



**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)).
  - d. Eliminate Letter of Agreement – Work Rules.
  - e. Eliminate Letter of Agreement – New Work Commitment.
3. **Term:** June 10, 2023 – November 30, 2026.