

**ERIE, PENNSYLVANIA MANUFACTURING PLANT**  
**SUMMARY OF UNION'S FIRST STRIKE SETTLEMENT PROPOSAL**  
**July 6, 2023**

On July 6, 2023, the Union verbally presented its first strike settlement proposal. The following is a summary of the Union's proposal, as Wabtec understands it.

Wages

Year 1	5%
Year 2	3%
Year 3	3%
Year 4	3%

COLA

Upon ratification	\$1.00
Year 2	\$0.15
Year 3	\$0.15
Year 4	\$0.15

Progression

- 70% minimum start rate
- Five-year progression

Health Care

- No benefit diminishment for life of contract
- 3% premium cap
- HRA - \$1500 single, \$3,000 family
- Accept the remainder of the Company's June 10 proposal

Personal Time

- Accelerated accrual:

0-10 years	24 hours
10-15 years	32 hours
16+ years	40 hours

- Employees on FMLA would be required to use only 40 hours of personal time.

Vacation

- Maintain sixth week of vacation for those who attain 30 years' service during the term of the contract.
- Company may not schedule vacation outside of scheduled shutdowns.

No-Strike Clause Procedure

Modify time periods applicable to exercising the right to strike over grievances:

- If the Union elects to engage in a strike, strike action must occur within 60 days after Step III answer.
- If strike action is taken, the Union will provide ten (10) days' notice.
- Strike action must be taken, if at all, within sixty days after the expiration of the ten (10) day notice period.

Subcontracting

- The Company may not permanently subcontract bargaining unit work during the life of the contract.