

SPEEA Wichita Engineering Unit 2012 Contract HIGHLIGHTS

COMPENSATION (PAY RATES – OVERTIME)

- Shift differential/alternate work week differential pay – salary plus 10%
- Provide compensated travel time (up to 8 hours on any scheduled day of rest)
- Provide base increases with a guaranteed minimum fund (3% in years 2 & 4)
- Increased Incentive Award Plan percentages (7%/14% in 2013, 8%/16% in 2017)
- Ratification Bonus \$2,500 upon 1st vote acceptance (payable before the holiday break)
- Gain Share Plan – 2% target – 4% maximum (2013 plan eligibility upon ratification)
- Guaranteed minimum individual salary increases (\$750 for individuals receiving a Performance Management (PM) rating of meets expectations or better, if the pools is 3% or greater)

ETO – HOLIDAYS

- Increase bereavement leave benefit
- Increased annual Earned Time Off (ETO) sell back options to 10 days per year

Savings/401(k) Plan

- Provide pro-rated payout of company contributions for retirees leaving before December

INSURANCE

- Elimination of ETO burn-down requirement usage for medical/leaves of absence (LOA)
- Develop financial incentives that reduce employee medical premiums throughout the life of the contract
- Maintain current premium-free dental coverage
- Enhanced Plan (CDHP)
 - 100% increase in the employer-funded Personal Care Account
 - Maintained 5% premium contribution
- Core Plan
 - Reduce office co-pay for physician visits
 - Reduce co-pays for outpatient care (Surgery/Diagnostic Tests/X-Rays)
 - Reduce emergency room co-pays
 - Reduced hospital room and board co-pays
 - Premium contribution schedule 15% – 2013, 16% – 2014, 18% – 2015, 20% – 2016

EMPLOYEE RELATIONS

- 6-year contract
- Limit management's right to perform bargaining unit work
- Provide additional protections for represented employees during investigations
- Improve job security protection for direct employees related to non-direct Spirit labor (contractors, partners and industry assist)
- Improved job security related to outsourcing
- Improved notification to the union on non-direct engineering work being performed

WORKFORCE (LAYOFFS – RECALL - CONTRACT LABOR)

- Improve Performance Management language protecting employees from surprises/changes
- Merge PM and retention processes in 2015, improves limitations on retention rating frequency
- Improve job protections during Temporary Layoff/Short Work Weeks
- Delete requirement for annual filing to maintain layoff status
- Define duration for short-term assignments related to Temporary Recall

