

SPEEA – Spirit WEU contract offer highlights

6-year contract (2018 to 2024)

Compensation

- Overtime increased from time +\$6.50 to time +\$8.50
- The following wage pools and bonuses:

Year	Promotional Funds	Wage Pool*	Additional Bonus**	Ratification Bonus
2019	0.50%	Greater of 3.5% or market	\$1,500	\$4,000
2020	0.50%	Market	\$1,500	-
2021	0.50%	Greater of 3.5% or market	\$1,500	-
2022	0.50%	Market	\$1,500	-
2023	0.50%	Market	\$1,500	-
2024	0.50%	Market	-	-

* Minimum Annual Raise \$1,250 if Compa-Ratio < 1.0

** If enrolled in an Spirit HSA-Qualified medical plan

- Short Term Incentive Plan (STIP) remains at 8% target, 16% maximum
- Gainshare ends after 2019 payout
- CIT use at employee discretion

Medical & Benefits

- Core & Enhanced eliminated In 2021
- Increased medical premiums
- Significant company Health Savings Account (HSA) funding
- New Direct Primary Care (DPC) **option** for free or reduced-cost primary care
- New DPC retiree medical option
- Healthy Spirit discount ends June 30, 2019
- New "Limited Purpose" Flexible Spending Account

Workforce & Leaves

- Better protections against layoff
- More restricted use of designation
- Layoff benefits (8 weeks or 10 weeks)
- Performance Management (PM) rating eliminated
- One-week paid parental (maternity or paternity) leave

