

# Questions About Spirit's Contract Offer to the IAM

Last Updated: June 28, 2023

This document will be updated as needed. Submit questions at [laborrelations@spiritaero.com](mailto:laborrelations@spiritaero.com).



## Wages and Cash

### **When will pay changes take effect if the new contract is voted in on June 29?**

Pay changes will take effect on Friday, July 7.

### **Will wage range rates increase?**

All employees will receive the yearly wage increases, which will increase their respective wage maximums. For instance, the 6% wage increase in 2023 will also increase the range maximum by 6%. COLA will also be rolled into your wages and will increase the maximum. For instance, the 3.5% COLA in 2023 would increase the range maximums by an additional 3.5%.

### **Will I-code changes be made before or after the 6% general wage increase?**

I-code changes for M01, M02, D01, D02, M23A and M25A I-code changes will be made before the general wage increase is calculated. Employees receiving an I-code increase will also have a new range maximum in their new I-code level, which will allow them quarterly progression raises until they reach the maximum.

### **What M01Cs will promote to M01Bs and when will this occur? What happens to the M01C level?**

All current M01Cs will move to M01B after implementation of the contract. This also applies to D01Cs, D02Cs and M02Cs. The M01C level will be left vacant for potential future use.

### **What will be the effective date of COLA increases and when will employees see it in paychecks?**

Cost of Living Adjustments will be applied to the employee's base rate of pay beginning with the first full pay period following November 1 of each year.

### **Will employees be able to "sell back" ETO for cash?**

Yes. Following ratification of the new contract, IAM-represented employees may request pay in lieu of ETO, paid at 100% of their base pay.

### **How will the 2% guaranteed annual bonus be handled for 2023, given that we have a half year of STIP/Gainshare and a half year of the bonus?**

You would receive STIP and Gainshare based on eligible earnings from January 1 through June 30 if payments are triggered. You will receive the guaranteed annual bonus based on eligible earnings from June 30 to November 31.



## Health Care

### **Can I change my health care plan, upon approval of the contract?**

We have just begun a new health plan "year" and a new one will not start until July of 2024. The next opportunity to change health care plans will be during open enrollment next May.



## Overtime, Paid Time Off

### **Do current double time rules still apply? If employees volunteer to work overtime on Saturday, would they be paid time and a half with double time on Sunday?**

For those who volunteer, Saturday overtime will continue to be paid at time and a half with Sunday overtime paid at double time. Double time would continue to be paid for working a fourth consecutive weekend or in excess of 160 hours in a quarter.

### **What is the advantage of combining vacation and sick leave into ETO?**

In addition to having only one account to manage, there is no annual “drop” of vacation that may limit your ability to take vacation when you want it. Instead, you accrue ETO throughout the year, so it is available for use to cover sick days or take vacation.

### **Will there be a maximum number of hours of ETO that an employee may carry?**

Hours above maximum stated below will be paid to employee on their date of seniority.

| Seniority Maximum | ETO Hours |
|-------------------|-----------|
| < 5 years         | 244       |
| 5 – 10 years      | 286       |
| 10 – 15 years     | 352       |
| 15 – 20 years     | 380       |
| 20 – 25 years     | 416       |
| > 25 years        | 456       |

### **Will ETO start with the new contract or when our next seniority date hits?**

ETO for IAM-represented employees will be implemented as soon as administratively practicable following the effective date of the contract.

### **Will I be paid out for my current sick leave?**

Your current sick leave will be converted to ETO. You may request pay in lieu of accrued ETO.

### **Is the accrual rate for ETO based on hire date or seniority date?**

ETO will continue to be based on employee seniority.

### **The offer says there is a 10% increase in the bi-weekly accrual rate after five years of company service. What does that mean?**

If you currently accrue one hour of vacation for every ten hours worked, you now accrue one hour of ETO for 9.1 hours worked, as below.

| Seniority     | Accrual Rate                              |
|---------------|---|
| < 5 years     | 1 hour of ETO for each 17.00 hours worked |
| 5 – 10 years  | 1 hour of ETO for each 14.55 hours worked |
| 10 – 15 years | 1 hour of ETO for each 11.80 hours worked |
| 15 – 20 years | 1 hour of ETO for each 10.90 hours worked |
| 20 – 25       | 1 hour of ETO for each 10.00 hours worked |
| > 25          | 1 hour of ETO for each 9.10 hours worked  |

**Will there be restrictions on how a new hire can use their 40-hour advance of ETO?**

They may access their advanced ETO upon completion of probation.

**On the Alternative Work Week (AWW), will Sunday overtime be aligned among shifts?**

Overtime will continue to be based on day of rest. For shifts A and C, Sunday is their seventh day of rest and would be paid at double time. For shifts B and D, Sunday would be their second day of rest and would be paid at time and a half.

**Will the Alternative Work Week (AWW) be able to co-mingle employees working a 3x12 shift with those working 5x8 and/or 4x10 shifts?**

Yes.



## Retirement Benefits

**Assuming an employee is 59½, how soon after ratification of the contract will a Day 1 employee be able to take the medical bridge?**

In this scenario, employees will be eligible for the medical bridge immediately.



## Other Enhancements

**Can a Master Mechanic also serve as a Team Leader?**

No. While the new pilot is being developed, master mechanics may not be dedicated to a specific shop like a team leader. While the master mechanic will provide on the job training for shop processes, that is the only planned overlap in duties between the two roles.

**Will overtime rules apply to the travel incentive?**

Overtime rules do apply to the \$7.50 hourly travel incentive, which would be paid at \$11.25 for those hours worked at time and a half and \$15 for those hours to be paid at double time.