

## Union Counter to Company #8

U10) see C3

U11) see C3

C3) Wages

	LW	CW	Top Craft*
January 1, 2026	3.5%	4%	3.5%
January 1, 2027	\$2,000 gross lump sum in first pay period	3.5% and \$500 gross lump sum in first pay period	\$2,000 gross lump sum in first pay period
January 1, 2028	3%	3.5%	3%

**\* Currently employed Lead Person/Maintenance/Electricians will maintain current wage rate subject to the wage increases. Subsequently hired Maintenance Electricians will have one wage structure as Maintenance Electrician.**

Local 88607 fully endorses the Tentative agreement 6/6/2025@12:45 PM

Anthony A. Cerni 6-6-25

Ron Long 6-6-25

Vin A. Chen 6/6/25

J. Verd. 6/6/25



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**COMPREHENSIVE TENTATIVE AGREEMENTS – JUNE 6, 2026**  
**NON-ECONOMIC PROPOSAL 1**

AAh 6 This Collective Bargaining Agreement (the "Agreement") is entered into as of the 6 day of **June**, 2025 by and between Wabtec Corporation (the "Company") and the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers/Communication Workers of America, AFL-CIO, Local Union No. 88607 (Emporium, PA) ("Local 88607" or the "Union").

**NON-ECONOMIC PROPOSAL 2**  
**ARTICLE I UNION RECOGNITION**

AAh 2 Bargaining Unit Information. The Company agrees to provide to the Union, upon request, but no more than quarterly, a statement that includes the following information for each bargaining unit employee within its unit: (i) name; (ii) employee ID number; (iii) address; ~~(iv) date of birth;~~ (iv) employment status (e.g., active, FMLA, other leave, etc.); (v) rate of pay; (vi) job classification/position; and (vii) shift.

**NON-ECONOMIC PROPOSAL 4**  
**ARTICLE X BIDDING AND JOB TRANSFERS**

AAh 4. Communication While on STD.  
[new section]

An employee who is not eligible for FMLA leave (or has exhausted available FMLA leave) but remains on STD leave must report their status for returning to work while on a STD leave that exceeds 120 consecutive days and then every thirty days to the Plant Manager or their designee. So long as the employee provides these updates, the employee shall maintain their position while on STD (subject to other bidding, recall, and layoff provisions in this contract).

If an employee does not provide this required update(s), the Company may post the employee's job for bidding under the terms of this Article based on the needs of the business subject to federal, state, and local law.

If the employee's position is filled and the employee returns to work without a break in service, the employee will be eligible to bid for a position in accordance with Article X. If no vacancy exists and subject to seniority, the employee may displace the least senior employee in the Plant in a position that the employee is minimally qualified to perform (excluding Top Craft).

*Pin Verdi 6/6/25*



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**COMPREHENSIVE TENTATIVE AGREEMENTS – JUNE 6, 2026**

**NON-ECONOMIC PROPOSAL 6(b)**

**ARTICLE XIV VACATION AND PERSONAL ILLNESS TIME**

AAG (b) **Vacation accrual through December 31, 2024. Through December 31, 2025, all employees will accumulate vacation during the vacation year at a rate of one-twelfth (1/12) of their annual vacation eligibility for each completed month worked by the employee in the vacation year. Effective January 1, 2026, employees will accrue vacation based on each week they remain actively employed.**

**NON-ECONOMIC PROPOSAL 6(d)**

**ARTICLE XIV VACATION AND PERSONAL ILLNESS TIME**

AAG (d) Other than vacation which must be utilized during scheduled shutdown periods, **50% of an employee's vacation with a maximum of 2 vacation weeks (days) will, to the extent possible, be prescheduled during a first quarter sign-up period prior to April 1 for that calendar year.** Scheduling for particular weeks will be by seniority (followed by scheduling for particular days by seniority), subject to a maximum allowable number for each supervisor area. This number will vary by supervisor area, dependent the amount of available vacation and the needs of the business.

**NON-ECONOMIC PROPOSAL 7**

**ARTICLE XVIII LEAVES OF ABSENCE**

**4. Medical Leave.**

AAG (a) **Family and Medical Leave.** Employees who have been employed with the Company for at least twelve (12) months and worked at least one thousand two hundred fifty (1,250) hours in the twelve (12) months prior to starting leave shall be eligible for up to twelve (12) weeks of unpaid leave for the birth or adoption of a child, or the serious health condition of the employee, the employee's child, spouse or parent, in accordance with the provisions of the Family and Medical Leave Act ("FMLA") and the Company's FMLA policy.

- (1) FMLA leave shall run concurrently with any other leave to which the employee is entitled.

*Jm Vendi 6/6/25*



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**COMPREHENSIVE TENTATIVE AGREEMENTS – JUNE 6, 2026**

- (2) An employee approved for FMLA leave will be required to utilize any available Personal Illness leave benefits, then up to ~~one week~~ **50 percent (50%) or maximum of two weeks of their earned** vacation time, and then short-term disability benefits during his/her FMLA leave.
- (3) Twenty-six (26) weeks of unpaid military family leave shall be provided to eligible employees to care for a covered service member. Employees who need to take FMLA leave should contact the designated FMLA administrator

**NON-ECONOMIC PROPOSAL 8**  
**ARTICLE XXII DURATION OF AGREEMENT**

1. This Agreement shall be effective starting on July 1, ~~2022~~ **2025**. It contains all the provisions agreed upon by the Company and the Union in collective bargaining, and concludes negotiations on all matters, including past practices, for the life of the Agreement except as otherwise provided. Any and all agreements, written and verbal, previously entered into between the parties hereto are cancelled and superseded by this Agreement.

2. Once effective, this Agreement shall continue in full force and effect until 11:59 p.m. on ~~June 30, 2025~~ **2028** and from year to year thereafter unless modified or terminated as hereinafter provided.

3. Either the Company or the Union may terminate this Agreement by written notice to the other not less than sixty (60) days prior to June 30, 2025, or prior to June 30 of any subsequent year.

**NON-ECONOMIC PROPOSAL 9**  
**CONSOLIDATION OF JOB CLASSIFICATION TITLES**

<b>PRIOR JOB TITLE</b>	<b>NEW JOB TITLE</b>
Armature Mechanic Blower Mechanic Rad Fan Mechanic	Mechanic
Plant Utility Operator Dock Utility Operator	Utility Operator
Inspector	Inspector

*Di Veli 6/6/24*



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**COMPREHENSIVE TENTATIVE AGREEMENTS – JUNE 6, 2026**

AG Assemble and Test Field Coil Taper Rad Fan Blade Cut Off Operator VPI/Tank Operator	Processor 1
Coil Processor <b>Rad Fan Sled Upgrade</b>	Processor 2
Stockroom Box/Ship	Shipping/Material Receiving

TOP CRAFT POSITION
Tool and Die Machinist
Maintenance Electrician
<del>Lead Person/Maintenance/Electrician</del>
<b>Vertical Lathe Machinist</b>

[Eliminate AG/Braze Strip]

*John Veda 6/6/25*



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**COMPREHENSIVE TENTATIVE AGREEMENTS – JUNE 6, 2026**

**NON-ECONOMIC PROPOSAL 10  
LAYOFF AND RECALL FROM LAYOFF**

Employees selected for layoff at the Emporium Facility may displace employees at that location in Designated Positions who have less seniority, provided that they are qualified for the position.

- (1) The following positions shall be considered Designated Positions for purposes of this Article: **Mechanic, Utility Operator, Inspector, Processor 1, Processor 2, Shipping/Material Receiving, Coil Processing, Rad Fan Blade Cut Off Operator, AG Braze/Strip, AG Assemble and Test, Stockroom, Box/Ship, Field Coil Taper, Blower Mechanic, Rad Fan Mechanic, Armature Mechanic.**

**ECONOMIC PROPOSAL 2  
APPENDIX A**

3. ~~Holiday Bonus.~~ In the last pay period of each calendar year of this Agreement, the Company will pay a holiday bonus to each employee on the active payroll or an approved absence as defined in this Agreement. The gross amount of the holiday bonus shall be \$150, or a greater amount determined by the Company at its sole discretion, and it shall be subject to applicable taxes and withholdings.

	Gross Lump Sum Payment
First Full Pay Period in December 2025	\$300.00
First Full Pay Period in December 2026	\$300.00
First Full Pay Period in December 2027	\$300.00

**ECONOMIC PROPOSAL 4**

All Appendices are renewed unless modified through these negotiations.

*Quoted: 6/6/25*



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**COMPREHENSIVE TENTATIVE AGREEMENTS – JUNE 6, 2026**  
**ECONOMIC PROPOSAL 5**

AA

Employees selected as Robot Technicians will be paid a premium of One Dollar and Twenty-Five Cents (\$1.25).

*Fin View 6/6/25*