



Spirit Airlines Ceases Operations

May 2, 2026

To my Spirit Airlines Brothers and Sisters of IAM District 141:

I am writing to you today with profound sadness, anger, and a deep sense of urgency. As you are likely aware by now, early this morning on May 2, 2026, Spirit Airlines announced an immediate cessation of all operations.

This news is a devastating blow. I know you are feeling a mix of shock, betrayal, and anxiety about how this impacts your livelihood and your families. Your feelings are completely valid. You dedicated your time and hard work to this airline, and to have the doors closed overnight with no warning is entirely unacceptable. As your District 141 representative, I want to be clear with you: the IAM stands with you, and our legal and support teams are already mobilizing to protect your rights.

Here is a straightforward breakdown of what has occurred, what your legal rights are, and what you can expect in the days ahead.

What Exactly Happened?

Despite extensive restructuring efforts and the company's entry into bankruptcy, Spirit Airlines failed to secure the necessary funding to continue flying. Following unsuccessful, last-minute negotiations for a federal bailout package and a breakdown in talks with bondholders, Spirit made the decision to execute an immediate wind-down of operations. All flights have been canceled, and all fleet service operations at Fort Lauderdale-Hollywood International Airport (FLL)—and across the network—have been permanently suspended.

Your Rights

The IAM will defend your rights throughout this process. Below is initial information for you and your families at this very uncertain time:

- **The WARN Act:** The federal Worker Adjustment and Retraining Notification (WARN) Act generally requires employers to provide a 60-day notice before a mass layoff. Because Spirit shut down overnight, you may be entitled to up to 60 days of back pay and benefits. The IAM will aggressively defend your rights under the WARN Act.
- **Final Paychecks and Accrued Time:** Under our Collective Bargaining Agreement (CBA) and labor laws, you are entitled to compensation for all hours worked up to the shutdown, as well as any accrued but unused paid time off (PTO).
- **Bankruptcy Protection:** Because Spirit is in active Chapter 11 bankruptcy proceedings, recovering unpaid wages and severance must go through the court. However, employee wages and benefits up to a certain federal limit are granted priority creditor status over many other corporate debts.

The IAM will formally represent all FLL fleet service members in the ongoing bankruptcy process.

What to Expect Moving Forward

We are entering a challenging transition period. Here are the immediate steps you need to take and what the IAM will be doing:

- 1. Unemployment Benefits (Reemployment Assistance):** You should file for Florida Reemployment Assistance immediately. Do not wait for final paychecks to arrive. You can begin the process at the FloridaCommerce Reemployment Assistance portal. List "lack of work/company closure" as the reason for separation.
- 2. Healthcare and Benefits:** Your employer-sponsored health insurance will likely be terminated shortly. You will be eligible for COBRA to continue your current coverage, though you will be responsible for the full premium. Alternatively, losing your job qualifies you for a special enrollment period to find alternative coverage through the ACA Marketplace (Healthcare.gov).
- 3. Union Updates:** The IAM International and District 141 leadership will defend your rights throughout this process, and we will hold regular briefings to keep you updated on the status of bankruptcy payouts and any federal or private intervention efforts.
- 4. Employee Assistance Program (EAP):** Job loss is a traumatic event. The IAM EAP is available right now to offer free, confidential support for mental health, stress management, and financial counseling. Please lean on these resources. You may contact **Bryan Hutchinson at (303) 229-5117** and **Chris Davis at (704) 572-4859** for immediate access to EAP resources.