

# 2008 CONTRACT PROPOSAL

**Spirit AeroSystems, Inc.  
Wichita, Kansas**

*presented by*



**Society of Professional Engineering  
Employees in Aerospace**





## **SPEEA / Spirit Negotiations 2008**

# SPEEA Contract Proposal

### **Article 5 Holidays**

#### **Section 5.1 Dates Observed**

- Add additional floating holiday

#### **Section 5.3(a) WEU/5.3(b) WTPU**

- Change exempt employee working a holiday, to holiday plus double their Base rate

### **Article 6 Earned Time Off**

#### **Section 6.1 Computation of Credit**

- Add 5 days to each Complete Years of Service

#### **Section 6.2 Unused Credit**

##### **Section 6.2(a)**

- Increase expiration to 24 months and change carry over to three (3) times-annual accrual

##### **Section 6.2(b)**

- Increase payout to ten (10) earned time off days
- Clarify anniversary date and service date
- Add notification time line for written request
- Add PERBUS language and moved forward for usage

#### **Section 6.3**

- Add Language on Boeing reserved sick leave and usage

#### **Section 6.4 Bereavement Leave**

- Add stillborn child, brother-in-law and sister-in-law to list of "immediate family".

- Remove language - In addition, an employee will be granted bereavement leave for a stillborn child if the employee provides a certificate of fetal death, which has been certified by the attending physician, upon written request, for up to ten (10) earned time off days anytime.”

## **Article 7 Workforce**

### **Section 7.8**

- Add Severance package

### **Section 7.15 Probationary Period**

- Change documented performance deficiencies to be included.

## **Article 10 Hours of Labor**

### **Section 10**

- Change Flexing of hours over a two-week period

### **Section 10.2 Shift Premiums**

- Change language to read second or third shift
- Change shift premium to one dollar (\$1.00) per hour.

### **Section 10.3 Work Schedule Premiums**

#### **Section 10.3(a)**

- Change shift premium to three dollars (\$3.00).
- Add on call pay

### **Section 10.5 Overtime Rate**

- WEU - Change overtime rate to one and one-half (1½) times an employee’s base rate
- WTPU Exempt employees overtime same as non-exempt language
- Define second day of rest (4X10, 9X80 schedules)
- Clarify 40 hours worked language
- Clarify call back and report time language
- Change 12 OT language - does not include second day of rest double time

### **Section 10.6 WTPU**

- Include exempt employees

### **Section 10.8 Overtime Scheduling**

#### **Section 10.8(a)(1)**

- Any overtime in excess of limits will be compensated with double Base Rate pay

## **Article 11 Leaves of Absence**

### **Section 11.1**

- FMLA may use ETO. Burn down to 80 of ETO hours will apply to only intermittent leave
- Requesting a maximum of 10 days pay for FMLA leave per Calendar year

## **Article 12 Job Classifications and Salaries**

### **Section 12.4**

- Rate Range and Discretionary Salary Increases

### **Section 12.4(a) WEU**

- Market conversation, Salary Pools

### **Section 12.6 Performance Bonus Plan**

- Change Section 12.6 performance bonus plan language
- Ratification Bonus

### **Section 12.7 Cost of Living Adjustments**

- Improve COLA formula

## **ARTICLE 16**

- Increase Company matching on 401K to 100% on the first 8%
- Add a Spirit Stock Option to the 401K plan
- Add Roth 401(k)
- Increase Age + Service to 3, 6 and 9 %
- Increase Transition to 3, 5 and 7 %
- Change Additional Newco threshold from 60 to age 55
- Define date for company contributions (Quarterly)
- Add provision of pro-rated contribution pay out for retirees
- Stock options – buy/rewards
- Company provided day care
- Retiree Medical Plans
  - Retiree medical Change to age 55 plus 10 years vested service
  - Retiree medical until Medicare eligible
  - Reduce retiree medical premiums (SPD clarified)

- Medical Plans
  - Medical contributions – low cost traditional 10% of medical premium to 0%--Company to provide a no cost plan
  - High cost tradition plan to be the difference between the two plans – hi and low
  - Premium contribution moving 1% each year if the low cost option increases 20%
  - Remove \$100 per month for spousal coverage
  - Remove increased deductibles for 2008-maintain current level
  - Improve coverage for out of area medical – all plans (i.e. college students)
  - Improve listing of specialist – provider listing
  - Holistic medicine, kinesiology, acupuncture coverage
  - Out of area pharmacy coverage
  - Pay flex to federal maximums allowable
  - Increase mental health visit limitations
  - Prosthetic appliances--Orthopedic and Prosthetic appliances needs changed from 1 per limb per lifetime to:
    - Soft Prosthetics may be replaced up to 2 per limb per year due to wear & fatigue. Extenuating circumstances will be evaluated when necessary.
    - Hard Prosthetics may be replaced up to 1 per limb every 5 years for hard braces. Exception rule when the prosthetic is not functioning to benefit the patient and another prosthetic of different configuration is required
    - Prosthetics for amputees may be replaced up to 3 per limb every 5 years. The definition of 3 being the different types required for functioning life. Examples such as a prosthetic leg that has a plastic foot and another that has titanium for the ability to lift things and another for running which consists of a spring on the bottom instead of a artificial foot.
- Dental Plans
  - Reduce dental premium to 10%
  - Dental - Increase annual max coverage
  - Dental - Increase service allowable
- Vision – review
  - Increase vision coverage-frames/bifocal/trifocal/transitional lenses
  - Lasik coverage – discount plans
- Company Paid
  - STD – 80% for full 26 weeks
  - LTD – 40% increased to 60%

- AD&D increase to 2 x base salary
  - Life increased to 2 x base salary
- Employee Paid - Company to offer
  - Optional LTD –Increase to 40%
  - Long Term care package availability

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