ERIE, PENNSYLVANIA MANUFACTURING PLANT
FIRST COMPANY PROPOSAL
April 27, 2023

1. **Economics:**
   a. **Wages:**
      i. Upon ratification - $1,500 Lump Sum
      ii. January 1, 2024 – Increase job classification rates by two percent (2%).
      iii. January 1, 2025 - $1,500 Lump Sum
      iv. January 1, 2026 - $1,500 Lump Sum
   b. **Benefits:**
      i. Modify Article XIX to provide that Erie bargaining unit employees receive benefits on the same terms as other Wabtec employees.
      ii. Delete Appendix D.

2. **Non-Economics:**
   a. Update all applicable dates.
   b. Eliminate references to GET.
   c. Eliminate one-time transition payments (Article X, Section 4 (Retroactive COLA), Article XIX, Section 14 (Retiree Benefit Lump Sum Payments)).
   e. Eliminate Letter of Agreement – New Work Commitment.

3. **Term:** June 10, 2023 – November 30, 2026.