

2011 SPEEA Contract Proposal

Wichita Professional & Technical Unit

Preamble

- No Changes Proposed

Preface

- Add appreciation clause

Article 1 – Recognition

- Remove IT System Level Root Authority confidentiality language

Article 2 – Rights of Management

- No changes proposed.

Article 3 – Grievance Procedure and Arbitration

- Include past practices for grievance and arbitration
- Add mandatory rights of representation language
- Add reimbursement limit language

Article 4 – Performance Management

- Remove Employee Improvement Plan and replace with Performance Improvement Plan

Article 5 – Holidays

- Update Holiday Schedule
- Add MLK Day to Holiday Schedule
- Increase exempt overtime holiday pay

Article 6 – Earned Time Off

- Increase ETO days/hours
- Add shortened workweek language for pay back against borrowed hours
- Change total accrual hours to three (3) times annual accrual
- Increase pay out of ETO to 10 days
- Clarify permitted ETO requests
- Clarify “immediate family” for bereavement leave
- Delete still born child requirement language for bereavement leave

Article 7 – Workforce

- Clarify layoff/redeployment language
- Improve reassignment language giving priority to bargaining unit members
- Improve job classification/level language
- Revise retention rating index percentages to include a fourth retention group
- Clarify company service adjustments for retentions
- Synchronize retention rating frequency to Performance Evaluation
- Improve retention rating notification process
- Reduce exceptions to retention during surplus activity
- Clarify ‘bona fide requirements’ for use in a temporary layoffs
- Add member priority over contractors during short workweeks and temporary layoffs
- Clarify exceptions to surplus/layoff/short workweek/temporary layoffs
- Extend recall period
- Clarify "approximate reverse order" of recalled employees
- Clarify designated employee process language
- Improve designated employee improvement action plan language
- Limit temporary recall assignments
- Add 401(k) contribution availability for temporary recalls
- Clarify Veteran language
- Delete Probationary Period

Article 8 – Contract Labor and Subcontracting

- Clarify definitions
- Limit contractor duration
- Eliminate contractor leads
- Improve subcontracting/sourcing notification to the Union

Article 9 – Joint Meetings

- Clarify committee membership

Article 10 – Hours of labor

- Improve shift and work schedule premiums
- Clarify flexible work schedules
- Increase exempt overtime
- Add on-call compensation
- Improve overtime scheduling process
- Improve overtime limitation language

Article 11 – Leaves of Absence and Jury/Witness Duty

- Eliminate ETO burn down hours during leaves of absence

Article 12 – Job Classifications and Salaries -

- Provide compensation commensurate with Spirit's premier market position
- Improve new job classification development language
- Improve job classification review/appeal language
- Define selective salary adjustment funds
- Improve Performance Bonus Plan language
- Improve Cost of Living protections

Article 13 – Union Officials

- Increase member representative ratio
- Reduce limitations on Union meetings at Spirit
- Clarify allowed Union activity during working hours

Article 14 – Payroll Deductions for Unions Dues

- No changes proposed

Article 15 – Strikes and Lockouts

- Eliminate this Article

Article 16 – Group Insurance and Retirement Plans

- Retain high quality, low deductible plan
- Retain low cost plan
- Improve retirement medical plan
- Improve pension plan

Article 17 – Health and Safety

- No changes proposed.

Article 18 – Non-Discrimination

- No changes proposed.

Article 19 – Scope of Agreement

- No changes proposed.

Article 20 – Miscellaneous

- No changes proposed

Article 21 – Period of Agreement

- Propose 3 year contract
- Eliminate mid-term contract review language

Appendix A – Confidential Groups

- Review and update list