

Let's Win Together

Over the weekend, Wabtec and the UE negotiated a proposal that can keep Erie moving forward. The proposed contract includes economic elements from the company and several changes that the UE negotiated. Here's what you need to know:



Immediate wage increases

- Minimum 3.4% wage increase at ratification for all employees
- Starting wages for all classifications increased by at least \$1 per hour
- Plus a \$3,000 ratification bonus for every employee

Wage increases over the life of the contract

- June 1, 2024: 2.5% GWI
- June 1, 2025: \$2,000 lump sum
- June 1, 2026: 2.5% GWI



Wabtec Benefits Plan highlights

Effective January 1, 2024, you will be eligible for the Wabtec Benefits Plan. For 2023 and 2024, there will be no changes to your HRA contributions.

- This comes with the opportunity to elect great supplemental benefits like accident insurance, discounted pet care, legal services, home and auto insurance, identity protection services, hospital indemnity, critical illness insurance (supplemental medical), and accident insurance.
- Also, included in this plan are family formation benefits like adoption assistance and fertility support coverage.

Benefits improvements

- Retirement incentive
- Tuition reimbursement
- Survivorship benefits
- Holiday pay for new hires after 90 days of employment
- Personal time upon completion of probationary status
- Seniority enhancement for employees recalled from layoff
- Short week IEA eligibility
- Severance pay enhancements
- Increased safety shoe reimbursement

What's staying the same

- IEA
- Short-term disability
- Long-term disability
- Number of paid holidays
- Shift differentials

Erie's partnership with Wabtec is great for employees and the greater community.
When Wabtec and Erie work together, good things happen.

