

SPIRIT RAMP HIGHLIGHTS

IMPROVEMENTS

Uniform Reimbursement: A reimbursement program has been agreed to after completion of 6 months of service. An employee may also after 18 months or if worn may receive new uniform or applicable pieces at Company expense.

Safety Committee: Establishment of a safety committee for FLL, that includes on the Committee a Union representative from the FLL Spirit ramp group. This will ensure that safety issues are a priority on the property.

Vacation Payout: Currently if vacation is not taken in the year used due to operations the employee loses the vacation. Improvement: the employee may opt to carry over the vacation to the first quarter of the following year or be paid out the equivalent of unused vacation.

AIC: Agent In Charge position has been agreed upon. This position will pay **\$1.00** more per hour for those that must perform the duties of the former **A** guy position.

Defined Scope: Defines the duties of a Ramp Serviceman and who may do the job. This adds an additional layer of job protection.

Grievance Procedure: Currently there is not a procedure that exist to address violations or terminations. Improvement: a step by step procedure with defined time lines is now in place for contract and disciplinary disputes up to and including termination.

Learn more: Read TA and Talk to Reps.

Visit: **iam141.org/Spirit** For full tentative agreement and schedule.

Vote:



**Wednesday,
June 22
3:00pm - 9:00pm**



**Thursday,
June 23
6:00am - 2:00pm**

FLL Spirit Ramp Breakroom