

**TWU Local 577
Tentative
Agreement
Review**

Agenda

1. Negotiating Timeline
2. Review of the Tentative Agreement Highlights
3. Questions and Answers
4. What's Next?

Negotiating Timeline

- December 21, 2010 – Representation Election
- June 2011 – Negotiations Begin
- Section 6 Negotiations – 90% TAs Reached
- September 2012 – Filed for Mediation
- July 2015 – Decertification Filed
- February 2016 – Union Recertified
- August 2016 First Tentative Agreement
- September 2016 – First TA Vote
- February 2017 – Back to Negotiations
- July 2017 – Filed for Release
- November 2017 – Tentative Agreement Reached
- Voting on Tentative Agreement Dec 14-21, 2017

First Contract

Why is a “First Contract” so important? First of all it serves a foundation to build our Union and protect our Members. Additionally, over the years our Members have asked how the Company could make unilateral changes in our work rules like implementing Merlot without negotiating with the Union. They were able to do this, because under the Railway Labor Act, Companies can make work rule changes for “operational reasons” until a First Contract is negotiated. A First Contract establishes “Status Quo”, so once it is ratified, the Company is bound by the provisions and cannot make changes to work rules, benefits, or wages without negotiating with our Union.

Standard Sections

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|---|---|
| <ul style="list-style-type: none">• Preamble• Definitions• Recognition• Status – Defines Parties of Agreement• Scope – Defines contract boundaries, work protection, & merger/acquisition language (improved from first TA)• Non-Discrimination• Union Security• Health & Safety | <ul style="list-style-type: none">• General Union Information• Union Business• Savings – Preserves Agreement in case of regulatory or legislative changes• Union Business (improved from first TA)• Duration – 5 year length of Agreement (improved from first TA)• Uniforms |
|---|---|

Insurance and Retirement

- Members will be offered the same insurance benefits as all other employees
- Members will be included in any other profit sharing offered to other employees
- Members will be eligible to participate in the Company 401K Retirement Plan with guaranteed Company match at maximum 4% Company Match (improvement from first TA)
- Members will be eligible for Company Retiree Flight Benefits

Leaves of Absence

- Establishes criteria for Family and Medical Leave Act (FMLA) for Member or qualified Family Member
- Eligibility to use FMLA as Military Caregiver
- Pay protection for Jury Duty Leave
- Guaranteed 7 day paid leave in case of terrorism, sabotage, hijacking or aircraft accident where slide is deployed
- Seniority accrual on approved leaves
- Allows for Company Convenience Leaves (CCL)
- Allows for Personal or Medical Leaves up to 90 days
- Paid Bereavement leave for up to 5 days

Vacation

- Guaranteed vacation instead of PTO
- Vacation paid at 2.85 per day (20 per week)
- Vacation granted in 7 day blocks
- Vacation grant increased (Parity with Pilots)
- Ability to be able to pick up from OT during vacation week
- Vacation can be slid two days in either direction
- Company will reimburse for deposits or advance payments if Company cancels vacation for operational needs

Longevity	Vacation days
1 st Year	7 Days
2 nd – 4 th Year	14 Days
5 th – 8 th Year	21 Days
9 th Year and Thereafter	28 Days

Vacation Flex Time (New)

- If a Flight Attendant is eligible for 14 (fourteen) or more days of vacation at the time of the vacation bid period, she/he can elect to take a maximum of 7 (seven) days as “flex” days. These 7 “flex” days can be used by a Flight Attendant to request a day off after the monthly bid awards.
- Requests for a flex day off will be awarded on a first-come, first-serve basis after the monthly bid awards, provided there is an excess of the required reserve complement.
- Flight Attendants awarded a flex day off will be paid 2.85 hours (daily vacation rate).
- Any unused flex vacation days will be paid out to the Flight Attendant at his/her current hourly rate of pay at year’s end.

Sick Leave

- Designated sick pay instead of PTO
- Sick Leave accrual at 4 hours per month (parity with Pilots)
- Maximum accrual of 450 hours (improvement from first TA)
- Line holders credited with trips lost
- Reserves credited at 3.5 hours per day
- Sick Leave may be used on FMLA
- PTO may be converted up to 30 hours at 120% to establish Sick Bank (improvement from first TA)

Health and Safety

- Requires that Company provide safe equipment and working conditions
- Requires Company to meet Federal air quality and noise regulations
- Allows Flight Attendants to wear approved earplugs
- Requires Company to meet with Union on Health and Safety issues
- Establishes Fatigue Policy
- Protects Flight Attendants from doing bomb searches on ground or cleaning large bodily spills
- Procedures for unsafe aircraft temperatures

Hours of Service

- Establishes Duty Period and Rest Limitations
- Establishes augmented crew requirements
- Guarantees that nonlocal transportation is not considered rest
- Allows Flight Attendants unlimited flying as long as FARs are met
- Requires delay notification if flight is over 2 hours late or cancelled
- Establishes check in at 1 hour prior to departure
- Duty continues until 15 minutes after block-in
- Establishes minimum days off
- Requires Company to meet and confer with the Union in case of a new aircraft or different flying.

Scheduling Policy

- On a scheduled day off, a Pairing or Reserve Day picked up from Open Time or another Flight Attendant will be paid above guarantee regardless of line type (ie. Regular, Mixed, Reserve) (improvement over first TA)
- Flight Attendants may swap or trade Recurrent Training Dates (CQ)

Scheduling and Bidding

- Establishes requirements and procedures for bidding including returning from leave of absence
- Establishes 48 hour bid review period (ability to contest)
- Guarantees line value at a minimum of 75 hours
- Open Time may not be assigned before 1000 PST two calendar days prior to trip scheduled report time
- Allows all Flight Attendants to pick up from other Bases
- Allows Flight Attendants to trade between Bases
- TDY Bidding consistent with Domicile Bidding
- Establishes single room hotel requirements for TDY
- Establishes “crew hotel option” for TDY at 50% of cost
- Establishes trading within FARs and buffers of legal rest plus one hour

Additional Scheduling and Bidding

- Guarantees Unlimited Trip Trading
- Allows Flight Attendants to request trip drops if Reserve complement allows
- Allows Flight Attendants to drop to 40 hours
- Allows Flight Attendant to drop below 40 hours with sole discretion of Management
- Guarantees greater of actual or scheduling flying in case of reschedule/reroute (improvement over first TA)
- Additional reschedule/reroute paid at bonus time for Regular AND Mixed Line Holders
- If, after a cancellation, a Flight Attendant chooses to sit Reserve to be pay protected, they must only remain available in the footprint of the original trip
- Establishes Union Scheduling Committee

Reserve

- Reserves maintain 90 minute report time
 - Reserve assignments will be made no earlier than 10AM PST two calendar days before trip
- Reserves will have an average 12 days off
- Reserves will have a minimum 8 days off
- Reserves will have 6 immovable “Golden Days”
- Paid above guarantee for all picked up trips
- If a Reserve is called and not used, will be credited with first leg of assigned trip
- Within sixteen (16) months of ratification, Company will provide automated Reserve Status List
- Airport Standby:
 - 5 Hour Limit (improvement from first TA)
 - 3.5 Hours credited in addition to actual hours flown
 - If not used, Reserve is released (improvement from first TA)
 - Limited to 5 times per month

Part-Time (PT)

- Flight Attendants may transfer to PT Status after 12- months on Full-Time status
- Must retain PT status for at least 6 months
- PT Flight Attendants may pick up Trips or Reserve Days on days off
- PT Flight Attendants will be paid 3.5 hours per day if not assigned (improvement from first TA)
- PT Flight Attendants will be paid for trips flown at their base rate of pay if they are assigned a trip
- PT Flight Attendants must fly one trip per 6 months to remain active
- PT Flight Attendants will fall under Company Attendance Policy
- Departmental Seniority accrue at 50% while on PT Status (improvement from first TA)
- One time opportunity return to Full-Time Status with full credit for time on FT Status and 50% credit for time on PT Status (improvement from first TA)

Additional Part-Time (PT)

- PT Flight Attendants on active status will maintain Company Travel Benefits.
- PT Flight Attendants will be eligible for 401K Company Match.
- PT Flight Attendants will be responsible for 8 days during Peak Months (March, June, July)
- PT Flight Attendants will be responsible for 4 days during Holiday Peak Periods (November 16-30, December 16-January 4)
- PT Flight Attendants will be responsible for 0 days during non Peak or Holiday Peak Periods not listed above.
- PT Flight Attendants may not work more than 40 hours in a calendar month except in Peak Months listed above.

Seniority

- Establishes consistent process for Seniority
- Requires regular update of Seniority List
- Establishes procedures for disputing incorrect information on Seniority List
- Establishes reasonable limitations on accruing seniority in Supervisory Roles
 - FAs who become Base Managers Supervisors and Trainers accrue full seniority
 - Management positions below Director will have seniority frozen
 - Director level positions and above lose FA seniority

Grievance and SBA

- Provides due process to resolve contract issues (payroll, scheduling, bidding, workrule violations)
- Provides appeal process for unfair, overly harsh, or inconsistent disciplinary action
- Establishes strict time frames to guarantee issues will be resolved in a timely manner
- Allows Members including Probationary FAs to have a Union Representative in Meetings
- Allows final and binding resolution by a neutral Arbitrator if necessary

Union Security

- Allows your Union to collect Union dues or a service charge to negotiate and uphold the contract through payroll deduction
- If it is determined that the Member has not paid dues, they will lose bidding privileges until dues are current
- * *Dues for Allegiant FAs are based on a weighted average of the pay scale at \$31.00 per month.*
- * *Your Local Union keeps 70% of dues to run the Local and remits 30% to TWU for affiliation and support*
- * Not contractual items – TWU Policy

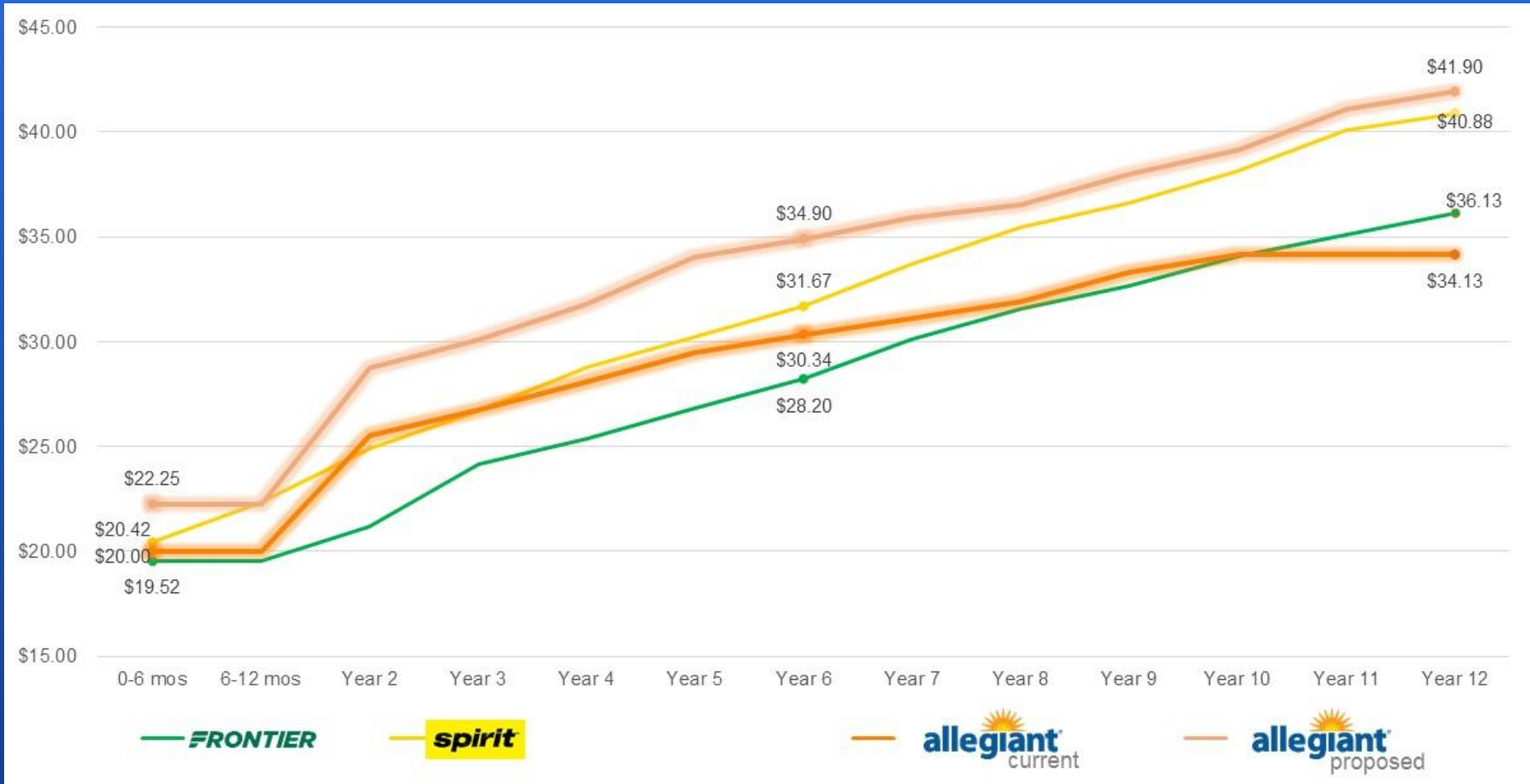
Reduction in Force (RIF)

- Establishes Furlough procedures
- Guarantees Recall Rights for 3 years
- Requires that Company offer CCL, LOA or Job Sharing to avoid Furlough
- Requires prior notice in writing for RIF
- Requires that Recall after RIF be in Seniority order
- Allows furloughed Flight Attendants to retain Seniority
- Allows furloughed Flight Attendant enrolled in school to bypass recall until the end of the semester providing it does not require additional hiring

Years	Current Rates	Date of Signing	DOS + 1	DOS + 2	DOS + 3	DOS + 4
1	\$20.00	\$22.25	\$22.48	\$22.70	\$22.92	\$23.15
2	\$25.50	\$28.75	\$29.04	\$29.33	\$29.63	\$29.92
3	\$26.73	\$30.10	\$30.40	\$30.70	\$31.02	\$31.33
4	\$28.05	\$31.75	\$32.06	\$32.39	\$32.71	\$33.04
5	\$29.49	\$34.00	\$34.34	\$34.68	\$35.03	\$35.38
6	\$30.34	\$34.90	\$35.24	\$35.59	\$36.11	\$36.47
7	\$31.10	\$35.90	\$35.26	\$36.62	\$37.15	\$37.52
8	\$31.88	\$36.50	\$37.22	\$37.97	\$39.10	\$39.50
9	\$33.49	\$38.00	\$38.76	\$39.54	\$40.72	\$41.12
10	\$34.13	\$39.15	\$39.93	\$40.73	\$41.95	\$42.37
11	\$34.13	\$41.05	\$41.87	\$42.70	\$43.98	\$44.42
12 +	\$34.13	\$41.90	\$42.74	\$43.59	\$44.90	\$45.35

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ULCC Flight Attendant Comparison



Economic Benefits

- All FA's receive 16-33% wage increases over the life of the Contract (vast improvement over first TA)
- Per Diem increased to \$2.00 per hour for day trips, overnights, initial training and TDY
- Commission incorporated into higher wage rates
- Minimum pay of .50 hours for every hour on duty
- Training pay at \$80.00 per day
- All Computer Based Recurrent Training at \$120.00 per year (improvement over first TA)
- Working into a day off – Guaranteed pay-protected day off and can pick up on that day for additional compensation (improvement over first TA)

Additional Economic Benefits

- Bonus pay at 1.3 times base rate
- All Mission Mode at 1.5 times base rate (improvement over first TA)
- Pay protection if pulled from pairing for Drug or Alcohol testing
- Pay at 1.3 times base rate if Junior Assigned
- Guaranteed participation in Company profit sharing
- PTO cash out at 100% or can convert 30 hours to Sick Leave at a rate of 120% (improvement over first TA)
- Two raises per year until top-out
- Scheduled or better pay on all working or deadheads on Allegiant (improvement over first TA)

Q & A