



## WICHITA ENGINEERING UNIT (WEU)

# WEU Contract Negotiations - Frequently Asked Questions (FAQ)

### Who is on the negotiations team?

The negotiations team consists of five of your coworkers. They are longtime SPEEA members who applied to join the team and were elected by WEU Council Representatives based on their history with SPEEA, the ideas and perspectives they bring to the table, and the strength of their applications.

### What exactly is at stake?

Without exaggeration, every benefit guaranteed by the WEU contract is at stake - wage pools, ETO benefits, healthcare benefits, layoff protections, and more. This means every aspect of our contract could get worse or better, based on the strength of our membership numbers.

### How did the team prepare for negotiations?

Prior to formal negotiations with the company, the WEU negotiations team reviewed the data gathered from the May survey and crafted an initial proposal that best achieved the goals communicated by the bargaining unit. This is done by revising existing sections of our contract or including additional sections for new issues. Our team also submitted official data requests to Spirit on items which we feel we need information for negotiation (such as OT hours and parental leave use).

### What happens at Main Table during negotiations?

When negotiations officially began on Sept. 17, the WEU negotiations team, the SPEEA negotiations support staff, and the Spirit negotiations team met at a neutral location and began "Main Table" negotiations.

When not at Main Table with Spirit, WEU Negotiations Team and staff meet separately to prepare counterproposals, before reconvening with Spirit. When a completed contract offer is "lifted" from the table, then it will be voted upon by dues-paying WEU members.



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### **When do we get to see the new contract?**

The proposed contract will be available in its entirety (with all red-line changes) after it is lifted from negotiations. SPEEA will also prepare informational summaries to show what has changed. The team may provide a recommendation. Prior to members voting, the team will hold Q&A sessions to answer your questions and provide clarity prior to the contract vote.

### **Why can't we hear details about negotiations?**

Any time a union or company communicates specific details about what is being proposed at a negotiations table, this is called "negotiating in public." Thus far, the team believes refraining from negotiating in public will result in a better contract outcome.

### **How did we get the current SPEEA WEU contract?**

After negotiations for a new contract, an offer was lifted and sent to a vote by dues-paying members in 2018. The voting members ratified the contract with a 70% approval rate..

### **Does the negotiation team get paid for being on the negotiation team?**

The team gets paid their normal wages during negotiations, however, the time spent outside of normal working hours is not compensated.

### **Who is representing Spirit at negotiations?**

Spirit's chief spokesperson is the director of Spirit Labor Relations. Other members of Spirit's team include senior leaders of engineering, along with other Labor Relations and Human Resources representatives.

### **How does a strike happen?**

*Only the bargaining unit dues-paying membership can vote to authorize a strike.* If a majority of members vote to authorize a strike, the WEU Negotiations Team can call a strike with a unanimous vote by the team after the contract expires (Dec. 1).