectives in whole or in part similar or related to those of this organization;

2025 Bylaws (Article IV, Sec. 4(A)(8)):

Grants the Local broad discretion to support other unions or causes without member consent.

New Language

Sec 4.A.(8) To provide financial and moral assistance to other labor organizations or other bodies having purposes and objectives in whole or in part similar or related to those of this organization;

Impact on Members:

Dues may be diverted to unrelated external efforts, including bailouts or campaigns, without pilot approval.

The language is verbatim identical in both old and new bylaws. The new bylaws however contain a \$10,000 of the new bylaws before membership approval is required. \$10,000 dollar limit is detailed in section 13 of the new bylaws. This assistance is merely a broad objective of the Local, and we also receive assistance from other labor organizations as well.

11. Chair's Power to Adjourn Meetings and Eject Members

2021 Bylaws (Article XVIII):

No language granted unilateral power to the chair to adjourn meetings or eject members.

Old Language

If it should appear to the Chairman that any member is so conducting himself to constitute a threat to the orderly conduct of the business of the meeting, he may order him ejected, subject to appeal to the membership. At any time when in the judgment of the Chairman of the meeting it appears that the meeting has become so disorderly as to prevent proper deliberation on the matters which might properly come before the meeting, the Chairman shall have the right to adjourn such meeting forthwith, upon his own motion, and without second, and even though there may be other motions upon the floor. There shall be no appeal from such action since it is taken as a result of conditions which would prevent orderly consideration of the appeal by the meeting. If such action is taken by the Chairman, the time and place for a subsequent meeting, if there is to be one, shall be determined by the Local

2025 Bylaws (Article XVIII, Sec. 18(B)(2)):

Empowers the chairperson to declare meetings disorderly and remove members or adjourn without appeal.

New Language

If it should appear to the presiding Chairman that any member is so conducting himself to constitute a threat to the orderly conduct of the business of the meeting, he may order him ejected, subject to appeal to the membership;

At any time when in the judgment of the presiding Chairman of the meeting it appears that the meeting has become so disorderly as to prevent proper deliberation on the matters which might properly come before the meeting, the presiding Chairman shall have the right to adjourn such meeting forthwith, upon his own motion, and without second, and even though there may be other motions upon the floor. There shall be no appeal from such action since it is taken as a result of conditions which would prevent orderly consideration of the appeal by the meeting;

Impact on Members:

This can suppress dissent and shut down debate without due process, threatening transparency.

The language regarding ejection from meetings is the exact same between bylaw versions. Membership can appeal the ejection of a member from a meeting. If the Chair adjourns the meeting, no such appeal is possible simply because the meeting is over. At such adjournment, a new meeting shall be set, or the next scheduled meeting where such member is able to speak again.

12. Outgoing Officers Restricted from Binding Commitments

2021 Bylaws:

Contained no restrictions on outgoing officers during a lame-duck period.

Old Language

This language is contained in section 25.C

2025 Bylaws (Article XIX):

Prevents outgoing officers from making binding financial or contractual commitments without approval from incoming leadership and the membership.

New Language

This language is contained in section 13.A and 24.B

Impact on Members:

This is a positive change that limits end-of-term abuse, though it doesn't offset broader reductions in local control.

This language has not been changed. Old Bylaws and New Bylaws follow the IBT Constitution, Art. XXII, Sec 2,(b)

13. Hybrid Meetings Permitted (But With Voting Limitations)

2021 Bylaws:

Did not allow virtual or hybrid meetings—physical attendance was required.

2025 Bylaws (Article XVIII, Sec. 18):

Allows hybrid meetings but prohibits remote voting on key issues.

Impact on Members:

Improves meeting access but disenfranchises remote members by limiting their ability to vote on critical matters

Increases or decreases to dues, assessments or other levies, Bylaw amendments, and officer elections are required to be voted on by secret ballot. The current method for this is Mail-In ballots. The local must follow the guidance of the department of labor and IBT for voting. All members will be able to vote on these referendums.

This comparison was intentionally misleading and flat out false on many occasions. Frequently it compares verbatim identical text and alleges a negative effect on the members has somehow been included. If this document influenced your vote please reconsider how you may vote in the future. We are working hard to clarify confusing language and tailor these bylaws for allegiant pilots. The bylaws committee is standing by to answer any questions and explain all items within the bylaws. Please email your questions to and concerns to bylawscommittee@apa2118.org

Thank you,

Your bylaws committee

CA Kevin Leach

CA Dean Rodgers