

To: FFT ALPA MEC

From: Captain Cameron Howard

Date: 04/24/2026

As of midnight this evening, Monday April 27th, 2026, I am resigning as the chair of the SPSC committee. While it was an honor to serve our Frontier pilots, and I hope to continue to serve them in other capacities in the future, I cannot continue to work under the direction of the current MEC and their constituents.

I recently took this position in November of last year and was excited to get to work. As chair of the Strategic Preparedness & Strike Committee my duties are to help execute the MEC's strategic plan through various means including planning/hosting airport sits, pickets, family awareness events, etc. During the six months I've acted as chair I've been to multiple strategic planning sessions with the MEC, but due to the internal conflicts amongst the MEC, and LEC 165 and 169's constant threats to remove the chairman, negotiating committee, and others, the planning never results in an actionable plan. As such there has been no direction given to me on how I and my committee are to proceed to further the interests of our pilots.

Furthermore, not only has there been a lack of direction for the entire time I've acted as chair of the SPSC committee, but I'm now convinced that several members of our MEC aren't even capable of forming a cohesive strategic plan. An effective strategic plan requires the MEC to follow the polling, trust in the committee members, follow the wise guidance of our attorneys and other professionals, and be focused on facts over personal beliefs. I don't believe that the reps from 165 and 169 are capable of any of those four key points.

1. Polling: The job of the MEC is to do the will of the pilots group who elected them. Pilot polling is the only scientific and statistically valid way to know the will of the pilot group generally. Any time the MEC does something contrary to the polling they are acting against the will of the pilots. LEC 165 and 169 reps consistently undermine our own polling, which is conducted by a 3rd party, in order to justify doing things inconsistent with the desires of the pilots they represent. Yesterday's recall of the negotiating committee is a perfect example. Our polling consistently shows our negotiating committee has an 80%+ approval rating amongst our pilots. Recalling our pilots via a roll-call vote, after a 4-4 tie, shows they are completely absorbed by their own hubris and believe they know better than everyone else around them.

2. Trust in committee members: Amongst the committee chairs and other volunteers, lies an incredible amount of specialized knowledge, and passion for helping our pilots. Every day our volunteers do dozens of hours of unpaid work on behalf of our pilots. From bidding help, working through open grievances, assisting with leaves of absence, to planning events for our pilots group, our volunteers are the heart of what it means to be a union. Again, reps from 165 and 169 are constantly on the offensive against any volunteer that doesn't fall in line with how they think, and have pushed out many highly qualified volunteers over the past few months. In an egregious and appalling display at the MEC meeting yesterday, these same reps tried to pass a resolution to prohibit any and all ALPA volunteers from voicing their opinions on social media. This should infuriate every Frontier pilot. These are not representatives who trust their committee members. These are people who believe their committee members should be silenced into submission. That is not leadership. Leaders don't quash dissenting opinions. True leaders use facts and reasoning to argue for their position.
3. Following the guidance of our professional staff: ALPA employs many incredible professionals to help us with both day-to-day matters, as well as section six negotiations. We benefit from seasoned attorneys, finance experts, social media experts, and many other experienced national staff. These same reps frequently disregard their professional opinion and instead "go with their gut." Again, competent leaders know that they don't know everything. Only a pilot with real hubris would think they know more about law than our own attorneys, or more about finance than our own financial experts. In the time I've spent with these reps they seem incapable of accepting that in certain regards, other professionals know better than them. Again, this most recent MEC meeting is a perfect example. When the MEC was considering recalling the negotiating committee our ALPA national First Vice-President Wendy Morse came in and advised against recalling the negotiating committee due to the detrimental effects it will have on our pilot group and current ongoing negotiations. Wendy is a woman with extensive union experience and has seen it all. If she thinks it's a bad idea, she's almost certainly right. The reps didn't care. Recalling the negotiating committee was against the will of the pilots per our polling, and against the advice of our best ALPA national advisors.
4. Facts over feelings: Real leaders don't focus on speculation or unfounded hearsay. Real leaders stick to the verifiable facts. In the time I've known them, especially the reps from 165, I've heard them repeat various unsubstantiated rumors over and over again. I've even heard John Howell, the 165 Captain rep say at a recent airport sit in Dallas, when confronted about the facts, "well I feel like what I'm saying is true."

That is a completely unacceptable thing for an elected representative to say. We don't operate in the land of feelings and instincts. We operate in the world of cold, verifiable information. If our reps in 165 and 169 are unable to separate feelings from verifiable fact, then they are not capable of forming an actionable strategic plan for our pilot group, and as such my committee will continue to be left without a particular direction to go.

The last thing I'll say is that I've known our negotiating committee members for a while, and in the last two years that I've worked with them personally on the SPSC committee, I've come to realize that they are an extremely competent group of men who work diligently for our pilots. If they are not safe from recall, at a regular MEC meeting, with no advance notice that they're being recalled and no opportunity to respond, then no committee chair or volunteer is safe. That includes myself. I cannot work for a group of men who will kick you to the curb at the slightest degree of dissent, or difference of opinion. I doubt I'm the only committee chair that feels this way.

To our pilots, it's been an honor to serve you. If we can repair the core issues driving this dysfunction I believe we can right the ship and get our union back on a path that will steer us towards a ratifiable agreement in the future. Until then I believe it's best that I step down as continuing to work in this environment is untenable. Thank you for your support.

Cameron Howard

SPSC Chair