

Implementation Timeline (as of April 26, 2024)

Sec	Sub Sec	Sec Name	Description	Effective Date	Special Instructions
6	A	Compensation	New wage rates	April 16, 2024	
6	B	Compensation	New pay credit	April 16, 2024	
6	C	Compensation	Adjust per diem rate to \$2.30	April 16, 2024	
6	D	Compensation	Bid credit: Required training	June 1, 2024	
6	D	Compensation	Recurrent Pay: new pay credit	April 16, 2024	
6	D	Compensation	CBT Pay: Credit all FAs (first half)	January 1, 2024	
6	D	Compensation	CBT Pay: Credit for FAs with TR Jan-Apr (second half)	January 1, 2024	
6	D	Compensation	CBT Pay: Program for TR May forward (second half)	May 1, 2024	
6	E	Compensation	Pay credit: Meetings on day off	April 16, 2024	Inflight Leadership will schedule, Crew Services will update in Merlot
6	F	Compensation	BFH Pay: productivity at 93 hours for applicable credit hours	April 16, 2024	
6	F	Compensation	BFH credit: Include applicable hours that should count toward BFH	April 16, 2024	
6	G	Compensation	Award Mission Mode by Base Seniority first	TBD	Discussions Continuing with Union
6	G	Compensation	Reschedule/reroute pay in addition to Mission Mode	TBD	Discussions Continuing with Union
6	G.1	Compensation	Mission Mode applicable rate of pay	April 16, 2024	
6	G.2	Compensation	Credit for Reserve periods offered as Mission Mode	April 16, 2024	
6	G.3 & G.4	Compensation	Response time windows	April 16, 2024	
6	G.5	Compensation	Info provided in Mission Mode - all except block	May 1, 2024	
6	G.5	Compensation	Info provided in Mission Mode - including block	TBD	
6	G.6	Compensation	PPSK for Mission Mode at Mission Mode rate	April 16, 2024	
6	G.7	Compensation	Mission Mode rate when in BFH threshold	April 16, 2024	
6	G.8	Compensation	Mission Mode for Airport Standby	April 16, 2024	
6	G.9	Compensation	Mission Mode does not apply for trades	April 16, 2024	
6	G.10	Compensation	Removal of another trip on same day for Mission Mode	April 16, 2024	
6	G.11	Compensation	Mission Mode trade for Premium Open Time	April 16, 2024	
6	G.12	Compensation	Award window	April 16, 2024	
6	G.13	Compensation	Unsuccessful Mission Mode and assigned reschedule/reroute	April 16, 2024	
6	H	Compensation	Advertise trips in Open Time as Premium Pay Open Time	April 16, 2024	
6	H.1	Compensation	PPSK for Premium Pay Open Time	April 16, 2024	
6	H.2	Compensation	Premium Pay Open Time rate when in BFH threshold	April 16, 2024	
6	H.3	Compensation	Airport Standby in Premium Pay Open Time	April 16, 2024	
6	H.4	Compensation	FA free from duty to get Premium Pay Open Time	April 16, 2024	
6	H.5	Compensation	Premium Pay Open Time trade for another Premium Pay Open Time	April 16, 2024	FA will need to file a Crew Payroll JIRA
6	I	Compensation	Pay for random drug/alcohol testing	April 16, 2024	FA will need to call Crew Services to adjust release time. DAP will send reports twice a week to verify and update pay.
6	J	Compensation	Pay for JA assignment	April 16, 2024	
6	J	Compensation	Pay when JA traded away to another FA	April 16, 2024	FA will need to submit Payroll JIRA for correct pay until further notice
6	K	Compensation	FA participation will match other company employees	April 16, 2024	
6	L	Compensation	Update process and trigger for pay election in lieu of replacement day off	April 16, 2024	Requests should be submitted to triptrades-flightattendants@allegiantair.com; Crew Services and Crew Pay will work on adjustments as needed.
6	M	Compensation	Bid credit: 4 hour minimum per duty period	June 1, 2024	
6	M.1	Compensation	Pay credit: 0.7 duty rig	April 16, 2024	
6	M.2	Compensation	Pay protection for 4-hour minimum per duty period	TBD	Discussions Continuing with Union
6	N	Compensation	Min Guarantee: 80-hour for Reserve line with reduced day off	June 1, 2024	
6	O	Compensation	New pay bucket: Redeye Premium	April 16, 2024	April will processed during reconciliation pay period (TBD)
6	P	Compensation	New pay bucket: International Pay	April 16, 2024	April will processed during reconciliation pay period (TBD)
6	Q	Compensation	Premium Pay for holidays identified for the bid	April 16, 2024	
6	S	Compensation	New pay bucket: Charter Pay	April 16, 2024	April will processed during reconciliation pay period (TBD)
7	A	Retirement Benefits	Update company match for 401K	January 1, 2025	

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7	B	Retirement Benefits	Retirement flight privileges	April 16, 2024	
8	A.1 & A.2	Insurance and Benefits	Benefits: Teamcare rate change	May 1, 2024	
9	A	Expenses	Per diem: Domestic rate	April 16, 2024	
9	A	Expenses	Per Diem: International rate	April 16, 2024	
9	B	Expenses	Long-term Assignments: Will normally book hotels a month in advance	June 1, 2024	
9	B	Expenses	Hotel criteria	June 1, 2024	
9	C	Expenses	Parking and Transportation criteria	April 16, 2024	FA needs to communicate with Crew Services if seeking own transportation and reimbursement for reconciliation
9	C.2	Expenses	Request to book travel for recurrent	TBD	
9	D.3	Expenses	Reimbursements: FA book hotel if company cannot provide	April 16, 2024	FA needs to communicate with Crew Services if seeking own hotel and reimbursement for reconciliation
9	D.5	Expenses	Reimbursement: Passport and Visa renewal	April 16, 2024	
11	A.10	Leaves of Absence	FMLA: Application of sick bank usage	April 16, 2024	
11	A.10 & A.11	Leaves of Absence	Intermittent FMLA: Adjust notice to FMLA Source from 24-hour to 48-hours	April 16, 2024	Report FMLA-I as normal then submit IRF for adjustment (if more than 24 hrs)
11	D	Leaves of Absence	Jury: Pay logic to PPSK	April 16, 2024	
11	D.2	Leaves of Absence	Jury: Flight Attendant request to be removed from service	April 16, 2024	
11	E.4	Leaves of Absence	Longevity adjustment for LOA pver 180 days, excluding Military	April 16, 2024	
11	E.5	Leaves of Absence	Extended travel benefits during LOA	April 30, 2024	
11	E.6	Leaves of Absence	Update to eligibility to participate in Vacancy Bid if on LOA	July 1, 2024	
11	E.8	Leaves of Absence	Ability to attend training events during LOA	April 16, 2024	
11	G.1	Leaves of Absence	Personal Leave: Increasing allotment from 90 to 180 days	April 16, 2024	
11	G.4	Leaves of Absence	Personal Leave: Application of sick bank usage	April 16, 2024	
11	H	Leaves of Absence	Bereavement: 5 to 7 days; two consecutive blocks; qualifying family members	April 16, 2024	File BRV request through FMLA Source as normal then submit IRF for additional days or override of additional qualified family members. Call in sick (pending BRV) to Crew Services as normal procedure.
11	I	Leaves of Absence	Parental: 3 weeks paid leave immediately following birth or adoption of child	April 16, 2024	File FMLA request through FMLA Source as normal then submit IRF for review of eligibility. We will provide Parental Leave Affidavit to complete.
11	J	Leaves of Absence	Wedding Leave: 3 days unpaid for their own wedding	April 16, 2024	This new leave is not available through FMLA Source yet so you must submit IRF for review (including upload of supporting documentation).
12	A.2.c	Vacation	Bid credit: Vacation value (3 hours)	June 1, 2024	
12	A.2.c	Vacation	Vacation Value Adjustment: Remainder of 2024 (i.e., April 16 - Dec 31)	April 16, 2024	
12	A.2.c	Vacation	Vacation Value Adjustment: 2025 and beyond	January 1, 2025	
12	A.2.h	Vacation	Annual VAC Bid: Minimum inventory	January 1, 2025	
12	A.2.i	Vacation	Annual VAC Bid: Ability to bid on LOA	January 1, 2025	
12	A.5.b	Vacation	Discontinuation of vacation slides	January 1, 2025	
12	A.6	Vacation	Pickups During VAC: Ability to pickup MM, Premium OT, or other FAs	April 16, 2024	This request is manual and not available in Crew Portal, FAs will submit email to triptrades-flightattendants@allegiantair.com.
12	A.7	Vacation	Vacation cancellation payout	April 16, 2024	
12	A.11.a	Vacation	FLEX: Election (new bid before annual vacation)	January 1, 2025	
12	A.11.c	Vacation	FLEX: Value of dropped trip	April 16, 2024	
13	E.1	Sick Leave	Sick Bank Payout: Monthly payout if FA exceeds max (450) at 3x rate	April 16, 2024	
13	E.2	Sick Leave	Sick Bank Payout: Ability to request payout every January, if eligible	January 1, 2025	
14	A.4	On the Job Injury	OJI: Extended coverage protection	April 16, 2024	
14	A.6.i & ii	On the Job Injury	OJI: Ability to request pay from SICK/VAC during waiting period; then restore hours into sick or vacation banks, if applicable	April 16, 2024	
14	A.7	On the Job Injury	OJI: Pay beyond waiting period	April 16, 2024	
14	A.9	On the Job Injury	OJI: Pass travel to remain active for medical care (no JS) and eligible family members	April 30, 2024	
15	G	Health and Safety	Fatigue mitigation developments	June 1, 2024	Crew Services will reach out to FA with approved reports & eligible for COMP Day
15	I	Health and Safety	Working lav will normally be operable	April 16, 2024	

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Sec	Sub Sec	Sec Name	Description	Effective Date	Special Instructions
15	L	Health and Safety	Ability to be released from duty related to serious incident	April 16, 2024	
15	M	Health and Safety	Non-disciplinary safety debriefing pay	April 16, 2024	
15	N	Health and Safety	Assault Policy	October 16, 2024	
16	A	Hours of Service	Scheduled duty period length (16 hour max for domestic)	TBD	Discussions Continuing with Union
16	A.2.i	Hours of Service	Extension of duty for irregular ops	TBD	Discussions Continuing with Union
16	A.9	Hours of Services	Delay notification	TBD	Discussions Continuing with Union
16	A.10	Hours of Services	Remain on aircraft or at airport 30+ mins beyond debrief time	TBD	Discussions Continuing with Union
16	B.1.i.b	Hours of Service	Showtime adjustments	TBD	Discussions Continuing with Union
16	B.1.ii	Hours of Service	Unrealistic turn times	April 16, 2024	
16	B.1.iii	Hours of Service	Last passenger off	April 16, 2024	
16	B.1.iii	Hours of Service	Adjust debrief time to 20 mins	February 11, 2025	
16	B.1.iii	Hours of Service	Duty Period: Adjust international to 45 mins	TBD	Discussions Continuing with Union
16	C	Hours of Service	Minimum rest over 14 hours duty	TBD	Discussions Continuing with Union
16	G	Hours of Service	Commuting	April 16, 2024	
16	H	Hours of Service	Natural disaster absence policy	April 16, 2024	
18	E	Scheduling Policy	Timeline for Recurrent trades	June 1, 2024	
19	A.1.iii	Scheduling and Bidding	Eligibility to bid: Military LOA	June 1, 2024	
19	A.1.iv	Scheduling and Bidding	Process to pickup from open time (if released from LOA 72 hrs prior)	May 1, 2024	
19	B.2	Scheduling and Bidding	Bid protest resolution	April 16, 2024	
19	B.2.a	Scheduling and Bidding	Bid Awards: Using Safet-Fast to help with fatigue mitigation	June 1, 2024	
19	B.5	Scheduling and Bidding	Bid Awards: Adjusting the guarantee for Reserve line when reduced day off	June 1, 2024	
19	B.6	Scheduling and Bidding	Bid Awards: Cancelled flights after bid open	June 1, 2024	
19	C	Scheduling and Bidding	PPSK for trips placed in OT in error and picked up (if not corrected timely)	April 16, 2024	
19	D.3	Scheduling and Bidding	Buddy bid for TDYs	August 1, 2024	
19	D.11	Scheduling and Bidding	Involuntary TDY: Block of 4 consecutive days off	June 1, 2024	
19	E	Scheduling and Bidding	Trades that can't be submitted electronically through the scheduling system, are submitted through an approved method, and require manual processing will be responded to in a timely manner, but not more than 6 hours.	June 1, 2024	Transactions that can be processed through Portal should be attempted in Portal prior to emailing triplades-flightattendants@allegiantair.com
19	E.5	Scheduling and Bidding	No duty changes 3 hours preceding the opening of Bid Period TT	June 1, 2024	
19	E.6	Scheduling and Bidding	Daily Minimum	April 16, 2024	
19	E.7	Scheduling and Bidding	Minimum 40-hour Requirement (adjust report)	April 16, 2024	
19	E.9	Scheduling and Bidding	Jet Bridge Trades	June 1, 2024	
19	F.3	Scheduling and Bidding	New definition and process change for reschedule	TBD	Discussions Continuing with Union
19	F.4	Scheduling and Bidding	New definition and process change for reroute	TBD	Discussions Continuing with Union
19	H	Scheduling and Bidding	New process for late reports	April 16, 2024	
19	I	Scheduling and Bidding	New process for Junior Assignment	April 16, 2024	
20	B	Reserve	Reserve: Change in Reserve period (12 hours)	June 1, 2024	
20	C	Reserve	Reserve: Change in callout times (2 hour)	June 1, 2024	
20	D	Reserve	Reserve: Acknowledging assignment (20 minutes)	TBD	Discussions Continuing with Union
20	E	Reserve	Reserve: Moveable day off in Reserve; Delay past 0000 into a golden day	TBD	Discussions Continuing with Union
20	F	Reserve	Reserve: Callout Report	TBD	
20	G	Reserve	Open time request from Reserve	April 16, 2024	
20	J	Reserve	4.00 Value of Reserve if picked up by Regular or Mixed lineholder	April 16, 2024	
20	J	Reserve	Bid credit: 4.00 Value of Reserve for Mixed lineholder	June 1, 2024	
20	L	Reserve	Reserve: Stood down from Reserve	April 16, 2024	
20	O	Reserve	Reserve: Minimum consecutive days off	June 1, 2024	
20	P	Reserve	Reserve: Restrictions for Reserve period change	June 1, 2024	
20	Q	Reserve	Reserve: Provisions for day-of assignments	June 1, 2024	

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20	R	Reserve	Reserve: Swapping Reserve days	June 1, 2024	
20	S	Reserve	Airport Standby: Company may offer in Open Time or may assign from Reserve	April 16, 2024	
20	S.1	Reserve	Airport Standby: FA must return call or acknowledge within 10 mins	June 1, 2024	FAs will continue to have 15 mins until this change on 6/1
20	S.2	Reserve	Airport Standby: Call out period is a maximum of 5 hours	April 16, 2024	
20	S.3	Reserve	Airport Standby: AS from OT or another FA will get 3.5 + trip if assigned	April 16, 2024	
20	S.4	Reserve	Airport Standby: 4-hr credit toward guarantee & callout order	June 1, 2024	
20	S.5	Reserve	Airport Standby: Duty day	April 16, 2024	
20	S.6	Reserve	Airport Standby: Assignments made same manner as R (align with callout order change)	June 1, 2024	
20	S.7	Reserve	Airport Standby: Order when multiple AS at same airport	April 16, 2024	
20	S.8	Reserve	Airport Standby: PPSK for CXL trip after assignment	April 16, 2024	
20	S.9	Reserve	Airport Standby: Hotel provided will be in accordance with 9.B and 9.C (align with criteria change)	June 1, 2024	
20	S.10	Reserve	Airport Standby: If not used, FA will be released.	April 16, 2024	
20	S.11	Reserve	Airport Standby: No more than 5x a month, but FA can volunteer for additional	April 16, 2024	
20	S.12	Reserve	Airport Standby: Per diem during airport standby	April 16, 2024	
22	C	Part Time Flight Attendants	Part Time FA: Reserve callout	June 1, 2024	
22	G	Part Time Flight Attendants	Part Time FA: Increase in annual allowance; configuration in Unisync	January 1, 2024	
23	E	Seniority	Seniority: Regularly provide TWU with sortable lists (excel document)	June 1, 2024	
23	G.1	Seniority	Seniority: Transfer to non-flying role	April 16, 2024	
24	B	Uniforms	Uniforms: Issue coat for all Flight Attendants	TBD	
24	D	Uniforms	Uniforms: Include wings in allotment	TBD	
24	D	Uniforms	Uniforms: Increase in Annual Allowance (full-time); configuration in Unisync	January 1, 2024	
24	F	Uniforms	Uniforms: Maternity; ensure new vendor offers maternity	TBD	
24	H	Uniforms	Uniforms: Maintenance Allowance	May 1, 2024	
30	L	General - Union Information	Letter of understanding on the Critical Incident Stress Management (CISM) program.	October 16, 2024	
LOA	n/a	n/a	Bonus Payout	May 8, 2024	
LOA	n/a	n/a	2025 Recurrent Bid	TBD	