



From the Chairman

Captain Michael Maynard

April 22, 2026

Fellow Frontier ALPA pilots

I intended to distribute a communication today with a link to the document I promised you in the podcast. That link is at the bottom of this email. However, based on this morning's actions of the LEC 165 Captain and First Officer representatives, this communication was immediately necessary to provide color to the Frontier pilots.

Very early this morning, the LEC 165 representatives [attempted to add a resolution](#) to the upcoming Special MEC meeting. In true fashion, it was not done in compliance with the ALPA Constitution & By-Laws.

What happened today was done incorrectly. There is no ambiguity here. The expectations, process, and guardrails within the ALPA Constitution & By-Laws are not unclear. LEC 165 leadership has demonstrated that they either do not understand, do not care, or are operating in their own self-interest. One thing is clear: they are not operating in the interest of the 2300 Frontier pilots.

Everything continues to be reactive. Everything is driven by emotion, desire for power, and raw internal politics—without regard for the consequences to the broader pilot group. These actions consistently cater to a small, fringe minority rather than representing the collective.

Specifically, LEC 165 sent notice to the MEC secretary-treasurer for the addition of an agenda item and resolution to tomorrow's special meeting to recall the entire Negotiating Committee.

They cannot add an agenda item to a special meeting without concurrence of the MEC Chairman or a 75% vote of the MEC. That did not occur. If this was truly the path they intended to take, despite the potential damage to every Frontier pilot, it should have been properly introduced by adding it to the regular meeting agenda. It was not.

Let's take a closer look at this proposed resolution:

“WHEREAS, over the course of approximately three years, there has been little to no measurable progress in advancing a new agreement;”

After nearly three years of negotiations, their answer is to place blame entirely on the Negotiating Committee. Not once is there any meaningful acknowledgment of the Company's role in this process. Not once. The

responsibility is redirected inward, toward a committee that is executing within the exact scope and direction provided by the voting members of the MEC.

“WHEREAS, concerns have been raised regarding the handling and interpretation of MEC direction, including actions perceived as inconsistent with the intent of duly established mandates;”

The Negotiating Committee has not acted outside of MEC direction; the committee has been operating under initial strategic direction from 2023. Later today you will receive an extensive account of dysfunction that has led to the paralysis of our MEC to the detriment of Frontier pilots.

To address this resolution from a high level, the last official direction that the MEC has provided to the Negotiating Committee came in October 2024 at ALPA BOD. Unsupported by scientific pilot polling, Representative Michael Peters proposed, and the voting reps accepted, a directive to achieve monthly open time process.

For full transparency, based on discussions with the National Mediation Board, the Negotiating Committee made recommendations for an economic counterproposal that was debated on and accepted by a 7-1 vote. However, almost immediately following the presentation of the economic counter proposal to the Company, LEC 165 First Officer Representative CJ Weihing, 165 brought forth a resolution, without any notice, or discussion, to increase our economic ask. This is a decision **that was not supported by polling**, and which would not have been looked at favorably by the NMB. There is precedence that this would have left us parked.

No other directives have been provided to the Negotiating Committee in a formal manner.

“WHEREAS, a newly elected MEC Chair is to be installed, signaling a need for renewed alignment, accountability, and direction in negotiations;”

Here the LEC 165 Captain Representative John Howell is saying the quiet part out loud. His resolution doesn't convey interest in a free and fair election, it suggests the goal is “installing” an MEC chair, that will let them act on their personal agendas without pushback. In addition, the irony should not be lost that based on Captain Howell's resolution, it is apparent that he doesn't understand that that alignment on goals, direction and accountability come from the voting members of the MEC, not the MEC Chairman or the Negotiating Committee.

“BE IT FURTHER RESOLVED, that the MEC will appoint new members to the Negotiating Committee who will operate in full alignment with MEC direction and priorities, and who are committed to advancing negotiations with urgency, transparency, and accountability.”

First, it must be restated that the Negotiating Committee has always been aligned with the MEC direction, and completely committed to advancing negotiations with urgency, transparency and accountability. In addition, what is being proposed here will significantly delay negotiations. Based on the policy

manual, this would trigger a reset process: notices, reconstitution, and a prolonged timeline. They cannot “appoint” a new committee as the LEC 165 representatives have suggested. The practical outcome is clear; this will delay progress by a year or more.

“BE IT FURTHER RESOLVED, that this action is taken to ensure a renewed and unified voice at the negotiating table, with the objective of achieving a timely industry standard agreement for the pilot group.”

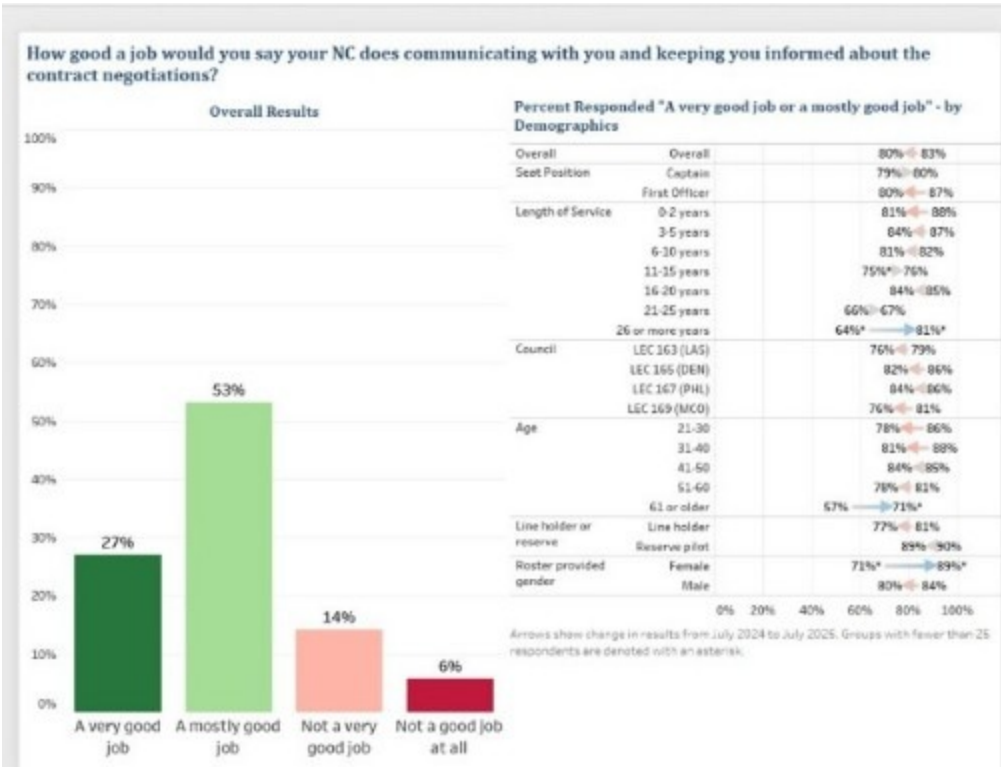
The Negotiating Committee has always presented a unified voice at the negotiating table, and the committee’s main objective is securing a timely industry-standard agreement for the Frontier Pilot group. To insinuate otherwise is completely disingenuous and an outright lie.

The Path Forward, Is There One?!?

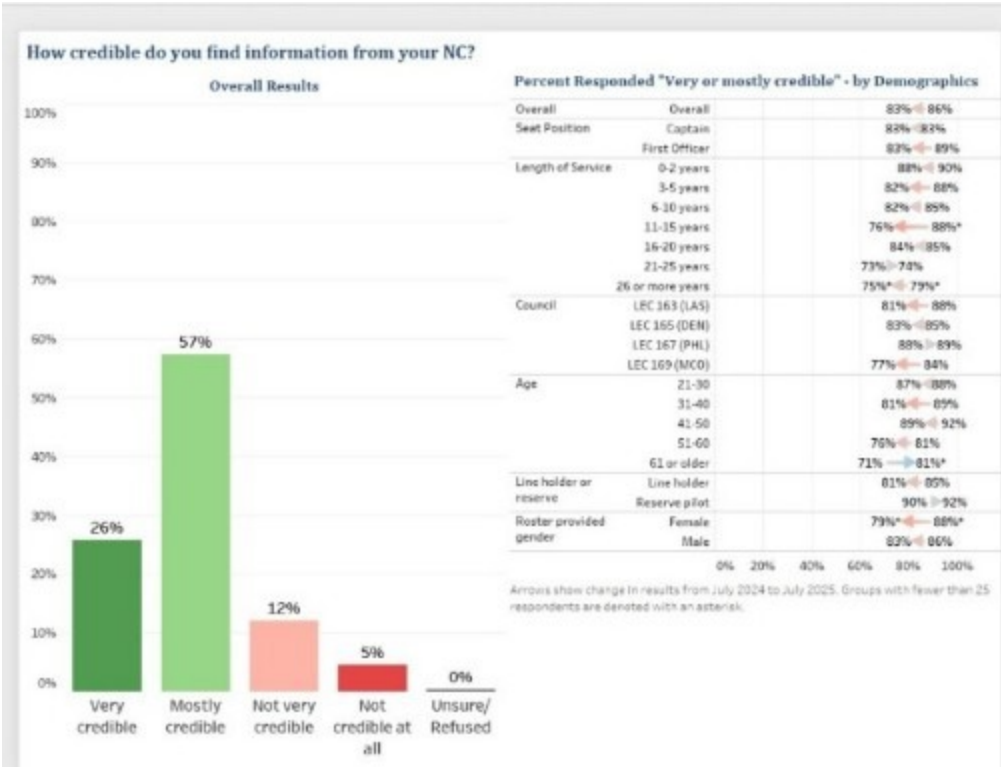
Who exactly does this voting bloc intend to put into these positions? Who knows, they have no plan.

If the alignment we have seen over the past two years continues, specifically the voting bloc between 165 and 169, then the likely outcome is the recall of the Negotiating Committee. Beyond that, there has been no clear, articulated plan for what comes next. The process will simply default to what the policy manual dictates, and the delay will be real.

This is not a representation of the full pilot group, and that is supported by our most recent polling data (see below and click on the images to enlarge) regarding the Negotiating Committee. This is alignment with a narrow segment, one that is vocal, unreasonable, but one that does not reflect the interests of 2,300 Frontier pilots.



[Click on the image above to view a larger version.](#)



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It is time to demand accountability. I am asking every pilot to demand that these reps participate in a public debate. If their positions are defensible, they should be able to stand in front of the pilot group and articulate them. It will not take long for the majority to understand why that has not happened, the pilot group will see what I see in meetings and why some prefer to operate without direct accountability while relying on others, including social media channels, to defend positions they themselves have not publicly explained. Demand adherence to

policy. Demand transparency. Demand open debate. And, most importantly, demand that your elected representatives act in your best interests, not their own.

In summation, this resolution falsely implies

- Qualifications don't matter.
- Experience doesn't matter.
- Management bears no responsibility for the delay in negotiations.

This resolution does not solve anything. It creates more exposure for our pilot group and will not only further delay our Section 6 negotiation but also will threaten our CBA.

This is akin to a couple of Beechcraft weekend warriors mindlessly flying through restricted airspace and wondering why the military jets are so close to them. To take the analogy a step further, if this were the training environment, it would be like proposing to remove three of our most experienced and skilled APDs and replacing them with student pilots.

Demand a 165 recall. Demand a debate. Hold them accountable for treating your career like a game of Microsoft Flight Simulator.

Respectfully,



Michael Maynard
Outgoing Chairman

[Read the Chairman's Account](#)

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