

Dispatcher Contract Comparison: Allegiant vs Sun Country

	Allegiant	Sun Country
<u>General Information</u>		
Headcount estimate	70	36
Est. % of Total Heads	66.0%	34.0%
<u>Contract</u>		
Effective	April 25, 2019	February 1, 2025
Amendable	May 31, 2026	February 28, 2030
Duration	5 Years (+ 2yr ext.)	5 Years
Remaining Duration	Amendable	44 months
<u>Pay Scale Summary</u>		
Annual Paid hours	2080	1912
Length of Scale	12 years	14 years
Current New Hire Rate	\$39.68	\$39.53
Year 12 Rate	\$68.38	\$68.71
Year 14 Rate	\$68.38	\$71.70
<u>Pay Scale (current)</u>	Allegiant April '26	Sun Country February '26 (inc. long.)
Year 1	\$39.68	\$39.53
Year 2	\$41.67	\$41.47
Year 3	\$45.84	\$45.29
Year 4	\$50.42	\$46.88
Year 5	\$55.46	\$48.83
Year 6	\$58.23	\$51.99
Year 7	\$59.69	\$54.51
Year 8	\$61.18	\$56.80
Year 9	\$62.71	\$59.91
Year 10	\$64.28	\$62.39
Year 11	\$65.89	\$66.14
Year 12	<u>\$68.38</u>	\$68.71
Year 13	\$68.38	\$71.31
Year 14	\$68.38	\$71.70
Year 15	\$68.38	\$72.10
Year 16	\$68.38	\$72.50
Year 17	\$68.38	\$72.90
Year 18	\$68.38	\$73.30
Year 19	\$68.38	\$73.70
Year 20	\$68.38	\$74.10
***Note: no longevity cap		

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<u>Out-Year Pay Increases</u>		
2027	n/a, amendable	+2%
2028		+2%
2029		+2%
<u>Overtime</u>		
On day off, or Before or After Shift	1.5x	1.5x
Overtime Minimum	-	4 hours
Junior Assign	1.5x	2x
Second or subsequent day off	2x	2x
OT Offer Method	"stay and cover" for 2 hours or less, otherwise equalization	Annual equalization
<u>Vacation Accrual</u>		
40 hours	New hires	-
80 hours	After 1 year	New hires
120 hours	After 4 years	After 4 years
160 hours	After 7 years	After 9 years
200 hours	-	After 14 years
Max Vacation Bank	200 hrs (seniority based)	25% of accrual
<u>Sick Leave</u>		
Accrual	3.33 hrs/month, 40 hrs/yr	6.67 hrs/month, 80 hrs/yr
Max Bank	200 hours	1040 hours
<u>Expenses</u>		
Per Diem	\$2.00/hr	Actual expenses
Parking	free	free
Jumpseat travel	-	yes
Severance	-	me-too
<u>Holidays</u>		
Paid Holidays	5	7
Holiday Pay	1x	1x off, 1.5x worked
Floating Holidays	5	May request alternate holiday

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<u>Premiums</u>		
Chief/Coordinator	\$5.00/hr	10% override
Instructor	\$1.50/hr + 10%	10% override
Classroom Training	-	\$4.50/hour
OJT	\$2.00/hr	\$3.50/hour
<u>Other</u>		
Jury Duty	Paid	Paid less jury comp
Bereavement	Scheduled days paid during max 5 day period	Up to 5 consecutive days
<u>Benefits</u>		
Retirement (401(k))	100% Match up to 3% + 50% match of next 2% (max 4% total)	100% Match up to 4%