



2024 - 2028
Spirit WEU
Contract Offer

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WEU 2024-2028 Offer

- Spirit 4-Year Offer
 - Wage Pools
 - Earned Time Off
 - 401k
 - Healthcare
 - Miscellaneous
- Timeline

WEU 2024-2028 Offer

Wage Pools

Current Contract Wage Pools

- 2019 = Mkt (3.0%) or 3.5%
- 2020 = Mkt (3.5%)
- 2021 = Mkt (3.0%) or 3.5%
- 2022 = Mkt (3.5%)
- 2023 = Mkt (4.0%)
- 2024 = Mkt (4.0%)

Current Contract

+ 0.5% Promotional Funds

\$1,250 min raise CR under 1.0

Proposed Offer Wage Pools

- 2025 = 6.0%
- 2026 = Mkt or 4%
- 2027 = Mkt or 4%
- 2028 = 5.0%

Proposed Offer

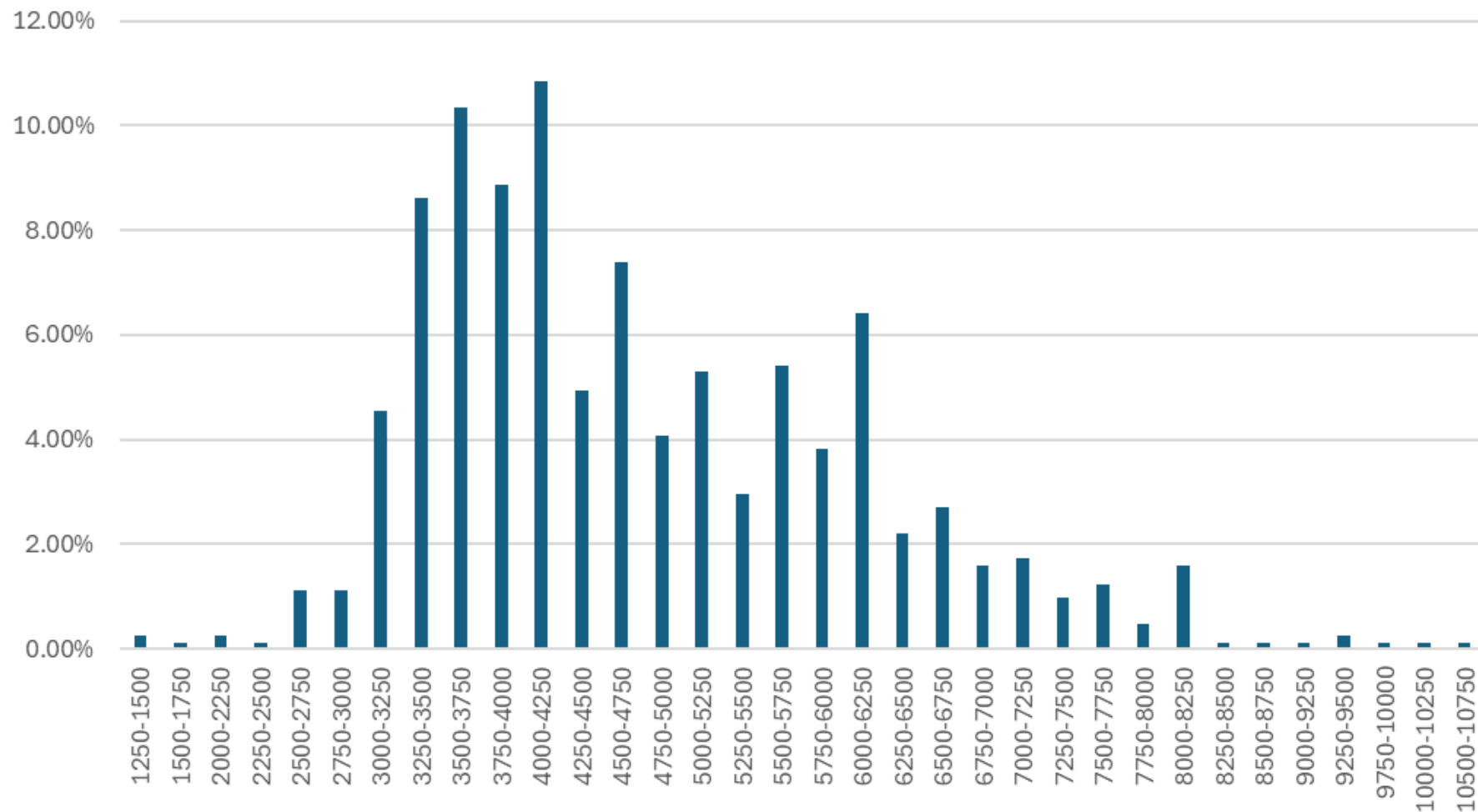
+ 0.75% Promotional Funds

\$1,750 min raise CR under 1.0

MajorOrg
Before_CR
year

Count of UnID

Under 1.0 Comparatio - Grouped by 2024 Raise



total_increase

Average Raise by Compa-Ratio

Compa-Ratio (Before 2024 Raise)	WEU
<0.8	6.40%
0.8-0.9	4.79%
0.9-1	4.05%
1-1.1	3.19%
>1.1	2.21%
Grand Total/Average	4.20%

		4.0%			
	Salary	Funds Generated	Funds Received	Raise Received	
Employee 1	\$150,000	\$6,000	\$4,240	2.83%	
Employee 2	\$150,000	\$6,000	\$4,240	2.83%	
Employee 3	\$120,000	\$4,800	\$4,240	3.53%	
Employee 4	\$120,000	\$4,800	\$4,240	3.53%	
Employee 5	\$100,000	\$4,000	\$4,240	4.24%	
Employee 6	\$100,000	\$4,000	\$4,240	4.24%	
Employee 7	\$80,000	\$3,200	\$4,240	5.30%	
Employee 8	\$80,000	\$3,200	\$4,240	5.30%	
Employee 9	\$80,000	\$3,200	\$4,240	5.30%	
Employee 10	\$80,000	\$3,200	\$4,240	5.30%	
		\$42,400	\$42,400	4.24%	Average Raise

Current ETO

Complete Years of Service	Earned Time Off Days
0-4	16
5-9	18
10-11	21
12-13	22
14-15	23
16-17	24
18+	25

Proposed ETO

Complete Years of Service	Earned Time Off Days
0 – 4	19
5 – 9	22
10 - 14	24
15 - 19	26
20 - 24	28
25+	30

Floating Holiday Now In Contract

ETO Change

	Current	Proposed	Increase
0-4	16	19	3
5-9	18	22	4
10-11	21	24	3
12-13	22	24	2
14	23	24	1
15	23	26	3
16-17	24	26	2
18-19	25	26	1
20-24	25	28	3
25+	25	30	5

Retirement & Savings Plan (RSP = 401k)

Current Contract

- Matching 75% of first 8%
- Additional Non-Matching
 - Age+ Service Based
 - Eligible If Worked 1,000 Hours and “Retire” at/after age 55
 - Paid Spring Following Year
 - Age+ Service <60 = 1.5%
 - Age+ Service 60-79 = 3.5%
 - Age+ Service 80+ = 4.5%

Proposed Offer

- No change until 1/1/2026
 - Last Age+ Service paid Spring 2026
- Effective 1/1/2026
 - 100% match on first 10%
 - Overtime & Pay Additives now “eligible pay” for matching
 - Contributed Each Payday
 - No Age 55 Requirement
 - No 1,000 Hour Requirement
 - No waiting until spring next year

Retirement & Savings Plan (RSP = 401k)

As of 7/12/2024

Age+Service	WEU Head Count
Under 60	667
60-79	215
80+	144

Healthcare

Medical - Effective 7/1/2025

- Two New Plans Replace Rainbow Plans
 - High Deductible Plan & Low Deductible Plan
 - Future Rate Increases Capped At 7.25% Per Year
 - OOP Max Under IRS Federal Maximum Contribution Limit
- Dental Implants Covered
 - Coordination (Secondary) with Dental Plan
 - \$10k max per plan year

Dental - Effective 7/1/2025

- Two Preventative Visits in a plan year:
 - Adds \$500 to annual max up to \$3,000 max per person
 - Adds \$500 to Ortho Lifetime max up to \$2,500 max per person

Medical

	Current Contract	Proposed Offer 7/1/2025	
	Blue	LD	HD
Employee Contributions	20%	20%	20%
CPC Employee Contributions	15%	15%	15%
Individual Deductible	\$2,500	\$500	\$2,000
Family Deductible	\$5,000	\$1,500	\$4,000
Deductible Type	Aggregate	Individual	Aggregate
Coinsurance	70/30	80/20	80/20
Individual OOP Max	\$4,500	\$4,000	\$4,000
Family OOP Max	\$6,850	\$8,000	\$8,000
OOP Max Type	Aggregate	Individual	Aggregate
HSA Funding	50% Ded	N/A	50% Ded
CPC Visit (if applicable)	\$20	Free	\$20
USPSTF A/B Preventative Care	Free	Free	Free
Preventative Drugs	\$10 Co-Pay	N/A	\$10 Co-Pay
Non-Preventative Generic	Ded & Coins	10% (Min \$10, Max \$50)	Ded & Coins
Non-Preventative Formulary Brand		25% (Min \$35, Max \$125)	
Non-Preventative Non-Formulary Brand		35% (Min \$50, No Max)	

Different Tyes of Deductibles

High Deductible Plan

- Individual
 - \$2,000 Deductible & \$4,000 OOP Max
- Family (Anything Other Than Individual) – “Melting Pot”
 - \$4,000 Aggregate Deductible & \$8,000 Aggregate OOP Max

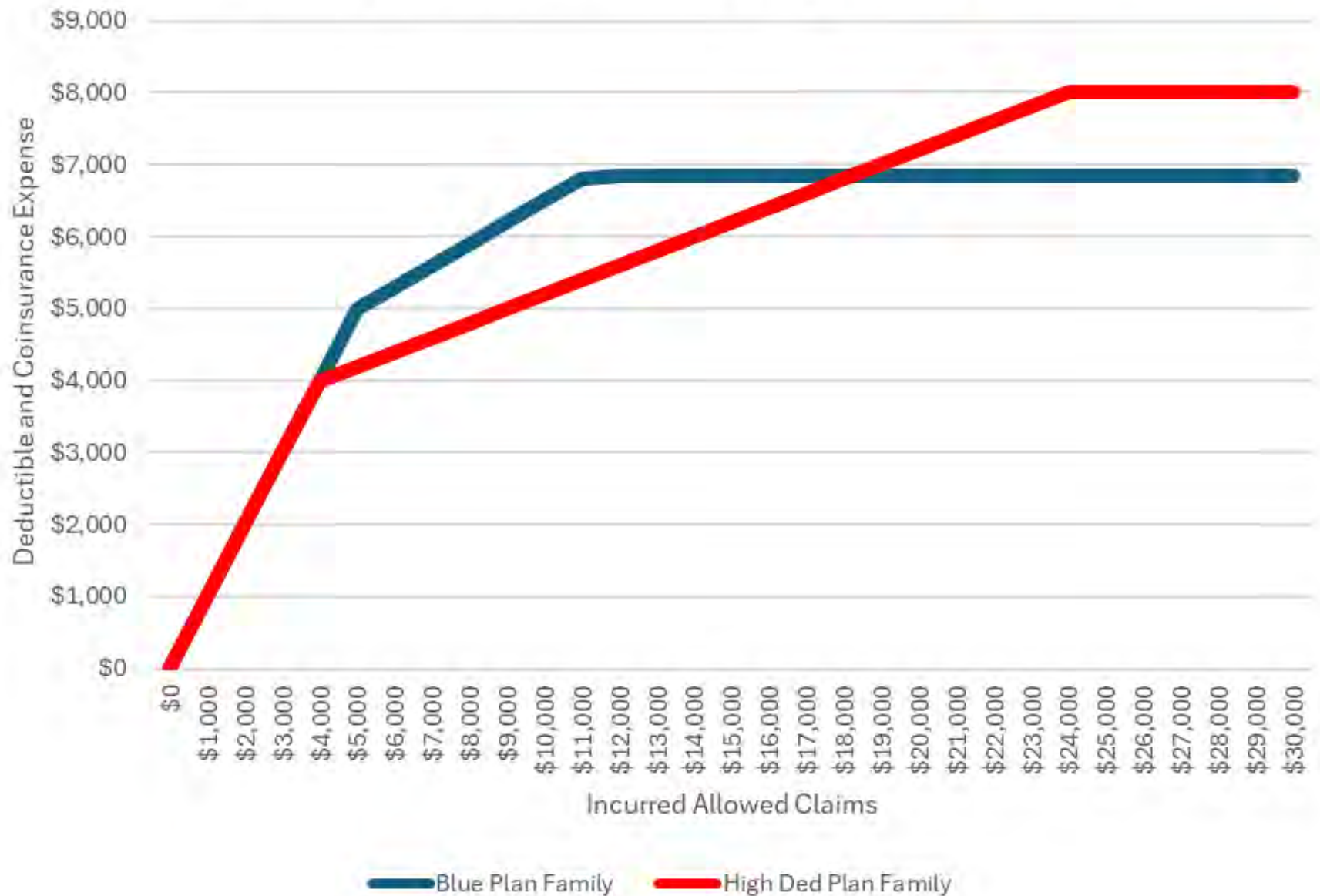
Low Deductible Plan

- Individual
 - \$500 Deductible & \$4,000 OOP Max
- Family
 - \$500 Deductible Per Person, No More Than \$1,500 Per Family
 - \$4,000 OOP Max Per Person, No More Than \$8,000 Per Family

Medical

	Current Contract			Proposed Offer 7/1/2025	
	Green	Blue	Orange	LD	HD
Employee Contributions	22%	20%	20%	20%	20%
CPC Employee Contributions	17%	15%	15%	15%	15%
Individual Deductible	\$1,600	\$2,500	\$4,500	\$500	\$2,000
Family Deductible	\$3,200	\$5,000	\$9,000	\$1,500	\$4,000
Deductible Type	Aggregate	Aggregate	Individual	Individual	Aggregate
Coinsurance	80/20	70/30	70/30	80/20	80/20
Individual OOP Max	\$3,000	\$4,500	\$6,550	\$4,000	\$4,000
Family OOP Max	\$6,000	\$6,850	\$13,100	\$8,000	\$8,000
OOP Max Type	Aggregate	Aggregate	Individual	Individual	Aggregate
HSA Funding	50% Ded	50% Ded	50% Blue Ded	N/A	50% Ded
CPC Visit (if applicable)	\$20	\$20	\$20	Free	\$20
USPSTF A/B Preventative Care	Free	Free	Free	Free	Free
Preventative Drugs	\$10 Co-Pay	\$10 Co-Pay	\$10 Co-Pay	N/A	\$10 Co-Pay
Non-Preventative Generic	Ded & Coins	Ded & Coins	Ded & Coins	10% (Min \$10, Max \$50)	Ded & Coins
Non-Preventative Formulary Brand				25% (Min \$35, Max \$125)	
Non-Preventative Non-Formulary Brand				35% (Min \$50, No Max)	

Family - Blue Plan Vs. High Ded Plan



Miscellaneous

- New \$1.75/Hr Lead Pay For Level 3 Leads
- Guaranteed Minimum 5% STIP Payable In 2025
- Increased Parental Leave From 1(2) To 8 Weeks
 - Can Use In One-Week Increments After Short-term Disability Benefits
 - Should Provide 30 Days Notice If Able.
- Codified Extra 20% Supplement And Extended 6 To 8 Weeks For C-section For Engineers Giving Birth
- Increased Bereavement Leave And Improved Language
- Modified And More Transparent Performance Assessment Process
 - Gives Slightly More Weight To Managers Assessment
 - Engineering Management Assessment Scores Produced Annually And Provided To Engineer Upon Request.

Current Contract			Proposed Offer		
50%	50%		60%	40%	
Rating	Service	Total	Rating	Service	Total
1	1	1.0	1	1	1.0
1	2	1.5	1	2	1.4
2	1	1.5	2	1	1.6
1	3	2.0	1	3	1.8
2	2	2.0	2	2	2.0
3	1	2.0	3	1	2.2
1	4	2.5	1	4	2.2
2	3	2.5	2	3	2.4
3	2	2.5	3	2	2.6
4	1	2.5	2	4	2.8
2	4	3.0	4	1	2.8
3	3	3.0	3	3	3.0
4	2	3.0	4	2	3.2
3	4	3.5	3	4	3.4
4	3	3.5	5	1	3.4
4	4	4.0	4	3	3.6
			5	2	3.8
			4	4	4.0
			5	3	4.2
			5	4	4.6

Miscellaneous

- More Transparent Promotion Process
- Increased Layoff Benefits 8/10 To 8/12 Weeks
- 4 Supplemental Weeks Layoff Benefits If Recall Rights Waived
- New Adoption Benefits (\$5k Per / \$10k Max)
- New Infertility Benefit
- New Non-Retaliation LOU
- New Quality 360 Partnership LOU
- New Subcommittee For Escalating Facility Issues

Miscellaneous

- More Transparent Promotion Process
- Increased Layoff Benefits 8/10 To 8/12 Weeks
- 4 Supplemental Weeks Layoff Benefits If Recall Rights Waived
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- New Non-Retaliation LOU
- New Quality 360 Partnership LOU
- New Subcommittee For Escalating Facility Issues
- New “Me too” language in Article 21.4

● **LOCAL GOVERNMENT**

What's at stake for Wichita if Boeing buys Spirit AeroSystems

The purchase of Spirit AeroSystems, Wichita's largest employer, could cause issues down the road but current jobs seem safe for now.



by **Trace Salzbrener**

April 1, 2024



**DISCOVER
SOMETHING THAT
COULD BE OUR
NEXT BIG STORY?**



Help us inform and
impact the community.

Section 21.4

Uniformity and Consistency

If, during term of this contract offer, non-unionized, non-executive employees in company's Wichita Kansas location get better benefits than WEU

- The WEU gets a one-time election to adopt either all 12, or none, as a group.**
- The Non-Union benefits would immediately apply (or at the next open enrollment) in the exact same manner with the same costs**
- Corresponding WEU contract portions would be voided.**

Section 21.4

Uniformity and Consistency

1. Retirement – **Attachment A and Article 16**
2. Medical - **Attachment A and Article 16**
3. Dental - **Attachment A and Article 16**
4. Short- and Long-Term Disability - **Attachment A**
5. Life Insurance – **Attachment A**
6. Business Travel Accident Insurance - **Attachment A**
7. Leave of Absence – **Article 11**
8. Vacation - **Earned Time Off, Article 6**
9. Holidays – **Article 5**
10. Layoff Benefits – **Article 7**
11. Paid Time at Work – **Article 10**
12. Paid Time Away from Work - **Article 10**

WEU Timeline

- Current Contract Expires 12/1/2024
- Ballots Mailed Out Friday 11/14/24
 - You Can Either:
 - Return Mail – Must be rec'd before vote count
 - Drop Off Ballot **Yourself** before vote count
 - SPEEA Office Open M-F 8:30-5pm
- Vote Count - ***Monday 11/25/24 - 5pm***

WEU Timeline

- What Happens If Ratified
 - Contract Takes Effect 12/2/2024
- What Happens If This Contract Offer Is Rejected:
 - The Contract Expires 12/1/2024
 - Strike And Lockout Possible
 - Strike Vote Must Occur Before A Strike
 - Negotiation Team Could Seek An Extension Of The Current Contract And Resume Bargaining
 - In Light Of New Economics, No Guarantee That Any Future Offer Would Be Better.

Spirit Open Enrollment



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