



June 10, 2025

Dear Wabtec Cleveland employees,

As you all know, we will begin negotiating for a new contract later this week. When we prepare to negotiate a new contract with any bargaining unit representing Wabtec employees, we do so in good faith with the goal of a swift and successful negotiation. Our definition of success here is a result that allows Wabtec to negotiate with the Union to continue delivering for our customers while appropriately rewarding employees for their contributions. This is what creates a successful business for Wabtec and our stakeholders.

We also intend to maintain a fair, open, and honest dialogue.

To that end, in response to a recent letter from IUE-CWA Local 84707 to the Wabtec Service Shop, we want to share our response. First, we strive to schedule prompt negotiations, and we sought to reserve enough time to address all concerns. We made ourselves available for multiple weeks of bargaining and worked to begin scheduling negotiations several months ago. We made ourselves available, and we do not seek to delay any negotiation.

We have agreed to meet for negotiations on June 12-13, 19-20, and we have held open the week of June 23 for any additional negotiations in advance of contract expiration June 30 if necessary.

Second, the Local's letter implies that employees should plan for a strike. Wabtec intends to negotiate a fair and reasonable contract, but we also take the threat of any strike seriously. While we hope we can reach a deal that is fair to both sides, it is our duty to prepare for business continuity in the event of a work stoppage. We all depend on Wabtec's ability to deliver for customers, no matter the circumstances.

We know that, together, we can continue to build a bright path forward in Cleveland.

A handwritten signature in black ink, appearing to read "Jeff Smith", with a long horizontal flourish extending to the right.

Jeff Smith
Vice President – Operations Management