



ALLEGIANT PILOTS ORGANIZING FOR ALPA

CARD DRIVE FREQUENTLY
ASKED QUESTIONS

UPDATED AUGUST 2026



INFORM YOURSELF. **MAKE YOUR CHOICE.**



G4ALPA.COM

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ALLEGIANT PILOTS ORGANIZING FOR ALPA

CARD DRIVE FREQUENTLY ASKED QUESTIONS | UPDATED AUGUST 2026

G4ALPA is an organizing effort by Allegiant pilots seeking representation by the Air Line Pilots Association, International (ALPA).

Purpose. This FAQ is intended to answer common questions about the current G4 ALPA authorization-card drive, the National Mediation Board (NMB) representation process, and how a potential change in representation could interact with the Allegiant-Sun Country merger and a future joint collective bargaining agreement (JCBA).

Important distinction. Signing an authorization card is not the same thing as voting in a representation election. Cards are used to establish the showing of interest required for an NMB application. The NMB then determines how the representation dispute will proceed.

22 QUESTIONS. STRAIGHT ANSWERS.

WHAT DOES SIGNING AN ALPA AUTHORIZATION CARD ACTUALLY MEAN?

1



YOU SIGN AN ALPA AUTHORIZATION CARD

You authorize ALPA to seek representation of **Allegiant pilots** for collective-bargaining purposes.



2



THE CARD HELPS ESTABLISH SUPPORT

Authorization cards are used to demonstrate the **showing of interest** required for an NMB application.



3



THE NMB VERIFIES THE CARDS

The NMB checks things such as:



Signature



Date



Employment status



IMPORTANT

SIGNING AN AUTHORIZATION CARD $\neq$ VOTING FOR ALPA

Signing a card **does not** automatically change our union.

It helps establish the support necessary to begin the **NMB representation process**.



ALLEGiant PILOTS ORGANIZING FOR ALPA

CARD DRIVE FREQUENTLY ASKED QUESTIONS | UPDATED AUGUST 2026

1. What does signing an ALPA authorization card actually mean?

It means you are authorizing ALPA to seek representation of the Allegiant pilot craft or class for collective-bargaining purposes. The NMB requires authorization language to be clear and unambiguous, and it checks card dates, signatures, and employment status against information supplied by the carrier.

WHY NOW? WHY NOT WAIT?

ALLEGiant PILOTS HAVE TWO PATHS.

allegiant + **sun country**
MERGER

PATH 1: WAIT

WAIT FOR THE MERGER PROCESS
TIMELINE: POTENTIALLY YEARS



IBT continues
representing Allegiant pilots



Merger / representation process moves forward
Potentially years before representation is resolved.



JCBA / integration work
may proceed with IBT at the table

WILL ALLEGiant PILOTS EVENTUALLY GET A REPRESENTATION ELECTION? ?



When? How?
Maybe. Maybe not. Ultimately, it's up to the NMB.



WAITING = HOPE

Hope that the process eventually gives us the opportunity to choose.

PATH 2: ACT NOW

CARD DRIVE NOW



Sign & return
representation cards



Reach the required NMB showing of interest
(At least 50% valid authorizations)



Petition the NMB for a representation election



PILOTS VOTE
Allegiant pilots get to make the choice.



IF ALPA WINS
ALPA represents Allegiant pilots



Enter the merger / JCBA process with ALPA representation

ALPA + ALPA

Allegiant Pilots — ALPA • Sun Country Pilots — ALPA
Two pilot groups • One union
ALPA resources on both sides

THE DIFFERENCE IS WHO CONTROLS THE NEXT MOVE.



ON THE WAITING PATH:
THE PROCESS DECIDES.



ON THE CARD DRIVE PATH:
THE PILOTS DECIDE.



WAITING DOESN'T REMOVE THE REPRESENTATION QUESTION.

Acting now does not guarantee a faster JCBA or any particular merger outcome. It allows Allegiant pilots to address representation before the process potentially becomes more complicated.

2. Why now? Why not wait?

FAQ #2

There is no rule requiring Allegiant pilots to wait until the merger, a JCBA, or some later milestone addressing representation. Waiting also does not create a guaranteed timeline or a guaranteed strategic advantage. Once a merger advances, the NMB can be asked to determine whether the carriers constitute a single transportation system for representation purposes, and that determination can change the representation landscape for the combined craft or class. Acting now gives Allegiant pilots the opportunity to decide their representation while Allegiant remains a distinct pilot group and before more merger milestones are completed. If ALPA is selected before the JCBA process is substantially advanced, both pilot groups would enter that process under the same national pilot union while retaining separate elected pilot leadership and bargaining interests. That does not guarantee a faster JCBA or any particular outcome, but it avoids deliberately postponing the representation question until a later and potentially more complicated stage of the merger.

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DOES SIGNING A CARD AUTOMATICALLY MAKE ALPA OUR UNION?



Signing an authorization card **does not automatically** replace the IBT with ALPA.

The card supports an application to the NMB; the NMB then investigates whether the requirements for a representation dispute have been satisfied.

1



AUTHORIZATION CARDS

Pilots sign and return ALPA authorization cards.



2



NMB APPLICATION

If the required showing of interest is reached, an application can be filed with the NMB.



3



NMB PROCESS

The NMB investigates the application and representation issues.



4



PILOTS VOTE

If the case proceeds to an election, pilots make the choice by secret ballot.



**THE CARD STARTS THE PROCESS.
THE PILOTS MAKE THE CHOICE.**



3. Does signing a card automatically make ALPA our union?

FAQ #3

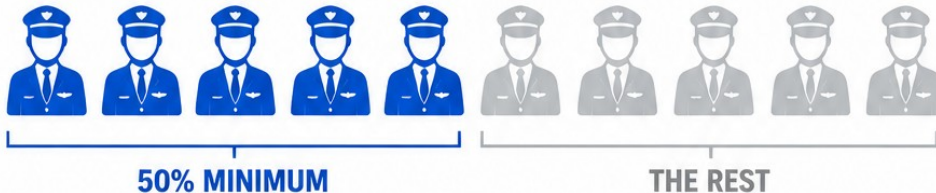
No. Signing a card supports an application to the NMB; it does not by itself replace the current r
For a represented craft or class, the NMB investigates the application and, if the statutory and procedural requirements are satisfied, determines the appropriate method for resolving the representation dispute, ordinarily through a secret-ballot election.

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HOW MANY VALID CARDS ARE REQUIRED?

AT LEAST
50%

of the eligible pilot group must provide **valid authorizations** before the NMB will authorize an election or otherwise determine representation desires.



50% IS THE MINIMUM — NOT THE TARGET.

Because cards can be challenged or found invalid, a successful drive should seek a meaningful margin above the minimum.

50%
MINIMUM

STRONGER
MARGIN



REMEMBER: CARDS HAVE A CLOCK.

An authorization is invalid for NMB showing-of-interest purposes if it is dated **more than one year** before the NMB application.

Older cards may need to be replaced.



50% IS THE THRESHOLD.
OUR TARGET SHOULD BE HIGHER.



4. How many valid cards are required before an NMB application can be

FAQ #4

At least 50 percent of the employees in the craft or class must provide valid authorizations before authorize an election or otherwise determine representation desires. That is the minimum threshold, not a campaign target. Because cards can be challenged or found invalid, a successful drive should seek a meaningful margin above the minimum.

HOW LONG IS AN AUTHORIZATION CARD VALID?



ONE YEAR

FOR NMB SHOWING-OF-INTEREST PURPOSES

An authorization is invalid if it is dated **more than one year** before the date of the NMB application.



YOUR SUPPORT MAY NOT HAVE CHANGED. BUT YOUR CARD CAN AGE OUT.

That's why **older cards may need to be replaced**—even if you already signed one and your views haven't changed.



SIGNED A CARD BEFORE?

Check the date. If your card is approaching one year old, submit a new authorization card.



DON'T LET YOUR CARD EXPIRE BEFORE IT COUNTS.



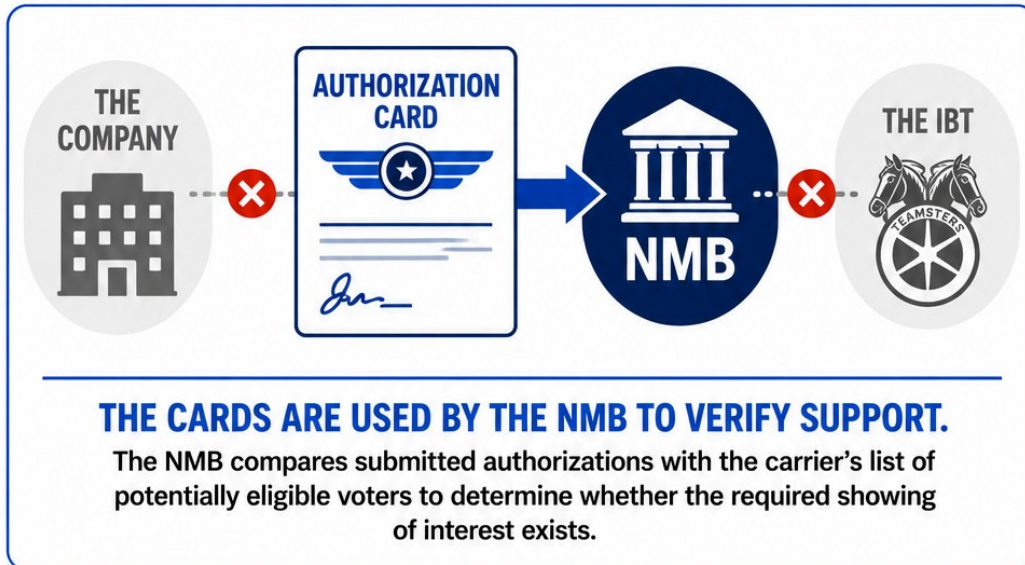
5. How long is an authorization card valid?

FAQ #5

For NMB showing-of-interest purposes, an authorization is invalid if it is dated more than one year from the date of the NMB application. That is why older cards may need to be replaced even if the pilot's views have not changed.

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DOES THE COMPANY OR THE IBT GET A LIST OF EVERYONE WHO SIGNED A CARD?



THIS IS NOT A PUBLIC MEMBERSHIP LIST.

The purpose of the process is to verify the showing of interest — **not** to create or distribute a public list of card signers.



CARD INFORMATION SHOULD BE TREATED AS SENSITIVE.

Campaign organizers should limit access to card information to those who need it for the filing process.



YOUR CARD IS FOR THE NMB PROCESS. IT IS NOT A PUBLIC ROSTER OF SUPPORTERS.



6. Does the Company or the IBT get a list of everyone who signed a card

FAQ #6

The NMB compares submitted authorizations with the carrier's list of potentially eligible voters to determine whether the required showing of interest exists. The purpose of that process is to verify the showing of interest, not to conduct a public membership roll. Campaign organizers should still treat card information as sensitive and limit access to those who need it for the filing process.

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WHAT HAPPENS AFTER ENOUGH VALID CARDS ARE COLLECTED?



THE NMB PROCESS BEGINS.

1



APPLICATION FILED

Once the required showing of interest has been reached, an application can be filed with the [National Mediation Board](#).

2



NMB INVESTIGATES

The NMB reviews the application, the pilot group, the showing of interest, and any representation issues that arise.

3



ELECTION

If the case proceeds to an election, the NMB conducts the vote.

4



RESULT CERTIFIED

The NMB determines and certifies the result.



**COLLECTING THE CARDS DOESN'T DECIDE THE OUTCOME.
IT GETS US TO THE NMB PROCESS.**



7. What happens after enough valid cards are collected?

FAQ #7

An application can be filed with the NMB. The Board investigates the application, the craft or class of interest, and any other representation issues that arise. If the case proceeds to an election, the NMB conducts the vote and certifies the result.

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HOW IS AN NMB REPRESENTATION ELECTION DECIDED?



PILOTS VOTE

MAJORITY OF VALID BALLOTS CAST

The NMB determines the choice of representative by a **majority of the valid ballots cast**.



ALPA RECEIVES A MAJORITY

More than 50% of the valid ballots cast.



ALPA CERTIFIED

ALPA IS CERTIFIED

as the representative of Allegiant pilots.



CARD DRIVE

50% showing of interest

gets you to the NMB representation process.



NMB ELECTION

Majority of valid ballots cast for **ALPA**

ALPA wins and is certified.



THREE OR MORE OPTIONS?

If no option receives a majority, the NMB provides for a runoff between the two options receiving the most votes.



CARDS GET US TO THE ELECTION.
A MAJORITY FOR ALPA GETS US ALPA.



8. How is an NMB representation election decided?

FAQ #8

Except in unusual or extraordinary circumstances, the NMB determines the choice of represent majority of the valid ballots cast. If three or more options receive votes and no option receives a majority, the NMB rules provide for a runoff between the two options receiving the highest number of votes.

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WHAT HAPPENS TO OUR NEWLY RATIFIED ALLEGIANT CBA IF ALPA BECOMES OUR REPRESENTATIVE?



THE CBA DOES NOT DISAPPEAR.

A change in bargaining representative does not erase or rewrite the existing collective bargaining agreement.



IBT



THE AGREEMENT REMAINS IN EFFECT.

The existing Allegiant CBA continues to govern unless and until it is changed through the applicable bargaining process.



**NEWLY
RATIFIED
G4 CBA**



**APPLICABLE
LOAs**



**APPLICABLE
MOUs**

Those agreements remain critically important during any representation transition and merger process.



CHANGING THE REPRESENTATIVE DOESN'T ERASE THE CONTRACT.

The contract remains the governing agreement until changed through the applicable bargaining process.



9. What happens to our newly ratified Allegiant CBA if ALPA becomes our representative?

FAQ #9

A change in bargaining representative does not automatically erase or rewrite the existing collective bargaining agreement. The agreement remains the governing agreement unless and until it is changed through the applicable bargaining process. That means the newly ratified G4 CBA, together with its applicable LOAs and MOUs, remains critically important during any representation transition and merger process.

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WOULD CHANGING REPRESENTATION DELAY THE ALLEGIANT-SUN COUNTRY JCBA?

NO.

A CHANGE IN REPRESENTATION DOES NOT REQUIRE THE JCBA PROCESS TO RESTART.

IBT REPRESENTS ALLEGIANT



JCBA process underway



Meetings & negotiations in progress



Milestones & work completed

ALPA CERTIFIED



ALPA REPRESENTS ALLEGIANT



ALPA assumes representational role immediately



JCBA work continues from where the process stands



No restart. No reset.



THE REPRESENTATIVE CHANGES — NOT THE STARTING LINE.

If ALPA is certified, IBT would cease being Allegiant pilots' certified representative and ALPA would assume that representational role. Certification does not, by itself, send the JCBA process back to square one.

ALPA IS ALREADY AT THE TABLE

Sun Country pilots are already represented by ALPA.

ALPA is therefore already involved in the Allegiant-Sun Country merger environment through the Sun Country pilot group.

If Allegiant pilots select ALPA, this would not be a national union encountering the merger for the first time.

SUN COUNTRY PILOTS



ALLEGIANT PILOTS



+

=

ONE NATIONAL PILOT UNION



Two pilot groups
Separate pilot leadership
Shared national resources



NO REQUIRED PAUSE. NO REQUIRED RESTART.

There is no rule requiring the JCBA to stop, restart, or return to the beginning simply because Allegiant pilots change representatives.

The actual pace of bargaining will still depend on the parties and the merger process, including management bargaining, the TPA, unresolved contractual issues, regulatory/operational integration and the parties' negotiations.



IBT OUT. ALPA IN.
THE JCBA PROCESS CONTINUES.



10. Would changing representation automatically delay the Allegiant–S JCBA?

FAQ #10

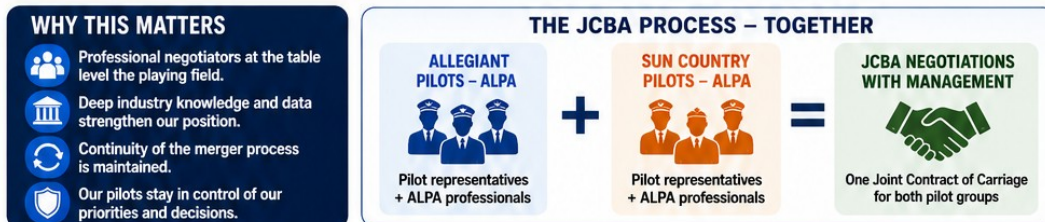
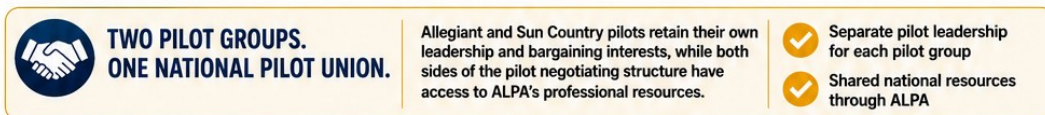
No rule says that a change in representation automatically restarts or delays a JCBA. Nor can anyone credibly promise that a representation change would accelerate it. The practical effect depends on merger timing, bargaining status, the parties, and NMB representation developments. The more useful question is who Allegiant pilots want representing them when the JCBA is negotiated and administered.

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WHO WOULD NEGOTIATE THE JCBA FOR ALLEGIAANT PILOTS IF ALPA BECOMES OUR REPRESENTATIVE?

A PILOT-LED TEAM — BACKED BY ALPA PROFESSIONALS.

Allegiant and Sun Country pilot representatives bring our priorities to the table — supported directly by ALPA's professional bargaining resources.



11. Who would negotiate the JCBA for Allegiant pilots if ALPA becomes representative?

FAQ #11

Allegiant pilots would elect their own pilot representatives and leadership under ALPA's structure. Those Allegiant representatives would advocate for Allegiant pilots, supported by ALPA professional resources such as labor-relations counsel, negotiators, economic and financial analysts, communications professionals, and other technical staff. Sun Country pilots would continue to have their own elected ALPA leadership. One union does not mean one undifferentiated pilot group.

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WHAT CHANGES IF BOTH PILOT GROUPS ARE REPRESENTED BY ALPA?

ONE UNION. TWO PILOT GROUPS.



KEY CHANGES AND BENEFITS



SHARED PROFESSIONAL RESOURCES

Both pilot groups operate within ALPA's national structure and have access to its professional resources and institutional experience.



ONE MERGER FRAMEWORK

Instead of two different unions operating under different internal structures, both pilot groups operate within ALPA's established merger framework.



SEPARATE PILOT VOICES

ALPA + ALPA does not mean Allegiant and Sun Country suddenly become one pilot group. Until combination occurs, each group retains its own elected leadership, priorities and interests.



ALPA NATIONAL DOESN'T PICK A SIDE.

ALPA's merger policy provides the process. Allegiant and Sun Country pilot representatives advocate for their respective pilot groups.



SAME UNION. SAME PROFESSIONAL INFRASTRUCTURE. TWO PILOT GROUPS REPRESENTING THEIR OWN INTERESTS.

12. What changes if both Allegiant and Sun Country pilots are represented by ALPA?

FAQ #12

Both groups would operate within the same national pilot union and would have access to a common institutional framework and professional support system, while each pilot group would retain its own elected leadership and interests during the pre-combination process. For merger matters, ALPA policy is designed to provide a process rather than to have ALPA National choose one pilot group's position over the other's.

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WHO DECIDES HOW THE SENIORITY LISTS ARE INTEGRATED?

≡ **THE PILOT GROUPS – NOT ALPA NATIONAL.** ≡



**TWO PILOT GROUPS. TWO MERGER COMMITTEES.
ONE FAIR & EQUITABLE SLI PROCESS.**

13. If both groups are ALPA, does ALPA decide our seniority integration

FAQ #13

No. ALPA Merger Policy states that the merger representatives for the affected pilot groups bea for the integrated seniority list and that ALPA has no position on the merits of either group's proposed outcome. The policy calls for a fair and equitable integration process and provides for negotiation, mediation, and, if necessary, final and binding arbitration.

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DOES ALPA REQUIRE DATE-OF-HIRE OR ONE-FOR-ONE SENIORITY INTEGRATION?

NO.

ALPA merger policy does not mandate date-of-hire, one-for-one, relative seniority, or another predetermined formula. The objective is a fair and equitable seniority integration.

MYTH →

ALPA DOESN'T PRESCRIBE THE SLI OUTCOME.



DATE OF HIRE
NOT ALPA POLICY



1-FOR-1 / ZIPPER
NOT ALPA POLICY



RELATIVE SENIORITY
NOT ALPA POLICY



A MANDATED SLI FORMULA
NOT ALPA POLICY

FACT →

ALPA POLICY IDENTIFIES CONSIDERATIONS — NOT WEIGHTS.

The fair and equitable process can consider relevant factors including:



CAREER EXPECTATIONS

What each pilot group reasonably could have expected absent the merger.



LONGEVITY

Length and circumstances of service.



STATUS / CATEGORY

Captain/FO status and other relevant career-position considerations.



NO PREDETERMINED WEIGHTING.

- ✓ ALPA policy does not say one consideration controls the others.
- ✓ No specific weight is assigned to any factor.
- ✓ Merger representatives develop and advocate for what they believe produces a fair and equitable integration.

HOW THE PROCESS WORKS (SEE FAQ #13)



ALPA NATIONAL DOESN'T HAND US A FORMULA.

ALPA provides the merger process. Allegiant and Sun Country merger representatives advocate for their respective pilot groups, and unresolved issues can ultimately be determined through the dispute-resolution process.



NO REQUIRED DATE OF HIRE. NO REQUIRED ZIPPER. NO REQUIRED RELATIVE SENIORITY.

THE STANDARD IS FAIR & EQUITABLE.

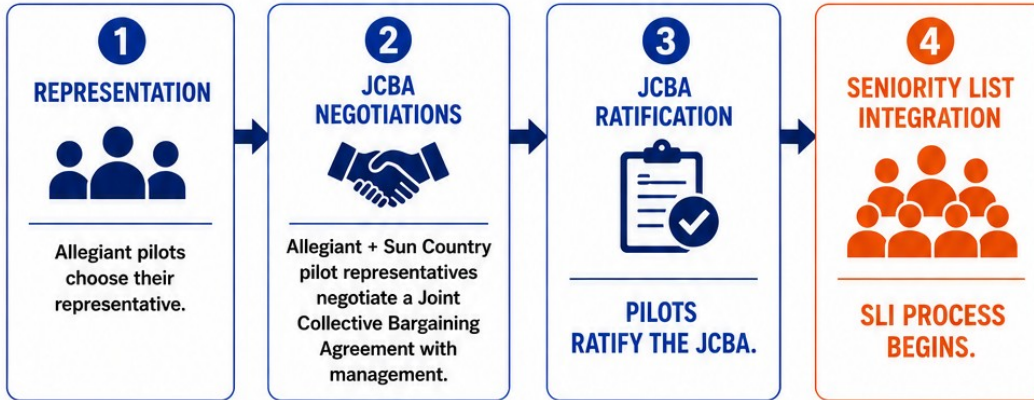
14. Does ALPA require date-of-hire or a one-for-one seniority integration

FAQ #14

No. ALPA policy does not prescribe a universal date-of-hire or one-for-one formula. ALPA makes fair-and-equitable considerations that can include career expectations, longevity, and status and category. The specific list is negotiated by the pilot-group merger representatives and, if unresolved, can be decided through the policy's dispute-resolution process.

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WHEN WOULD SENIORITY INTEGRATION BEGIN? ≡ AFTER A RATIFIED JCBA. ≡



CONTRACT FIRST. SENIORITY INTEGRATION SECOND.

Under current ALPA merger policy, the SLI process does not begin before a ratified JCBA.



WHY DOES THE ORDER MATTER?

Before the seniority lists are integrated, pilots first know the terms of the joint contract under which the combined pilot group will operate.



JCBA



AFTER JCBA RATIFICATION

The Allegiant and Sun Country merger representatives proceed through the established SLI process:



NEGOTIATION



MEDIATION



MEDIATION-ARBITRATION
OR ARBITRATION



OBJECTIVE:
FAIR & EQUITABLE SLI



ALPA MERGER POLICY

This sequencing reflects current ALPA merger policy. The interaction with applicable agreements and federal requirements can depend on the circumstances of a particular merger.



**JCBA FIRST.
SLI SECOND.**
KNOW THE CONTRACT BEFORE
INTEGRATING THE LISTS.



15. When does seniority-list integration occur relative to the JCBA?

FAQ #15

ALPA's current merger-policy materials state that the SLI process should not begin until there is a JCBA. The exact interaction between ALPA policy, the parties' contractual merger language, and federal law should be evaluated against the facts and agreements governing the Allegiant–Sun Country transaction.

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WHAT HAPPENS TO TEAMCARE IF ALPA BECOMES OUR REPRESENTATIVE?

TEAMCARE COULD END. YOUR HEALTH COVERAGE DOESN'T END THERE.

1 WHAT IS TEAMCARE'S POSITION TODAY?



TeamCare's current position is that coverage would end following a representation change.

BUT TEAMCARE HAS THE ABILITY TO CHANGE THAT POSITION.

The Company told pilots that TeamCare's Trust Agreement gives it the "option and ability" to extend coverage and that Allegiant would ask TeamCare to consider doing so.

REPRESENTATION CHANGE

TEAMCARE TRUSTEES

EXTEND/
CONTINUE
COVERAGE

END TEAMCARE
COVERAGE

The decision ultimately rests with TeamCare under its governing documents.

2 WHAT IF TEAMCARE DOES END?



ALLEGIANT IS ALREADY PREPARING FOR THAT POSSIBILITY.



"We have already begun exploring other national carriers to provide healthcare coverage should this change ever come to pass."



"We would do everything in our power to ensure that you continue to receive high quality health coverage."



TEAMCARE CONTINUES?

YES

Coverage continues.

TEAMCARE ENDS? NO



Allegiant explores other national carriers



High-quality replacement health coverage



Your healthcare benefit continues.

3 WHO WOULD PROTECT THAT BENEFIT?

If TeamCare ends, protecting the value and quality of our healthcare benefit would be an immediate issue for Allegiant pilot leadership and ALPA's professional benefits and bargaining resources.



ERISA ATTORNEYS

Experienced ERISA attorneys focused on employee benefit protection.



BENEFITS SPECIALISTS

Benefit experts who understand plans, costs and coverage options.



PROFESSIONAL NEGOTIATORS

Contract negotiators who fight for the value of your total compensation.



ACTUARIAL / ECONOMIC EXPERTISE

Data and analysis to support strong, fact-based negotiations.

TEAMCARE IS A NEGOTIATED BENEFIT WITH REAL VALUE.

Current healthcare benefit
↓
Employer contributions / negotiated value
↓
Representation changes
↓
Value worth protecting.

WHAT SHOULD PILOTS KNOW?



COULD TEAMCARE CONTINUE?

YES — THE COMPANY SAID TEAMCARE HAS THAT ABILITY.



IF TEAMCARE ENDS, IS ALLEGIANT PREPARING?

YES — ALLEGIANT IS ALREADY EXPLORING OTHER CARRIERS.



HAS ALLEGIANT COMMITTED TO HIGH-QUALITY COVERAGE?

YES — IN WRITING.



**TEAMCARE IS A PLAN.
HEALTHCARE IS THE BENEFIT.**

WHATEVER HAPPENS TO TEAMCARE, THE PRIORITY IS PROTECTING HIGH-QUALITY HEALTH COVERAGE FOR ALLEGIANT PILOTS AND THEIR FAMILIES.



i This information is based on Allegiant's communications and publicly available information as of August 2026. Details may change based on future decisions by TeamCare, the Company, and ALPA during negotiations.

16. What happens to TeamCare if representation changes?

FAQ #16

This is a benefits question that should be answered from the controlling TeamCare trust, plan, p carrier documents—not by campaign assumption. A change in representation and continued participation in a particular health plan are related issues, but they are not necessarily the same legal question. Pilots should expect a document-based answer addressing whether coverage can continue, who has authority to terminate participation, what notice is required, and what replacement coverage obligations would apply. Until that review is complete, neither side should present an automatic loss or automatic continuation of TeamCare as a certainty.

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WHAT ARE ALPA DUES?

1.85%

OF ELIGIBLE AIRLINE INCOME

Current ALPA
active-member dues rate

WHAT DOES 1.85% ACTUALLY MEAN?

\$
\$150,000
income
\$2,775
per year

\$
\$250,000
income
\$4,625
per year

\$
\$350,000
income
\$6,475
per year

Examples are estimates for illustration only.
ALPA assesses dues on "eligible airline income." Certain pay items are excluded.
Refer to ALPA's dues policy for full details.

WHEN WOULD ALLEGIANT PILOTS START PAYING?



NO ALPA DUES UNTIL 90 DAYS AFTER CERTIFICATION.

**COULD THE
DUES RATE
GO DOWN?**

CURRENT RATE
1.85%

As of this FAQ update.



PROPOSED RATE
1.55%
PROPOSED

ALPA's Executive Board has proposed reducing the dues rate to 1.55%.



1.85% remains the current rate. The proposed 1.55% rate still requires action by ALPA's Board of Directors.

WHAT DO THE DUES PAY FOR?

PROFESSIONAL NEGOTIATORS

LABOR ATTORNEYS

ECONOMIC ANALYSTS

SAFETY & SECURITY

AEROMEDICAL SERVICES

BENEFITS / ERISA EXPERTISE

COMMUNICATIONS & MEMBER SUPPORT

TRAINING & REPRESENTATION SUPPORT

ALPA is a pilot-only union with dedicated professionals and resources working for you.



1.85% CURRENTLY. 1.55% PROPOSED.

**NO DUES UNTIL 90 DAYS
AFTER ALPA CERTIFICATION.**



17. What are ALPA dues?

FAQ #17

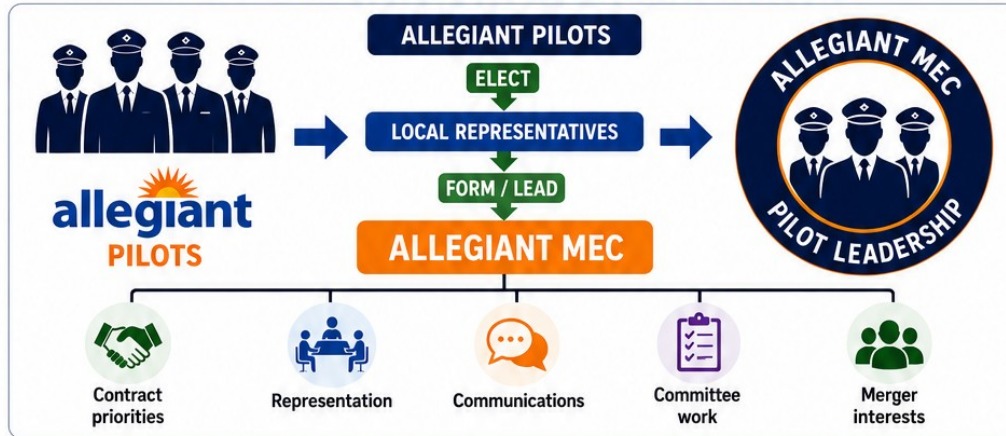
ALPA's current dues rate for active members is 1.85 percent of eligible airline income. ALPA states that newly certified groups do not begin paying dues until 90 days after formal certification. ALPA's Executive Board has proposed reducing the active-member dues rate to 1.55 percent, but that proposal still requires action by the Board of Directors; 1.85 percent remains the current rate as of this update.

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WHO WOULD RUN THE ALLEGIANT MEC?

ALLEGIANT PILOTS WOULD.

LOCAL PILOT LEADERSHIP. NATIONAL ALPA RESOURCES.



ALLEGIANT PILOTS & MEC

- ✓ Elect local representatives
- ✓ Elect MEC leadership
- ✓ Set Allegiant pilot-group priorities
- ✓ Represent Allegiant pilot interests
- ✓ Direct local committee work
- ✓ Remain accountable to Allegiant pilots

ALPA NATIONAL PROVIDES THE INFRASTRUCTURE

- ✓ Professional negotiators
- ✓ Labor attorneys
- ✓ Economic & financial analysts
- ✓ Safety & security professionals
- ✓ Aeromedical support
- ✓ Retirement & benefits expertise
- ✓ Communications support
- ✓ Training and education
- ✓ Representation resources

ALPA NATIONAL DOESN'T REPLACE LOCAL LEADERSHIP. IT SUPPORTS IT.

ALLEGIANT PILOTS

→

ALLEGIANT MEC

Sets priorities • Makes decisions
Represents Allegiant pilot interests

↔

ALPA NATIONAL RESOURCES

Tools. Expertise. Support.

WHAT ABOUT THE MERGER?

Allegiant pilots would have their own elected leadership advocating for Allegiant pilot interests while drawing on ALPA's national merger, negotiating, legal, economic and technical resources.

ONE NATIONAL PILOT UNION DOESN'T MEAN ONE PILOT GROUP.

Allegiant pilots retain their own elected leadership and interests.

18. Who would run the Allegiant MEC?

FAQ #18

Allegiant pilots would. Under ALPA's structure, pilots elect their own local representatives and ALPA National supplies the broader structure, policy framework, staff, training, and professional resources; it does not replace locally elected Allegiant pilot leadership.

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WHAT PROFESSIONAL RESOURCES DOES ALPA PROVIDE?

ALPA IS MORE THAN A BARGAINING REPRESENTATIVE. IT'S A PROFESSIONAL SUPPORT SYSTEM BUILT FOR AIRLINE PILOTS.



THE DIFFERENCE IS SPECIALIZATION.
PILOTS LEAD. PROFESSIONALS SUPPORT THEM.



Allegiant pilots don't hand control to ALPA National. Locally elected pilots set priorities and make pilot-group decisions.



ALPA supplies the professional infrastructure behind them.
Attorneys • Negotiators • Economists • Safety Specialists
Aeromedical • Benefits • Communications • Training

WHEN WOULD WE USE THESE RESOURCES?



JCBA NEGOTIATIONS
Negotiators + economists + attorneys



DISCIPLINE / CONTRACT ENFORCEMENT
Labor relations + legal



FAA MEDICAL ISSUE
Aeromedical resources



HEALTHCARE / RETIREMENT
Benefits + ERISA expertise



SAFETY EVENT
Safety specialists



MERGER / INTEGRATION
Legal + economic + bargaining + merger resources



PILOT-LED. PROFESSIONALLY SUPPORTED.
RESOURCES BUILT AROUND THE AIRLINE PILOT PROFESSION.

19. What resources would Allegiant pilots gain access to through ALPA

FAQ #19

ALPA maintains professional resources in areas including legal and labor relations, economic analysis, aviation safety and security, aeromedical and pilot-assistance programs, retirement and benefits, communications, training, and representation support. The value of the structure is that locally elected pilot representatives can draw on those specialized resources while remaining accountable to the pilots who elected them.

CAN ALLEGIANT PILOTS LEGALLY ORGANIZE AND SIGN AUTHORIZATION CARDS?

YES.

THE RAILWAY LABOR ACT PROTECTS YOUR RIGHT TO CHOOSE YOUR REPRESENTATIVE.

YOUR RIGHTS



✓ SIGN

You may sign a lawful ALPA authorization card.



✓ TALK

You may discuss representation with fellow pilots.



✓ ORGANIZE

You may participate in lawful organizing activity and distribute authorization cards, subject to applicable neutral workplace rules.

THE CHOICE BELONGS TO THE PILOTS.

The Railway Labor Act protects employees' right to organize and select their collective-bargaining representative **without carrier interference, influence or coercion.**



NO CARRIER INTERFERENCE



NO CARRIER INFLUENCE



NO CARRIER COERCION

PROTECTED ACTIVITY ≠ IGNORING WORKPLACE RULES

Organizing activity still needs to comply with neutral rules concerning security, operations, access and workplace conduct.

YOUR REPRESENTATION RIGHTS



Sign a card



Talk with fellow pilots



Participate in organizing



Distribute lawful authorization cards



NORMAL WORKPLACE RULES STILL APPLY



Security requirements



Operational duties



Restricted areas



Neutral access and conduct rules

★ **YOU DON'T NEED PERMISSION TO HAVE AN OPINION ABOUT YOUR UNION.** ★

✓ YOU HAVE THE RIGHT TO ORGANIZE. • ✓ YOU HAVE THE RIGHT TO SIGN A CARD. • ✓ YOU HAVE THE RIGHT TO MAKE YOUR CHOICE.



INFORM YOURSELF. MAKE YOUR CHOICE.

20. Can Allegiant pilots legally organize and sign authorization cards?

FAQ #20

Yes. Employees covered by the Railway Labor Act have the right to choose their collective-bargain representative free from carrier interference, influence, or coercion. Allegiant pilots may discuss representation with coworkers, sign lawful ALPA authorization cards, and participate in lawful organizing activity, including distributing authorization cards. Pilots should continue to comply with neutral workplace, security, operational, conduct, and company-access rules while engaging in campaign activity.

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IS ALLEGiant TOO SMALL OR TOO DIFFERENT FOR ALPA? **NO.**

ALPA REPRESENTS PILOTS ACROSS THE AIRLINE INDUSTRY.

LARGE NETWORK PASSENGER	LEISURE-FOCUSED PASSENGER	REGIONAL	CARGO
			
			



DIFFERENT BUSINESS MODELS. SAME PROFESSION.



Different networks • Different fleets • Different contracts • Different pilot-group priorities



A LEISURE-FOCUSED U.S. AIRLINE

ALPA DOESN'T REQUIRE ALLEGiant TO FIT SOMEONE ELSE'S BUSINESS MODEL.

Allegiant pilots would bring:

- OUR AIRLINE
- OUR CONTRACT
- OUR PRIORITIES
- OUR MERGER INTERESTS
- OUR VOICE



BACKED BY ALPA'S NATIONAL PILOT RESOURCES

Negotiators	Attorneys	Economists	Safety
Aeromedical	Benefits	Communications	Training

WHAT STAYS ALLEGiant?

- ✓ Our pilots
- ✓ Our elected representatives
- ✓ Our contract priorities
- ✓ Our merger interests
- ✓ Our voice

WHAT CHANGES?

THE RESOURCES BEHIND US.

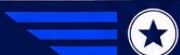
ALLEGiant PILOTS → ALPA PROFESSIONAL INFRASTRUCTURE

LOCALLY ELECTED ALLEGiant PILOT LEADERSHIP

AND WE'RE ALREADY MERGING WITH AN ALPA PILOT GROUP WHO IS SMALLER THAN US.



THE QUESTION IS WHO DO WE WANT BEHIND ALLEGiant PILOTS DURING THE MERGER AND SLI.



DIFFERENT AIRLINE. SAME PROFESSION.

OUR PILOT GROUP. OUR PRIORITIES. NATIONAL PILOT RESOURCES.



21. Is Allegiant too small or too different for ALPA?

FAQ #21

No. ALPA represents pilot groups across a range of airline sizes and business models, including passenger airlines, leisure-focused passenger airlines, regional airlines, and cargo carriers. Allegiant is a leisure-focused U.S. airline, and ALPA representation would not require Allegiant pilots to adopt another carrier's business model or priorities. Allegiant pilots would retain locally elected pilot leadership, their own contract priorities, merger interests, and voice while gaining access to ALPA's national professional resources. That question is particularly relevant as Allegiant merges with Sun Country, whose pilots are already represented by ALPA.

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WHERE DO I GET AN AUTHORIZATION CARD, AND WHERE DO I SEND IT?



DOWNLOAD YOUR CARD AT **G4ALPA.COM**

The current G4 ALPA authorization card is available to download and print.



1

DOWNLOAD



Go to G4ALPA.com and download the current authorization card.

2

PRINT



Print the card and keep the entire card intact.

3

COMPLETE



Fill out all requested information clearly and completely.

4

SIGN + DATE



Sign and date the card by hand in blue or black ink.

Use permanent ink – not pencil.

5

PROTECT THE CARD



Handle the card carefully from the time you print it until it is returned.

6

RETURN IT



Follow the current return instructions provided at G4ALPA.com or by your G4ALPA organizer.

DO NOT RIP, TEAR OR DAMAGE THE CARD.



Keep the card intact and legible from the time you print it until it is returned.



SIGN + DATE BY HAND IN BLUE OR BLACK INK.

- Use permanent ink – not pencil.
- Your signature and date must be in your own handwriting.
- The NMB verifies your signature against the company's records.

BEFORE YOU SEND IT, CHECK IT.



- ✓ Current G4 ALPA card downloaded from G4ALPA.com
- ✓ Printed and completed fully
- ✓ Signed and dated by hand
- ✓ Blue or black permanent ink recommended (not pencil)
- ✓ Original card intact – not ripped, torn or damaged
- ✓ Return the physical original as instructed (**NMB does not accept cards by email or fax.**)



RETURN INSTRUCTIONS ARE CURRENT AND MAY CHANGE.

Always follow the most up-to-date instructions at G4ALPA.com or from your G4ALPA organizer.



G4ALPA.COM



GET IT. SIGN IT. SEND IT.
CONVERSATIONS DON'T COUNT. CARDS DO.



22. Where do I get an authorization card, and where do I send it?

FAQ #22

The current G4 ALPA authorization card is available to download and print at G4ALPA.com. Complete the requested information clearly and completely, then personally sign and date the card by hand. Blue or black permanent ink is recommended; the NMB does not require a specific ink color. Keep the original physical card intact and legible—do not rip, tear, or damage it. Return the physical original promptly using the current instructions posted at G4ALPA.com or provided by a G4ALPA organizer. Do not email or fax the authorization card to the NMB.

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INFORM YOURSELF. MAKE YOUR CHOICE.

This FAQ was created to give Allegiant pilots clear information about the G4ALPA card drive, the NMB representation process, and the issues surrounding the Allegiant-Sun Country merger.

THE NEXT STEP BELONGS TO THE PILOTS.

Learn more, download an authorization card, and find current card-return instructions at:

G4ALPA.COM

CONVERSATIONS DON'T COUNT. CARDS DO.

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