TA26

TENTATIVE AGREEMENT

SUMMARY

Fellow pilots,

This document provides an overview of the Tentative Agreement reached between the Negotiating Committee and the Company. It is intended to serve as a high-level summary of the agreement and should be used alongside the full contractual language and redline document which has been provided on the TA 2026 Resource Center.

This summary is designed to highlight key elements of the agreement. It does not replace the full Tentative Agreement. Please use this document as a starting point in your review of the TA to become familiar the overall content within the TA.

If there are any inadvertent differences between this summary and the tentative agreement, the tentative agreement controls for all purposes.

TENTATIVE AGREEMENT EXECTUIVE SUMMARY

Economic Highlights

- Retention Bonus: Upon ratification of the Tentative Agreement, on or before October 1, 2026, eligible Pilots will receive payment of accrued retention bonuses valued at approximately $300 million.

- Improved retirement contributions by Allegiant in the form of a new 15% direct Company 401(k) contribution beginning January 1, 2027 in lieu of existing matching contributions with no employee contribution required.

- New pay tables with retroactive pay increases to July 1, 2026 (subject to ratification timeline) and scheduled increases in January 2027 and 2028.

Compensation Improvements

- A new 5 Pay Credit Hour (PCH) minimum pay provision for every Duty Period associated with a Flight Duty Period.
- 1:1 Deadhead Pay Segment by Segment
  - Surface Transportation via rental car greater than 1 hour paid Above Guarantee
- Premium Open Time paid from 1.5x–3.0x the Pilot's hourly rate.
- Voluntary Flying Notifications paid 2.0x–3.0x.
- Junior Assignment increased to 2.0x pay.

Retirement & Insurance Benefits

- 15% Company-funded direct 401(k) contribution.
  - Cash Over Cap ("Excess Payments" exceeding IRS limits) paid as cash to Pilot by March 31 of the following year.
- TeamCare medical, dental, vision, and prescription coverage maintained.
  - Employee premium increases frozen through the first full year following ratification and limited to 5% annual increases each year thereafter.
- Company-paid $250,000 Life Insurance Policy and $250,000 AD&D Policy.
  - Optional Pilot Paid Life Insurance Policy buy-up of up to 5x the Pilot's yearly income up to $750,000 or the max allowed amount in the insurance carrier's policy, whichever is greater.
- New LTD plan: 60% income replacement up to $12,000/month, company-paid premium, optional buy-up.
  - LTD paid until FAA mandatory retirement age

Quality of Life

- 3 Weeks of Paid Parental Leave.
- Expanded military, medical, personal, bereavement, jury duty, and emergency leave protections.
- New Voluntary Time Off (VTO) program preserving seniority, vacation, sick accrual, 401(k), medical benefits, flight benefits, and paid at 45 PCH.

Scheduling Improvements

- Reduced Credit Lines and Blank Lines
- Enhanced Consolidation of Knowledge (COK) Protections
- Increased Reserve Callout and Callback Times
- Training Travel and Deadhead Improvements
- NavBlue implementation protections
- Robust PBS LOA
- Pre-Bid Premium Pay
- Implementation of the NavBlue Preferential Bidding System to replace Allegiant's in-house CBI.
- Joint PBS Committee with equal Union and Company representation.
- Mutual Union and Company agreement required for award logic, bid parameters, and configuration changes.
- Company-funded implementation, testing, training, and ongoing administration.
- Union access to test environments, award solutions, and Reasons Reports.
- Enhanced pilot preference bidding and schedule customization.
- Trip drop provisions for specific high stack height scenarios.
- Min 12 days off per bid period for reserve and line holders, upon implementation of NavBlue.

Job Security

- Comprehensive involuntary displacement protections.
- Right of First Refusal following displacement.
- Company-paid moving expenses for qualifying displaced pilots.
- Fleet transition protections.
- Me-Too LOA (Sun Country) protecting pay and retirement improvements prior to a JCBA.
- Furlough Protection for PBS generated efficiencies.

Executive Compensation Snapshot

The Tentative Agreement provides substantial wage increases over the current CBA (using current CBA rates as the comparison point), followed by additional scheduled pay increases effective January 1, 2027 and January 1, 2028.

STATUS	CURRENT CBA	TA 07/01/2026	TA 01/01/2027	TA 01/01/2028
CAPTIAN 4	$185.36	$255.67 (+37.9%)	$284.92 (+53.7%)	$293.17 (+58.2%)
CAPTAIN 12	$232.00	$320.00 (+37.9%)	$345.00 (+48.7%)	$355.00 (+53.0%)
FIRST OFFICER 1	$57.67	$107.28 (+86.0%)	$115.20 (+99.8%)	$118.54 (+105.6%)
FIRST OFFICER 4	$116.99	$161.37 (+37.9%)	$188.40 (+61.0%)	$193.86 (+65.7%)
FIRST OFFICER 12	$155.61	$214.63 (+37.9%)	$218.14 (+40.2%)	$224.46 (+44.2%)