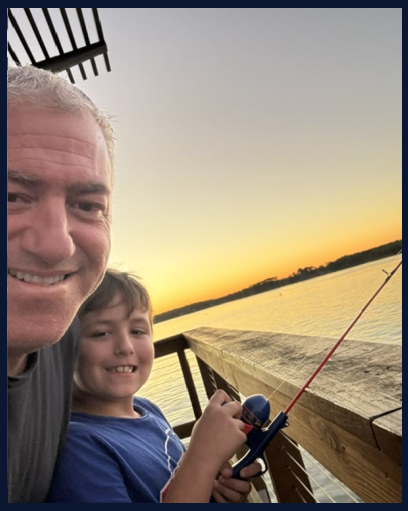

CANDIDATE FOR PRESIDENT

Phil Carter

Captain and Proficiency Check Airman at Republic Airways, based in Chicago (ORD). Air Force veteran. Vice President of Teamsters Local 357 since 2024.

Phil Carter is running for President as part of the All In Slate because he believes Republic pilots deserve experienced, credible, and unapologetically pro-pilot leadership. This slate was built by pilots with real-world experience, airline experience, and a firsthand understanding of the challenges our pilot group faces every day. The All In Slate was not created from theory or empty promises — it was created by professionals who have lived this career, understand the operation, and know what it takes to lead.

Phil brings that experience to the table. A Captain based in Chicago (ORD) and a Proficiency Check Airman for Republic Airways, he has spent years working within the operation and supporting the professional development of fellow pilots. Since joining Republic in 2007, Phil has built a career defined by leadership, consistency, and a strong commitment to the pilot group. Before Republic, he flew for Mesa Airlines and earned type ratings in the CRJ, ERJ-145, and E170.

Phil's leadership background extends well beyond aviation. After graduating high school, he served in the United States Air Force at Lowry Air Force Base in Denver, Colorado. After his military service and before becoming a professional pilot, Phil worked in high-volume manufacturing, where he held numerous leadership roles. Those experiences shaped his approach to leadership: practical, disciplined, accountable, and focused on results.

Since 2024, Phil has served as Vice President of Local 357, where he has built a reputation as a strong advocate for pilots and a leader who understands the importance of standing firm on the issues that matter. He is running for President because he believes pilots need representation grounded in experience, guided by integrity, and committed to protecting careers, improving quality of life, strengthening work rules, and securing a better future for every pilot on property.

The All In Slate was formed with that same purpose. It brings together leaders who understand this profession not only from the union side, but from the line pilot perspective and from years of real-world work and leadership experience. That matters. Effective leadership comes from understanding the operation, earning trust, and knowing how decisions affect pilots and their families. The All In Slate was built to bring that kind of leadership to Local 357.

Originally from Phoenix, Arizona, Phil has lived in Charlotte since 2006. Outside of flying and union work, he is a devoted father who enjoys spending time with his three sons. In his spare time, he also enjoys boating, cars, and following the stock market.

Phil Carter and the All In Slate are running to bring experienced leadership, clear vision, and a pilot-first approach to Local 357. They are all in for the pilots, all in for the profession, and all in for the future of this union.