



April 24th, 2026

Fellow LEC #163 Pilots,

Our Association has clearly been under strain for quite some time, and unfortunately, while the results of yesterday MEC Meeting might come as a bit of shock to all of us, this is exactly the outcome we had first tried to warn our pilots about last May.

While there has been much said by various volunteers, ousted, outgoing, and currently serving, over the past few weeks, as your representatives, we felt it best to remain clear of the mud-slinging and public disagreement. Let us be clear, this was not in any way an admission that statements made by our former MEC Chairman or the others who have been so bold to speak up on our shared plight are incorrect; in fact we wholeheartedly appreciate that these truths have finally been exposed in the clarity they deserve. Rather, after our attempt at illuminating this last year, we were trying to handle things as best we could, and as you directed...quietly, democratically, behind the scenes, and without becoming embroiled in a public debacle.

This approach has clearly failed. Although it pains us to admit that the process has broken down to where we stand today, there is no hiding the dysfunction that now engulfs our association.

What follows is our factual account, devoid of as much emotion, speculation, personal attack and political gamesmanship as possible, to provide you all with an understanding of what just happened. We do not seek to reopen old wounds, sow division, or cause strife, but this record must be submitted, and understood, if we have any hope to restore the functioning of your association.

This is the transparency you deserve, the accountability you have demanded, and the reality of our situation - as unpleasant as it may be.

### **Special Master Executive Council (MEC) Meeting - April 2026**

Both of your representatives attended the scheduled MEC Meeting in Washington, DC earlier this week. While we were well aware of rumblings that suggested this would not be an amicable, productive, or reasonable session, we had committed to you

previously we would attend and attempt to carry out the business of this association, and pursue the agenda that benefitted you.

Rather than denying quorum, as we had done last year, we would not be accused of “holding the process hostage”, and so we showed up.

It was a battle we knew was coming, that we had little hope of winning; but still, we fought to protect the interests of all 2300 Frontier pilots, pursue the agenda that mattered to you, and tried to advance the causes that align with your demands.

We lost this fight.

### **MEC Chairman Election - Deadlock & Postponement**

The first order of business was to elect a new MEC Chairman. There were only 2 nominees: Capt. Jeff Martin (nominated by Capt. Michael Peters from 169), and Capt. Zak Redcliff (nominated by Capt. Tony Chibnik from 167).

After the speeches, and an extended Q and A session, multiple rounds of voting produced a 4-4 tie. This IS NOT a vote that is capable of being done through roll-call. Both Capt. Martin and Capt. Redcliff then exited the room to allow the remaining voting reps the opportunity to discuss their positions. This debate carried on for more than 4 hours, as each side attempted to voice their opinion, and reach a democratic outcome.

This became a point of impasse, as neither side would be willing to compromise their position. Rather than let this deadlock result in the rest of our meeting go unaddressed, and to allow the process of this union to function, all 8 voting representatives unanimously approved a resolution to halt the deliberation, postponing the conclusion of this election for up to 60 days.

We are currently planning to hold a Special Meeting mid-June to resolve this election and appoint a new MEC Chairman.

### **NC Recall - Roll Call & Impact**

With the MEC Chairman election tabled for now, this allowed the remainder of agenda to be attended too...this included a late addition item, presented by the representatives of 165, to be heard, and actioned.

This agenda item, to recall all 3 sitting members of our Negotiating Committee, was then opened, and what followed was another 5 hours of debate. During this time, all members were reminded of the consequences that could follow, the risks that were associated with this decision, and the vulnerabilities this would expose our pilots to. This included advice from Capt. Wendy Morse (ALPA's First Vice President), that among

many things, reiterated the potential recklessness and damage that this decision could have.

None of this debate mattered; none of polling data mattered, none of the facts mattered, and instead, the typical personalities, disagreements, and misconceptions carried the day.

Roll-Call voting was initiated by the members of LEC 169, with the following results.

- Capt. Gary Michalk: Retained, by a single vote. This admittedly, was an error on 165/169's part. In allocating their votes, their calculations fell short. They immediately attempted to alter their numbers to force his recall (which was not allowed by the Parliamentarian), and so Gary was initially retained, though he has subsequently resigned. This was not a mistake they would repeat for the other members.
- Capt. Jim Lally: Recalled by majority
- Capt. Mark Manausa: Recalled by majority.

For reference, the difference between the “voting blocs” of 163/167 & 165/169 is 949 to 1086 respectively...137 pilots or 6.7%. Some might point to the “success” of this roll-call as proof that the democratic process is functioning as intended, but we ask you, the pilots of Frontier, if this is the representative governance that you’d want?

To our 3 former negotiators: We are deeply grateful for the work you have done on behalf of all Frontier Pilots, not just as our chief negotiators, but in the various other high-level roles you currently hold, and we apologize that we could not have done more to protect the pilots from this recall effort. Know that you leave office with our profound respect, and a firm understanding of the vacancies that are now left behind.

### **The Work Not Done - The Questions Ahead**

Following the recall of our Negotiating Committee members, it became clear that there was no possible way to continue the business of the association as scheduled for the remainder of this meeting.

We could not hold the planned discussion on the AQP LoA, without negotiators who could present our case.

We could not hold the strategic planning session, without one of the most critical committees now gone.

This was acknowledged, and understood, by the acting MEC Chairman Capt. Jeff Martin, and thus he adjourned our meeting. The real work, the work that matters to our pilots, did not and could not be done.

What comes next then? To be honest with you, we don't entirely know...there was never any plan presented beyond removing the NC...What we know, however is that negotiations will take a substantial setback. We were cautioned that this action would likely result in at least a 6-9-month delay in Section 6 talks, as a new NC must first be elected, trained, and brought up to speed.

Negotiations on LoAs, including AQP, will take on a new level of difficulty. With no acting NC, the Acting MEC Chair (or fully elected position) can engage directly to make progress on these issues but achieving the necessary protections and/or potential gains has become a much heavier lift.

Strategic Planning, to include refining our contingencies in a potential merger/acquisition, remains utterly hollow until we have a functional negotiating arm, and the various committees we depend upon to execute these plans will remain rudderless without a return to unity.

We ask you, our pilots, is this outcome what you would have wanted? Is this the result that most benefited you? For us, as your representatives, that answer was a resounding "NO!", and we hope that reflects the position you would have had us hold.

#### **LEC 163 Live Informational Briefing- Tuesday, April 28<sup>th</sup>, 2026 1830-2000 MT**

We know that you will have many questions remaining, and given the situation, had planned, and will continue to hold our LEC live briefing on Tuesday, April 28<sup>th</sup> from 1830-2000MT. Please register using the link below, and ask as many questions as you can in advance. This meeting will run as long as it needs to, to ensure that you, our members can have your questions answered, your input heard, and your guidance acted upon

[LEC 163 - April 2026 Information Briefing](#)

#### **Where Do We Go from Here?**

Despite everything that has transpired, the work will go on. The fight for the contract you have earned, the enforcement of your rights, and the pursuit of improvements will continue. Make no doubt however, that there will still be many challenges ahead, but be equally assured, that we will face them head on. There are a lot of problems around the association right now, there are a lot of threats to our profession, and there is much that needs to be done to address them. WE WILL ADDRESS THEM...WE MUST!

This however, can only be done together, and it will require the pilots of this association to exercise their collective power to shape our future how they see fit. Only together, will the priorities of 2300 pilots be heard, and only together, will we ever succeed.

In Unity,  
Greg, Zak, and Jason

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