

Employee Message



To: Spirit Wichita Employees Represented by the IAM

Recently, your IAM leadership requested that Spirit employees who have Boeing Pension Value Plan accounts get the option to transfer or withdraw their funds (“spin term”). To do that would create a financial impact for the company.

As we consider the Pension Value Plan and other matters, we think it is time for a larger conversation to secure the future of our hourly workforce, the backbone of our business.

There are still significant financial challenges that we face as a company and we must continue to deliver on our commitments to our customers. Since the extension of the IAM collective bargaining agreement in January of 2020, we have made progress to emerge stronger from the global pandemic and the 737 MAX grounding. Your skills and expertise are important to build a strong future.

To continue this progress, we have asked IAM District and Local Lodge leaders to open negotiations to further extend the CBA. To accomplish this, we need you to authorize union leadership to open early negotiations.

By agreeing to bargain, you may have the opportunity to potentially realize wage and benefit gains ahead of the scheduled contract end in June of 2023. The current COLA grievance would also be part of the bargaining, with the intent to resolve it ahead of scheduled arbitration in December.

We advised Union leadership that the company believes the time is right to bargain several other topics, including:

- Increase in total compensation
- Continue to realign job codes
- Safety program
- Improved inline promotion process
- Career paths
- Contract extension

We have no intention of eliminating the Core health insurance plan through these discussions; however, we would like to explore ways to expand health care services that are provided to you and your dependents.

Early bargaining also signals our customers that we are ready for rate increases and new work.

We expect an authorization vote to be scheduled by the IAM. In that event, we are asking you to authorize the early negotiations.

As we progress toward a vote, a website has been created to help you make informed decisions. The website may be accessed inside or outside of Spirit at <https://spiritaero.com/news/iam2021/>. Watch for regular updates.

We hope you will take the time to consider this opportunity.

Sincerely,

Justin Welner
Vice President & Chief Administration Officer

Jay Hohl
Senior Director, Human Resources