

spirit



The Best Contract in the History of Spirit Airlines

Questions?

Contact a negotiator



Tony
Gibson



Andrea
Myers



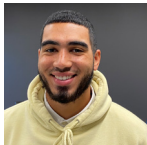
Almarie
Jean



Linda
Germain



Christopher
Willis



Gregory
De La Cruz



Gil
Simmons

If ratified on November 4, this Tentative Agreement will provide the highest pay and overall compensation rates, the strongest job protections, and the greatest expansion of workplace improvements in the history of Spirit Airlines.

Your Negotiating Team is proud to bring this Tentative Agreement to our sisters and brothers at Spirit.

We unanimously recommend a YES vote.

Improved Seniority Rules

Our seniority rules needed a complete overhaul.

Right now, part-timers lose half of their seniority when they make the move to full time. This agreement will allow part timers to advance to full time without the seniority penalty.

Better Work-Life Balance

Finally.

Unpaid time off is not vacation time. Winning the power to protect and honor our personal time away from work is one of the proudest achievements of organized labor. Workers everywhere deserve quality time to spend in relaxation and with families and loved ones. This contract honors that tradition by giving hard-working agents more critical time off, and will make the company pay more for encroaching on the personal time.

- * Part-time agents will start getting paid vacation time
- * Part-time agents will also get sick pay
- * Unused vacation, including canceled vacation time, will be paid out
- * Part time agents will qualify for a sick bank, and full time sick bank will be doubled
- * Leaves of absence have been extended

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Better Overall Compensation

More opportunities to earn more money.

- * Agents on Mandatory Overtime get time and a half pay, with double time pay after 12 hours
- * Automatic double time for Premium Days
- * Improved Agent in Charge (AIC) pay. AIC pay will rise to \$1.75 an hour
- * Trainer pay will also rise by \$1.75 an hour
- * Larger uniform allowance and replacement
- * Me-Too language that will guarantee that no non-union workgroup will enjoy better 401(k) or profit sharing packages than IAMAW Members

Job Security and Work Rules

Working at Spirit is about to get a lot better.

- * Paid time off for lost time due to a workplace injury
- * "Operational Needs" is now clearly defined, and is much harder to misuse
- * Expanded Grievance Procedures that mean no agent will suffer job loss without a hearing.
- * Those on unpaid medical leave will continue to accrue seniority for 90 days, not just 30.
- * All agents will receive lifetime furlough recall rights.

Signing Bonus

All agents will get a signing bonus of at least \$500 upon ratification for this agreement.

Years of Service	Bonus Payment
1 - 5 Years	\$500
6 Years	\$600
7 Years	\$700
8 Years	\$800
9 Years	\$900
10 Years	\$1000
11 Years	\$1100
12 Years	\$1200
13 Years	\$1300
14 Years	\$1400
15 Years	\$1500
16 Years	\$1600
17 Years	\$1700
18 Years	\$1800
19 Years	\$1900

Signing bonuses will go out after this Tentative Agreement is ratified on November 4. You should expect your signing bonus and backpay by November 12.

All pay raises will go into effect immediately upon ratification.

If ratified on November 4th, each agent will receive a lump sum payment for the difference in pay dating back to October 24th.

Raises will continue into 2026, past the agreement's amendable date.

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More Money From Wages

This contract will create pay rates that rise with historic speed. The new pay scales are the highest hourly rates for this classification in the history of the airline. Combined with other income opportunities, this agreement will raise the standard of living for every union member at Spirit.

Years of Service	2021	2022	2023	2024	2025	2026
Start	\$16.00	\$16.24	\$16.48	\$16.73	\$16.98	\$17.24
1 Year Anniversary	\$16.50	\$16.75	\$17.00	\$17.25	\$17.51	\$17.78
2 Years Anniversary	\$17.00	\$17.26	\$17.51	\$17.78	\$18.04	\$18.31
3 Years Anniversary	\$17.25	\$17.51	\$17.77	\$18.04	\$18.31	\$18.58
4 Years Anniversary	\$17.80	\$18.07	\$18.34	\$18.61	\$18.89	\$19.18
5 Years Anniversary	\$18.20	\$18.47	\$18.75	\$19.03	\$19.32	\$19.61
6 Years Anniversary	\$18.50	\$18.78	\$19.06	\$19.35	\$19.64	\$19.93
7 Years Anniversary	\$18.80	\$19.08	\$19.37	\$19.66	\$19.95	\$20.25
8 Years Anniversary	\$19.30	\$19.59	\$19.88	\$20.18	\$20.48	\$20.79
9 Years Anniversary	\$22.00	\$22.33	\$22.66	\$23.00	\$23.35	\$23.70
10 Years Anniversary	\$23.00	\$23.35	\$23.70	\$24.05	\$24.41	\$24.78

The International Association of Machinists and Aerospace Workers Negotiating Team **UNANIMOUSLY** recommends a **YES VOTE** for this Tentative Agreement.

Tony Gibson
Assistant General Chair,
IAMAW District Lodge 141

Andrea' Myers
Assistant General Chair
IAMAW District Lodge 141

Gil Simmons
International Association of
Machinists and Aerospace Workers

Almarie Jean
Chief Shop Steward
Local Lodge 368

Linda Germain
Grievance Officer
Local Lodge 368

Christopher Willis
Committee Chairman
Local Lodge 368

Gregory De La Cruz
Bidding Committee Chairman
Local Lodge 368

Notes

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