



**ERIE, PENNSYLVANIA MANUFACTURING PLANT  
 RESPONSE TO NINETEENTH UNION PROPOSAL  
COMPREHENSIVE SETTLEMENT PROPOSAL**

**July 11, 2023**

**ECONOMICS**

**1. Article X (Job Classifications):**

a. Section 2 (Job Classifications); Appendix C (Wage Progressions): Ten-year wage progression adjusted for general wage increases outlined below (minimum increase for all starting rates is \$1.00/hr.).

b. Section 3 (Lump Sums and General Wage Increases); Appendix B (Job Classifications and Wage Rates):

i. Effective on ratification, the hourly wage rates for all job classifications set forth in Exhibit B will be increased by three and sixty-five one hundredths percent (3.65%).

ii. Effective June 1, 2024, the hourly wage rates for all job classifications set forth in Exhibit B will be increased by three percent (3%).

iii. Effective June 1, 2026, the hourly wage rates for all job classifications set forth in Exhibit B will be increased by two and one-half percent (2.5%).

iv. Employees will be provided the following lump sum payments:

Date	Lump Sum
June 1, 2025	\$3,000

c. Section 4 (Cost of Living Adjustments): COLA frozen for term of the agreement, as outlined in Sixth Company Proposal (6-10-23).

**2. Article XIX (Employee Benefits):** Effective January 1, 2024, bargaining unit employees will be eligible to participate in Wabtec benefit programs under the same terms and conditions as other bargaining unit employees, as outlined in Sixth Company Proposal (6-10-23).

3. **Article XX (Personal Days)**: Maintain current contract language with tentatively agreed language changes, as outlined in Sixth Company Proposal (6-10-23).

4. **Article XVII (Vacations)**: The Company proposes the modified Vacation language outlined in the Sixth Company Proposal (6-10-23).

### **NON-ECONOMICS**

5. **Article XXV (Strikes and Lockouts)**: The Company proposes the modified Strikes and Lockouts language outlined in the Sixth Company Proposal (6-10-23).

6. **Article VIII (Subcontracting)**: The Company proposes the current contract language with tentatively agreed language changes plus Subcontracting letter of agreement, as outlined in the Sixth Company Proposal (6-10-23).

7. All other terms and conditions are as outlined in Sixth Company Proposal (6-10-23).