

6.26.23 8:30 am

SPIRIT AEROSYSTEMS Employees

If you need to file an initial claim, please go to <https://www.getkansasbenefits.gov/Home.aspx>.

- Use “Labor Dispute/Strike” as your *Reason for Leaving*. After you have submitted your claim, you will need to provide more information to determine your eligibility for unemployment benefits.
- Download Labor Dispute Statement (K-BEN 314) at <https://www.dol.ks.gov/ui-forms>.
- Complete the K-BEN 314 within **seven (7) days of the date you file your initial claim**.
- Return this form to <https://uiassistance.getkansasbenefits.gov/>.
- Remember to file weekly claims every week that you are not working and report any earnings you have. (Strike Pay is considered earnings. Pay for walking a picket line during a labor dispute/strike is considered earnings and must be reported when filing a weekly claim.)
- You are not required to look for work while you are on strike.

All other individuals employed by companies other than SPIRIT AEROSYSTEMS affected by the Labor Dispute/Strike:

If you need to file an initial claim, please go to <https://www.getkansasbenefits.gov/Home.aspx>.

- Select “Lack of Work/Layoff” as your *Reason for Leaving* if you are unable to work as a result of the SPIRIT AEROSYSTEMS Employee Labor Dispute/Strike.
- Remember to file weekly claims every week that you are not working and report any earnings you have.

6.27.23 2:45pm

Strike / Union FAQs

What are the key differences when it comes to union vs. non-union (and non-Spirit) workers applying for assistance?

Any of the categories of individuals referenced may file a claim for unemployment benefits.

In general, when a labor dispute occurs, the law treats employees in the bargaining unit(s) directly involved in the labor dispute, both union and non-union, the same. See K.S.A. 44-706(d).

Claims filed by employees outside those bargaining unit(s), including those who are employed by the business or entity involved in the labor dispute and who are adversely affected by the labor dispute, such as having their hours reduced or getting laid off, are adjudicated by the agency just like any other reduction in hours or layoff. In other words, those employees *indirectly* impacted by the labor dispute are generally eligible for unemployment benefits.

Who is qualified and what are the qualifications?

When an individual files a claim for unemployment insurance benefits, whether he or she is qualified is wholly dependent on the unique facts and circumstances involved in his or her claim. There is no one-size-fits-all answer.

However, generally under the law only those employees who attempt to cross the picket line and return to work may be qualified to receive unemployment benefits.

What about non-union workers participating in the strike?

Union and non-union employees in the same bargaining unit are generally treated in the same manner under the employment security law.

How long can those who qualify receive assistance? Is there a max amount per worker?

When you file an initial application, your work history will be reviewed to determine if you have earned enough wages to qualify for unemployment.

If you have earned enough wages to qualify for benefits, you will be monetarily entitled to receive regular unemployment benefits for those weeks when you are either totally or partially unemployed and meet all requirements. We determine both your weekly benefit amount (WBA) and your total benefit amount (TBA) based on the wages you earned during your base period.

If you are eligible for regular unemployment benefits, weekly benefit amounts for claims effective after July 1, 2022, weekly benefit amounts will be between \$140 and \$560 per week. For claims filed on or after July 1, 2023, weekly benefit amounts will be between \$147 and \$589 per week. You will be notified of your weekly benefit amount through a monetary determination, which will be issued after you file an application for benefits. If you want an estimate of your weekly benefit amount, we recommend using our benefits calculator at [GetKansasBenefits.gov](https://www.getkansasbenefits.gov).

The Weekly Benefit Amount is the amount of unemployment insurance benefits you are potentially eligible to receive each week before taxes and other deductions, if it is determined you are eligible to receive unemployment benefits.

The Total Benefit Amount is the amount of unemployment benefits you are eligible to receive during your benefit year, if it is determined that you are eligible to receive unemployment insurance benefits.

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Amber Shultz, Secretary

Laura Kelly, Governor

Divide your total benefit amount by your weekly benefit amount to calculate the approximate number of weeks of unemployment benefits available to you.

Payments will be made if all eligibility requirements have been met. Per Kansas law, claimants are generally required to serve a one-week waiting period per benefit year before receiving unemployment benefits. This means that you will not receive payment for the first week of eligible benefits.

How long is the application process?

We strongly suggest filing online at <https://www.getkansasbenefits.gov> . If you must call to speak with a customer service representative, be prepared to hold. A claim goes to adjudication if it raises questions about why you left your job, or your eligibility for benefits. We may call to ask you questions about your claim, or we may mail you a form and ask you to send in more information explaining the circumstances. (If you're filing online, we'll provide this form for you to complete right away to submit, so we have that information in our system to make a determination. At this time, determinations are estimated to take 5-6 weeks.

Is there a max number of eligible workers that can apply? What is the time limit?

There is not a maximum number of workers who can apply for benefits. If you are unemployed or underemployed, you can apply for unemployment benefits. Your claim is effective the week you file, not the week you become unemployed.