## **WICHITA ENGINEERING UNIT (WEU) NEGOTIATION PROCESS**

## **SPEEA-SPIRIT WEU CONTRACT EXPIRES DEC. 1, 2024**

#### Main table negotiations

Face-to-face talks with Spirit management take place at a neutral location. Negotiation team and SPEEA staff work through each issue with Spirit management. When agreement is reached on individual items, they are tagged "tentative agreement."

### SPEEA proposal

Negotiation team members meet regularly to discuss issues that determine the union's position on issues and decide what changes and improvements are needed in the next contract. This work results in the contact proposal, which is delivered to the company before main table talks.

#### **Contract negotiations survey**

The Wichita Engineering Unit Negotiation Team sent a survey in May to all SPEEA-represented engineers to help determine contract issues and priorities.

#### **Electing negotiation team**

SPEEA members applied for the negotiation team earlier this year. The WEU Bargaining Unit Council Reps elected five team members in February. They are R Matthew Joyce (chair), Laura Dame Santry (vice-chair), Ben Blankley (secretary), Brennan Macklin and Derek Milligan.

#### **Collecting issues**

As soon as the ink is dry on the last contract signing, SPEEA staff begins collecting issues and concerns to address in the next round of negotiations. Small issues can be worked outside of the contract negotiation process in meetings with the company. Others are worked in meetings with Spirit in the months leading up to negotiations.

#### Management contract offer

Management compiles the negotiated items into the company offer for a new contract. This is often called the company's 'best and final.'

#### Team recommendation

After receiving the company's offer, the negotiation team members perform a final analysis. The team can recommend members vote to accept/reject or the team can issue a neutral recommendation. The team presents the offer and recommendations to the WEU Bargaining Unit Council, which can issue separate recommendations and call for a strike authorization vote.

#### Members vote

Members have the power to accept or reject the contract offer. Voting is by secret ballot. The voting package will include details on the contract offer and a strike authorization vote if called for by the WEU Bargaining Unit Council.

#### Accept or reject

A positive vote by members completes the negotiation process, and the new contract goes into effect. Rejecting the offer sends both sides back to the negotiations table for more talks. If the company refuses additional changes, the SPEEA negotiation team can call for a strike if members granted the authority.

# Team recommendations Management offers Main table negotiations

REJECT

SPEEA proposal
Negotiation Teams

Accept or reject

Members vote

**ACCEPT** 

**Surveys & meetings** 

**Collecting issues** 

Negotiating a new contract (collective bargaining agreement) starts

long before the union and company sit down for main table talks.

Back to step 5

## **STRIKE**



#### **Bulletin Board Number**

#24-049 Midwest





**June** 

••• Bulletin Board Notice •••