



TA26

TENTATIVE AGREEMENT

FAQ



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TENTATIVE AGREEMENT FAQ

IBT APA Local 2118 TA Frequently Asked Questions

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**If there are any inadvertent errors in this document, the TA controls for all purposes.*



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Compensation

Q: How is backpay from July 1 going to impact VFN, 5 Hour Per FDP, etc.?

A1: 5 Hour per FDP: Implemented upon the Effective date of the tentative agreement.

Example: Contract ratifies July 31 and the Effective date is August 1. A Pilot flies a trip on August 1 that qualifies for the 5 Hour PCH per FDP. The Pilot will receive the 5 Hour PCH.

A2: Premium Pay: Elimination of current Premium Pay provisions shall take effect on the date the new rates take effect under Section 3.CC (If the tentative agreement is ratified on July 31, the new rates are retroactive to July 1, 2026). Any Pilot that flew a trip eligible for Premium Pay between July 1, 2026, and the date of ratification will be paid the greater of the value of the trip with the new rates or the value of the trip with the old rates with Premium Pay.

A3: VFN: Any VFN awarded after July 1 will be paid at the new hourly rate assuming ratification of the tentative agreement on July 31.

Note: VFN incentive percentage prior to ratification is 200%. Upon ratification, the Company may at its discretion incentivize the VFN from 200% up to 300% in increments of .25%

A4: Hourly Rates: If the new Agreement is ratified on or before August 31, 2026, the following shall apply: The new "DOS" rates set forth in the Bridge Agreement will be applied retroactively to July 1, 2026.

Q: Will Union dues be withheld from the payment of the Retention Bonus?

A: No Union dues will be deducted from retention bonus payments. (Interim Agreement, reference 6)

Q: How will tax be withheld from the payment of the retention bonus?

A: The Retention Bonus payments are subject to 22% tax withholdings. Pilots shall be solely responsible for any additional taxes they pay personally owe.



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Q: When will the retroactive pay be paid to Pilots?

A. Payment will be made in accordance with Section 3.AA. Paychecks, which states:

1. Paychecks shall be issued on the fifteenth (15th) Day of the Month (the "First Paycheck") and the last Day of the Bid Period (the "Second Paycheck"). When a payday falls on a Saturday or Sunday, payment shall be made on the previous Friday. If a payday falls on a weekday Company Holiday, payment shall be made on the last Business Day preceding such Holiday. The First Paycheck shall include one-half (1/2) of a Pilot's adjusted Minimum Guarantee, pay for all PCH in excess of his Minimum Guarantees from the previous Bid Period, and per diem for the previous Bid Period.
2. The Second Paycheck shall include the remaining one-half (1/2) of the Pilot's adjusted Minimum Guarantee from the current Monthly Bid Period.

Q: Do all open-time trips start at 150%?

A. No. The Company may, at its discretion, identify certain open Trip Pairings as "Premium Pay Trip Pairings." The amount of premium pay associated with a Premium Pay Trip Pairing shall be determined at the Company's discretion but shall be no less than one and one-half times (1.5x), and no more than three times (3x), a Pilot's Hourly Pay Rate for such assignment. The Company may designate different levels of premium pay in increments of one quarter times (.25x) a Pilot's Hourly Pay Rate for such assignment for different Premium Pay Trip Pairings. The Company shall identify to the Pilots the amount of premium pay associated with a particular Premium Pay Trip Pairing.

Q: Was giving up the current 130% premium over 81 PCH a significant concession? Do you believe that we gained more by moving to an incentivized open time?

A. Premium Pay (30% override) accounted for only ~3% of all Pilot PCH in 2025. We believe the gains made in other areas are greater than the elimination of the current override.



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Q: For pay purposes, will a Line Check Airman conducting a line check or supervised line flight be eligible for the 5 PCH per FDP?

A: Line Check Airman are considered a required crewmember performing a checking or observation on behalf of the certificate holder; therefore, they will be eligible to receive 5 PCH per FDP on the same basis as other crewmembers.

Q: If I am cancelled or reassigned from an open time premium trip, do I lose the premium incentive?

A: Yes. A Pilot will only be eligible to receive the additional pay associated with a Premium Pay Trip Pairing if the Pilot voluntarily picks up the Premium Pay Trip Pairing from Open Time in accordance with Section 15.Q and the Pilot actually operates the Premium Pay Trip Pairing (unless the Trip Pairing is cancelled, or the Pilot is reassigned by the Company to alternate Duty). The premium pay designation (i.e., the additional pay associated with a Premium Pay Trip Pairing) shall not be applicable to the assignment of Premium Pay Trip Pairings to RSC, to Trip Drops under Section 15.S, and/or to Trip Trades under Section 15.T.

Q: Was current instructor pay eliminated?

A: No. The only change was the removal of the 30% override for PCH over 81.

Q: Has the value of a RAP changed?

A: No. A RAP carries a value of 3.75 PCH. If a Pilot picks up a RAP from open time, that RAP will be eligible for the 5 PCH per FDP provision in accordance with 3.D.5.

Insurance

Q: Does the amount of money I contribute for TeamCare medical, dental and vision insurance increase under the TA?

A: Company. Current contribution rates remain frozen in 2026 and 2027. Beginning in 2028, the actual dollar amount paid by Pilots increases by 5% annually. For example, in 2028, a Pilot's contribution for family coverage is as follows: \$567.44 (2026/2027 contribution amount) x 5% = \$597.91 (2028 contribution amount).



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Q: Would we lose our TeamCare insurance if IBT no longer represents Allegiant (e.g., if IBT does not represent the post-merger pilot group)?

A: Yes. TeamCare is an excellent benefit made available to our Pilot group through the Central States Health Fund because we are represented by the International Brotherhood of Teamsters (IBT). If the IBT is no longer the certified bargaining representative for the Pilot group, the pilots would no longer be eligible for TeamCare coverage.

JCBA Environment

Q: How does raising our pay before Joint Collective Bargaining Agreement (JCBA) negotiations increase our leverage to achieve higher pay rates in JCBA negotiations?

A: In the TA, our pay rates have been increased by [X%]. In JCBA negotiations, we intend to negotiate for higher rates of pay and other improvements. Ratifying the TA means more money in our paychecks effective July 1, which raises the floor for the beginning of JCBA negotiations. The more we get now, the less we will have to bargain for in the future.

Q: Does ratifying an new CBA prior to Seniority List Integration (SLI), improve the position of Allegiant Pilots in the seniority list integration arbitration?

A: Higher pay, other improved terms and conditions in the TA, and the me-too clause we negotiated, which guarantees parity with SCA, ensure that the 2016 CBA cannot be used against us in SLI negotiations or arbitration.

LTD Questions

Q: After the Company failed to implement a commercial PBS system following ratification of the 2016 CBA, did the Union negotiate language ensuring the LTD benefit will be implemented?

A: Yes, if the Company receives a single proposal in response to its RFPs, the Company must implement the LTD benefit regardless of cost to the Company. The Union also added expedited arbitration as backstop. On July 16, 2026, the Company informed the Union that Mercer advised it has received several proposals on behalf of Allegiant with more details to follow.



Q: Why should we “trust the Company” will implement this new benefit?

A: The Pilot group should trust the language the Union negotiated and know that this Union will enforce it. See the discussion above regarding the Company’s obligation to implement the LTD benefit if it receives at least one proposal from an insurance carrier.

Q: What does the dispute resolution process look like on Jan. 1 if the Company has not implemented the LTD?

A: The Union negotiated an expedited interest arbitration process that applies in the event the Company does not implement the new LTD benefit by January 1, 2027. This process was designed to ensure the LTD benefit is implemented. So long as the Company receives at least one proposal from an LTD insurance carrier, it must implement the benefit. Based on the July 16 report from the Company (see above), the Company has received at least one proposal.

Q: Will Military Pension offset LTD payments?

A: The LTD Plan terms have not yet been developed as an insurance carrier has not been selected yet. The LTD plan must be implemented by January 1, 2027, as described in the Implementation LOA. Offsets will be determined by the Plan document.

Q: Will I be required to work in the event I am receiving LTD benefits under the new contract?

A: The Company does not have the unilateral right or authority implement a work requirement per the Implementation LOA.

Q: What is the maximum LTD buy up?

A: Dependent on the insurance carrier. The insurance carrier has not been selected yet. But the LTD plan must be implemented by January 1, 2027, as described in the Implementation LOA.

Q: What happens if a Pilot goes out on LTD prior to implementation of the new plan?

A: That Pilot will be subject to the existing LTD plan.



Q: Will I continue my TeamCare benefits while on LTD?

A: Yes, for a period of 12 months, increased from the current CBA 90-day requirement.

Leaves of Absence

Q: I had a baby within the last 12 months; will I be eligible for the 3-week paid leave benefit?

A: Yes, you will be eligible for the 3-week paid leave within 12 months of the birth, placement, or adoption of the child.

Q: Can I split up the 3-week paid parental leave benefit.(e.g., 1 week per month for 3 months)?

A: No, you must take the 3-week paid parental leave benefit consecutively

Q: Regarding the 7-year limitation for medical leave, what is the outcome of a Pilot who exceeds a 7-year medical leave?

A: Unless the Pilot has other leave of absence options, such as Personal Leave, or leave under federal or state law, they are subject to loss of seniority and longevity, i.e., termination. However, if the Pilot is on LTD, the Pilot remains on the seniority list for the duration of LTD benefits.

Q: Is the 7 years based on all Medical Leave taken during employment or per leave event?

A: 7 years per leave event, consistent with the status quo.

Q: Are there limitations on when the blocks of leave may be scheduled for Bereavement (e.g., if an eligible relative passes away in December but there is no service until May, can I take my first block of days in December and a second in May)?

A: Yes, as long as one is during the interment or service of the eligible relative.



NavBlue/Scheduling

Q: Overall, will Allegiant Pilots have better or worse schedules on average under PBS?

A: CBI uses a linear solver where all bids are based on a single global list of trips ranked 1, 2, 3, 4, etc. This limits a bidder's flexibility because the system can only work down that ranked list. CBI also does not "re-solve" for the bidder. For example, if a bidder inadvertently misses a credit window, the system cannot dynamically adjust to pursue their next preference.

NavBlue PBS is an optimizer. Instead of ranking individual trips, Pilots build a hierarchy of "if...then..." bidding preferences. This dynamic approach allows the optimizer to evaluate multiple preference groups and continue searching for the highest possible award as it moves through the Pilot's priorities.

NavBlue evaluates hundreds of thousands, and often millions, of potential solutions in an effort to maximize Pilot bidding preferences while remaining within the contractual restrictions established in the PBS LOA.

Over several years, the negotiating committee conducted numerous mock bid runs. However, it is impossible to predict how individual Pilots will ultimately prioritize their bids. With that said, the PBS LOA was specifically negotiated to provide important contractual protections for Allegiant Pilots, including:

- Coverage Award Trip Drops
- Solves above 50% unstacking protections
- Mandatory stack height increases
- Pre-Bid Premium Pay incentives
- Joint Company/Union oversight of bid solutions

Schedule quality is ultimately subjective and depends heavily on the available trip inventory. One significant improvement is that, under NavBlue PBS, a senior Pilot will no longer lose a desired day off to a junior Pilot simply because of the bid process. With limited exceptions (training, FAR Part 117 legality, qualification conflicts, etc.), NavBlue PBS always honors seniority.



Q: Why so long for the bidding process under NavBlue?

A: This time frame allows the Joint PBS Committee (JPC) to thoroughly evaluate bid solutions, validate compliance with the PBS LOA, and jointly resolve any issues across all 22 domiciles and both fleet types before schedules are finalized.

Following the six-month evaluation period, which is expressly included in the PBS LOA, the expectation is that the timeline can be shortened once the system has been fully validated and both parties gain operational experience.

Q: How many bases will be impacted by Pre-Bid Premium Pay?

A: During negotiations, the negotiating committee analyzed actual staffing data from 2024 and 2025 to model when Pre-Bid Premium Pay would likely occur. That data is subject to a confidentiality agreement (NDA), so we cannot discuss specific domiciles or frequencies.

Generally, Pre-Bid Premium Pay occurred during periods when staffing was reduced or when flying demand on a particular day was unusually high, such as during fleet transition periods in certain domiciles.

Unlike traditional premium pay, this incentive is awarded before bidding occurs. Pilots know in advance which days qualify and can decide whether they wish to bid for those premium opportunities.

Q: Why did we create Pre-Bid Premium Pay?

A: Pre-Bid Premium Pay was negotiated as an insurance policy. If the Company attempts to increase operational efficiencies beyond today's levels, this provision serves as a contractual relief valve by:

- Providing additional compensation for Pilots working those high-demand days.
- Encouraging voluntary bidding for difficult-to-cover flying.
- Helping reduce the need for coverage awards by freeing up additional trip inventory during periods of high demand.



Q: Can the Company involuntarily assign a Pilot a Reduced Lower Limit, Blank, or Reduced Credit Line? What happens if they are offered and no Pilot bids for them?

A: No. RLLs, Blank Lines, and RCLs are entirely voluntary. If insufficient Pilots elect one of these options, the positions simply remain unassigned, and the Company must address the remaining flying through other contractual mechanisms.

Q: If I elect to offer my line for COK, am I able to choose which RAPs I receive and which days I have off?

A: The contract provides:

"A Pilot who has the seniority to be awarded a Regular Line shall have the opportunity to inform the Company of their willingness to give their Regular Line to a COK bidder in their Domicile and Position. Should a Pilot elect this option, the Company may provide the Regular Line to a COK bidder prior to the Regular Lineholder Trip Trade Period. The Pilot giving up their Regular Line shall be pay protected for the awarded Regular Line value or MMG, whichever is greater, plus receive an additional ten (10) PCH ABG, and shall be built a Reserve Line with the same Days Off as their originally awarded Regular Line."

The Pilot retains the same days off as their originally awarded regular line. A Pilot may request preferred RAP start times; however, the Company retains discretion regarding the assignment of RAP periods.

Q: Am I able to pick up VFN and Open Time after offering my line for COK?

A: Yes. (Pending final operational confirmation.)

Q: Will NavBlue increase or decrease my ability to get days off?

A: There is no single answer because it depends on several factors, including seniority, domicile, position, and the available trip inventory.

Like CBI, NavBlue cannot create additional flying on days where none exists. Allegiant continues to operate a seasonal schedule with predictable weekly demand cycles.

What NavBlue does provide is a transparent solving process with contractual oversight by both the Company and the Union through the Joint PBS Committee.



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One of the committee's significant achievements was negotiating a doubling of the initial stack height requirement for solves exceeding 50% unstacking, from one trip or 5% to two trips or 10% of pairings.

Unlike CBI, the Union has contractual rights to monitor solves, participate in generating alternative solutions, and, in certain circumstances outlined in the PBS LOA, require the Company to accept compliant solutions developed by the JPC.

Additionally, once NavBlue produces the final award, the Company cannot simply reorder trips or manipulate awards outside of the contractual solving process.

Q: Will NavBlue force the Company to create multi-day pairings?

A: No. The Company retains the right to construct trip pairings in accordance with the CBA. However, Allegiant's current operation relies heavily on day trips.

Q: Will NavBlue allow the Company to manipulate my schedule after final publication more than under CBI, either as a reserve or lineholder?

A: No. For Regular Lineholders, the final PBS award remains controlling. When the PBS LOA references "exploring bid run solutions," it refers to running an entirely new optimization after changing approved input parameters, not manually modifying an awarded schedule.

The implementation of PBS is intended to be a collaborative process. The Joint PBS Committee consisting of three Union representatives and three Company representatives jointly monitors bid solutions and ensures compliance with the PBS LOA.

Q: As a composite line holder, will I now be forced to reserve?

A: Composite Lines are eliminated when NavBlue is implemented. In the interim, the answer depends on several factors. Under today's system, composite lineholders generally receive the remaining trips after the primary solve and after SAP. Under the new TA utilizing NavBlue, the Company has several contractual options for addressing remaining flying, including:



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- Accepting additional open time.
- Offering voluntary Reduced Lower Limit (RLL) opportunities.
- Offering voluntary Reduced Credit Lines (RCLs).
- Offering voluntary Blank Lines.
- Adjusting credit windows within the contractual limits established by the PBS LOA.
- Reducing reserve lines.

Of these options, reducing reserve lines is generally the most effective way to reduce the amount of unassigned flying while preserving Pilot choice.

Q: If NavBlue does not have the ability to limit unstacking to a particular percentage, how will the Union ensure that the system is operating within compliance of the PBS LOA?

A: NavBlue generates detailed administrative reports for every solve, and all reports are fully accessible to every member of the Joint PBS Committee. These reports include comprehensive metrics, including the overall unstacking percentage for each solution.

The Union's responsibility through the JPC is to verify that every solve complies with the PBS LOA. If the Company determines that certain contractual solve parameters cannot be achieved, it must notify the JPC and/or the Union Scheduling Committee (USC). In those circumstances outlined by the PBS LOA, the JPC has the contractual authority to develop alternative compliant solutions. If the JPC produces a solution that satisfies the contractual requirements, the Company must accept that solution.

Additionally, detailed post-award reports will be available for Pilot review, and every JPC member has the ability to generate and evaluate bid solutions in real time across every domicile and position.

Negotiating Process/JCBA Environment

Q: Why did it take two months to go from AIP to TA?

A: It is not uncommon for Pilot negotiations to take a similar period of time in their conversion of an AIP into a full language TA. Ensuring that the final negotiated items are written as intended takes precedence over speeding through to rush a TA. We also spent extensive time on joint administrative examples to prevent misinterpretations and misapplications of the new language - this directly benefits to Pilots.



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Q: Why did Pilots not have any visibility into the process of converting an AIP to a TA?

A: The parties spent their time exchanging and revising the final language. It is not customary to share drafts. However, Allegiant Pilots have a right to vote on the final language as set forth in the TA.

Q: How much experience does the Negotiating Committee, including counsel and experts, have in bargaining under the RLA?

A: Our past and present Negotiating Committees contained Allegiant Pilots who understand the current contract and were supported by lawyers and consultants with decades of experience negotiating contracts under the RLA.

Q: On the GMM it was suggested that this is the best path forward for Allegiant Pilots at this time. Can the Negotiating Committee explain what happens if we vote no?

A: The Union does not have a crystal ball. If the TA is ratified we know what happens next. If the TA is not ratified, we do not know with certainty what will happen next. Will the NMB schedule additional mediation, and if so, when and how many sessions? Will the Company negotiate before the NMB schedules a mediation session or outside of mediation? What improvements, if any, would the Company be willing to make and when? No one knows for certain what happens if we vote no. That is why the Negotiating Committee recommends ratification.

Q: Why did previously agreed to Tentative Agreements get excluded from the Bridge Agreement?

A: A bridge agreement is utilized to achieve improvements to current CBA on an expedited basis compared to traditional RLA Section 6 bargaining for the purpose of bridging the gap in time until a JCBA takes effect. The Negotiating Committee bargained hard to include as many previous TAs as possible in the Bridge Agreement and significantly increased that number compared to what the Company proposed.

Q: What does the NC view as the biggest "wins" of this TA?

A: Payment of over \$300 million in owed retention bonus money, average wage gains of 58%, 15% DC 401(k), true own occupation LTD through FAA retirement age, increase in reserve QOL through increased days off and increased callout time, introduction of a 5 hour per FDP pay provision, among many others.



Company

Q: Did Allegiant walk away from negotiations, and if so, why are we not striking?

A: Allegiant did not walk away from negotiations, and we have not been released to exercise self-help under the RLA by the NMB. Any strike or work action would be illegal.

Q: Will we be able to exercise our right to self-help if we vote “no”?

A: Rejecting a tentative agreement does not give pilots a right to strike under the RLA nor does it require the NMB to release the parties from mediation. Strikes are unlawful until and unless the NMB grants a release from mediation.

Partial Month TDY

Q: What prevents the Company from awarding or assigning multiple Partial Month TDYs to a single Pilot within a single Bid Period?

A: A partial-month TDY consists of 15 or 16 contiguous days during which the Pilot receives RAPs only. Within that period, the Pilot receives one block of two days off and one additional single day off. The Company may not assign duty outside the partial-month TDY period, although the Pilot remains free to pick up additional flying on those days.

While the partial-month TDY language does not contain a standalone sentence expressly stating that a Pilot may receive only one partial-month TDY per bid period, that restriction is established through the existing Section 12.E TDY and TDY Pool process.

Each full-month TDY or partial-month TDY represents a separate TDY position that must be awarded or assigned to one Pilot. The Company must identify the number of Pilots required from each TDY-out domicile on or before the first day of the preceding bid period and before bid packets are posted.

For example, if the Company requires five full-month TDYs and five partial-month TDYs, it must identify a TDY pool totaling 10 Pilots, after accounting for any applicable VBD volunteers. Pilots may then volunteer for the TDY pool in seniority order. If only seven Pilots volunteer, the remaining three TDY pool vacancies are filled by temporary assignment in inverse seniority order.



Section 12.E.2 provides:

"Pilots from the selected permanent domicile(s) may volunteer, in seniority order, to be included in the TDY pool for the affected bid period. If an insufficient number of Pilots (by position) volunteer to be included in the TDY Pool, the Company shall temporarily assign, in inverse seniority order, the number of Pilots from each additional permanent domicile needed to fill the TDY pool vacancies."

Accordingly, the Company identifies and fills a specific number of TDY positions for each bid period. It does not first assign a Pilot to the TDY pool and then repeatedly place that same Pilot into multiple partial-month TDYs. Each required TDY or partial-month TDY must be filled by a Pilot through the defined volunteer and inverse-seniority assignment process.

Q: Can a Partial Month TDY be less than 15 Days?

A: Partial Month TDY is restricted to 15 or 16 contiguous days within a bid period depending on the number of days in the month. The Company may only award or assign 1 partial month TDY per Pilot per bid period. (12.E.2)

Q: If I pick up on my days off outside of a Partial Month TDY, will it pay ABG?

A: Yes, a Pilot may pick up open time, VFN, and trip trade on x days outside of the contiguous partial month TDY period.

Q: What is the pay for Partial Month TDY?

A: 72 PCH Minimum Guarantee

Reserve

Q: How does Unstacking impact Reserve Lineholders?

A: PBS LOA II.4.b bullet point 4 provides that limitations on unstacking provided in subsection 15.H, above, shall not apply to the construction of Reserve Bid Lines.

Q: When should we expect the 2.5/3-hour Reserve Call Out to be implemented?

A: Upon implementation of NavBlue.



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Q: When should we expect NavBlue to be implemented?

A: NavBlue mock bidding will begin by no later than the second (2nd) complete Bid Period following ratification of this Agreement using the rules and logic that is programmed in NavBlue at the time.

Following the second (2nd) Bid Period of mock bidding, the current version of the NavBlue System, including any additional rules or logic that have been added in accordance with subsection N.2.d, above, shall be implemented for the subsequent Bid Period if a majority of the JPC votes for implementation.

The PBS LOA contains an expedited arbitration dispute resolution process for use if no majority is achieved.

Q: Can you explain the change in Reserve Callout Order? (Current Language 14.B.ii)

A: Reserve Callout Order remains unchanged with the exception of 14.B.ii where a 2-hour improvement was agreed to for Pilots. (Current book: 14 Hours. TA: 12 Hours)

Q: What is the most meaningful improvement to the QOL of a reserve Pilot compared to current contract?

A: Report time improvement and the removal of the Company's ability to reduce days off. (12 days off minimum)

Retirement / Company

Q: Does the Company have to contribute to my 401(k) pay period once the 15% DC is implemented?

A: Yes. Section 4.C establishes that Company contributions are made "during each payroll period." Section 4.E then provides that, effective January 1, 2027, the Company will make a non-elective contribution equal to 15% of each eligible Pilot's compensation, with no Pilot contribution required.

Under the current plan, the Company's contribution is triggered only when the Pilot elects to contribute during that payroll period. The new provision replaces that matching requirement with an automatic, non-elective Company contribution. It does not replace or alter the per-pay-period contribution cadence established in Section 4.C.

Accordingly, beginning January 1, 2027, the Company will contribute 15% of eligible compensation to each Pilot's 401(k) account on a per-pay-period basis, regardless of whether the Pilot contributes any of their own money. If applicable IRS limits prevent the full Company contribution from being deposited into the Pilot's 401(k), the remaining amount must be paid directly to the Pilot as additional taxable income no later than March 31 of the following year.



Union Business

Q: What is the importance of this section being included in the TA?

A: There are several reasons why it was critical to include the previously Tentative Agreed (TA'd) Section 24 in the Bridge Agreement. Under the current Collective Bargaining Agreement, the Union is effectively limited to having only two volunteers on Flight Pay Loss (FPL) for Union business at any given time. That limitation is wholly inadequate to effectively represent and serve a Pilot group of nearly 1,300 members.

The Company has recently allowed more than two Union volunteers to utilize FPL on any given day. However, that decision is entirely discretionary and may be changed or discontinued by the Company at any time. This becomes especially important as we prepare to enter Joint Collective Bargaining Agreement (JCBA) negotiations. Those negotiations can become highly contentious, and the Union must be able to conduct legitimate representational activities without relying on the Company's discretion or good will. The Union cannot risk having its ability to represent the membership constrained by reducing FPL availability to the current contractual limit.

The new TA'd Section 24 addresses this concern by establishing negotiated contractual protections that permit additional Union volunteers to utilize FPL for legitimate Union business. This ensures the Union can continue to effectively represent the membership, regardless of the state of labor relations, and prevents the existing Union Business provisions from being used as leverage by the Company during future negotiations.

Q: There is a new provision: Union Business for Pilots in a Non-Bid Status. Why is there pay for up to three (3) elected Pilots serving on the Union's Executive Board on a Non-Bid Status?

A: Section 24 Union Business was tentatively agreed to by the Union and the Company on October 20, 2025.

T The provisions regarding Executive Board releases are consistent with the responsibilities, workload, and availability required for the elected officers of the Union to administer the Union and represent the Pilots.

Q: Why do we increase the amount of FPL for Union Volunteers?

A: The Pre-Bid Award Flight Pay Loss (FPL) value was increased to 5 PCH to align with the new 5 PCH Flight Duty Period (FDP) minimum pay provision. This change ensures that a Union volunteer utilizing Pre-Bid Award FPL is not placed at a financial disadvantage by receiving less than the minimum compensation they would have earned had they been flying a trip-pairing that day.



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