

To: FFT ALPA MEC

From: Captain Gary Michalk

Date: April 24, 2026

Re: Resignation from the Negotiating Committee

Effective today, I am resigning as Chairman of the Negotiating Committee. This letter is addressed to the eight elected representatives of this body, and it will be read by the pilot group. It is a record of what occurred at the regular MEC meeting yesterday, what the conduct of four members of this body means, and why I will not continue to serve on a Negotiating Committee reconstituted on these terms.

What LECs 165 & 169 Did Yesterday

At the regular MEC meeting on April 23, 2026, at Valo Park in McLean, Virginia, an agenda item was brought forward to recall me, Captain James Lally, and Captain Mark Manausa from the Negotiating Committee. Captain John Howell of LEC 165 had authored a written resolution setting out three stated reasons for the removals. Before the vote, the written resolution was withdrawn. The recall proceeded on a bare motion, with no written rationale and no reason placed in the record.

There was no advance notice to any of the three of us. No charges were filed. No hearing was convened. No opportunity was extended to any of us to answer the motion before it was voted on. This all occurred while the Negotiating Committee was in active, mediated negotiations with the company for nearly three years under the facilitation of the National Mediation Board.

The vote among the eight elected representatives was 4-4 on each of the three seats. The representatives of LECs 165 and 169 voted together to remove me, Captain Lally, and Captain Manausa. The representatives of LECs 163 and 167 voted to retain all three.

Under ALPA rules, a 4-4 tie can be resolved by a roll call vote (a vote where each representative is afforded one vote for each constituent they represent). When my seat was voted on first, the bloc of four attempted to split their votes to simulate authentic constituent representation by not casting 100% of their votes in favor of my removal (a weak attempt to recognize that not 100% of their constituents would agree with my removal). In a true "ready, fire, aim" moment, they miscalculated by failing at basic math, allowing me to retain my seat by a single vote. They quickly fixed this tactical flaw before proceeding to successfully recall Captains Lally and Manausa by casting all their available votes in favor of removal.

My Experience

Had I been given the opportunity to address the MEC regarding my role as committee chairman, I would have highlighted my nine-plus years of volunteer experience, including service on the Grievance Committee, as an LEC 167 F.O. representative, as Hotel Committee Chairman, and five years on the Negotiating Committee. My experience includes countless direct company interactions advocating for the interests of Frontier pilots, time on the Joint Negotiating Committee with Spirit, and numerous direct engagements with my fellow pilots.

To the Representatives of LECs 163 and 167

You held the line. You tried to work with irrational parties as documented in Chairman Maynard's account to the pilot group before stepping down. You have done so at real personal cost.

I am grateful to have served this pilot group alongside you.

Why I Am Resigning/Heading Off the Inevitable

The vote on my seat was 4-4, resolved by a roll call that LECs 165 and 169 mishandled. By their own admission, I mistakenly survived by a single roll call vote. It was their intent to recall me too. I am not staying on those terms.

I will not serve on a committee that was reconstituted today by the removal of two of its members without due process. I will not provide the appearance of continuity that would lend this action legitimacy it has not earned. I will not accept a procedural reprieve that Captain Lally and Captain Manausa were denied.

What was done to them yesterday was wrong. I will not serve on the committee that resulted from it.

What This MEC Is Now

The incoming MEC Chairman will inherit an MEC in which the weighted roll call has been established as a routine governance tool rather than a rare tiebreaker. That is not what the mechanism was designed for. It is not how a representative body of eight is supposed to function when four of its members cannot carry a single colleague outside their bloc.

Every representative knows what is required to restore the body's ability to function. It is not a new Chairman. It is the four representatives who acted today accepting that their conduct has consequences, or the members of LECs 165 and 169 deciding that their conduct has consequences. One of those two things will happen. The pilot group will decide which.

Closing

I remain a Frontier ALPA pilot, and it has truly been a pleasure to serve this pilot group as an ALPA volunteer for nearly a decade. My vote and my voice are with this pilot group until the contract this pilot group has earned is on the property.

As with our pilot group, our committee's unity was our strength. It was yesterday, and it will be when the pilots of LECs 165 and 169 are asked whether they consent to what their representatives did in their name.

In Unity,

A handwritten signature in black ink, appearing to read "Gary Michalk", with a stylized flourish at the end.

Captain Gary Michalk

Former Chairman, FFT ALPA Negotiating Committee