



WICHITA ENGINEERING UNIT (WEU)

2024-2028 WEU contract offer highlights

- Four-year contract
- Compensation
 - Increased Wage Pools
 - 2025 = 6%
 - 2026 = Greater of Market or 4%
 - 2027 = Greater of Market or 4%
 - 2028 = 5%
 - New - \$1.75/hour Lead Pay Additive for Level 3 leads
 - Increased Promotional Funds from 0.50% to 0.75%
 - Increased minimum raise if under 1.0 Compa-ratio
- Guaranteed minimum 5% STIP payout - Spring 2025
- Retirement - Effective January 2026 - 401(k) - 100% matching on first 10%
 - Matching occurs each payday
 - No waiting for end of year, no 1,000-hour work requirement
 - Replaces Current Matching & Age + Service
- Increased Earned Time Off (ETO), floating holiday now in contract
- Increased Parental Leave (from 2 to 8 weeks)
- Increased Bereavement Leave and improved language
- Modified and more transparent performance assessment process
- More transparent promotion process
- Increased layoff benefits
- New medical plans starting July 1, 2025. Two options:
 - \$500 Deductible Non-Health Savings Account (HSA) option
 - \$2,000/\$4,000 Deductible HSA with 50% Employer HSA
- Same premiums contributions as Blue Plan today
 - 20% non-CPC, 15% CPC
 - Limits on future healthcare rate increases
 - New coverage for dental implants



Use the QR to visit the WEU negotiations page!



2024-2028 WEU contract offer highlights

- New dental plan preventative care incentives can increase annual maximum up to \$3,000 per person per plan year
- New adoption benefits (\$5k/\$10k)
- New infertility benefit
- New non-retaliation Letter of Understanding (LOU)
- New Quality 360 Partnership LOU (related to Aviation Safety Action Program (ASAP) with FAA)
- New Subcommittee for escalating facility issues

No change:

- Overtime
- Holiday Pay
- Shift Premiums
- Compensatory/Incidental Time (CIT)