

SPEEA – WTPU contract offer highlights

6-year contract (2019 to Jan. 31, 2026)

Compensation

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

Year	Promotional Funds**	Wage Pool*	Ratification Bonus	Stock Bonus
2020	0.50%	Market + .5%	\$2,000	\$1,500
2021	0.50%	Market	-	-
2022	0.50%	Market	-	-
2023	0.50%	Market + .5%	-	-
2024	0.50%	Market	-	-
2025	0.50%	Market	-	-

* Minimum \$750 for any employee under Compa-ratio of 1.0 and with hire dates six months or more prior to the Fund Computation Date.

** .97 Compa-ratio still applies.

- Increased shift and assigned weekend premiums to 6% (\$2 per-hour minimum)
- Short Term Incentive Plan (STIP) remains at 6% target, 12% maximum
- Gainshare ends after 2020 payout of 2019 performance

Medical & Benefits

- Core & Enhanced eliminated In 2022
- Increased medical premiums
- Significant company Health Savings Account (HSA) funding
- New Direct Primary Care (DPC) **option** for free or reduced-cost primary care
- New Concierge Primary Care (CPC) retiree medical option
- Healthy Spirit discount ends

Workforce & Leave

- Better protections against layoff
- More restricted use of designation
- Layoff benefits (6, 8 or 12 weeks based on company service)
- Performance Management (PM) rating eliminated
- One-week paid parental (maternity or paternity) leave

