INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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To: Allegiant Technicians and Related Employees

The Teamsters Union has closely monitored the merger between Allegiant Air and Sun Country Airlines. Our union represents more than 3,000 aviation professionals across both companies, and nationwide we represent thousands of technicians and related employees who have secured some of the strongest collective bargaining agreements in the airline industry.

Allegiant and Sun Country technicians and material specialists are stronger standing together as one union at one airline.

What Happens Next?
The National Mediation Board (NMB) oversees union representation in the airline industry. When the NMB determines that Allegiant and Sun Country operate as a single transportation system, also referred to as a single carrier, the process of determining representation for the combined workforce can move forward.

Once the NMB determines that the airline has combined enough of their operations to be declared a single carrier, there will then need to be a determination of who the representative of the post-merger, combined workforce is. This is because the Railway Labor Act (RLA) only permits one representative for any single craft or class of employees. Since the Teamsters already represent 75 percent of the combined workforce, we will automatically be on the ballot for a representation election.

In addition, a merger between Sun Country and Allegiant will eventually require consolidating both collective bargaining agreements into one contract covering the technicians and material specialists across the combined airline.

What Happens to Your Contract?
Both existing collective bargaining agreements remain in effect even after single carrier status is determined. If the Teamsters are the representative, all members will have a say in the future joint collective bargaining agreement (JCBA), and the agreement will be subject to a membership ratification vote. All of this must happen within 12 months of the Teamsters becoming the sole representative or any open items are required to be decided in a binding arbitration process as prescribed in the Teamsters Allegiant contract.

Ultimately, the new contract will be an amalgamated one, and the Teamsters are best positioned to negotiate it. We are the bigger and more financially stable union. We bring years of experience negotiating for technicians, stock clerks, flight simulator technicians, dispatchers, and other airline professionals, and we have the knowledge, resources, and bargaining power to take on Allegiant.

Sun Country technicians' current wage rates will set a floor, not a ceiling, for negotiations. We will work to preserve and improve wages wherever possible and will take only the best language from both contracts.

Additionally, the TeamCare health plan is exclusive to Teamsters and widely recognized as one of the best in the industry. It offers excellent coverage at a reasonable cost when compared side by side with employer-controlled maintenance of benefits provisions (MOBs). Under the Teamsters, you keep TeamCare.

One Union. One Airline. One Voice!
The Teamsters are dedicated to creating a democratic process during this merger and building a democratic union that protects both Allegiant and Sun Country employees like no other union can. Our priority is protecting the wages, benefits, seniority rights, and working conditions that technicians and material specialists have fought hard to achieve. As we move forward, we will keep you informed and fight to make sure your voice is heard. We are all in this together!

In solidarity,

The Teamsters Airline Division