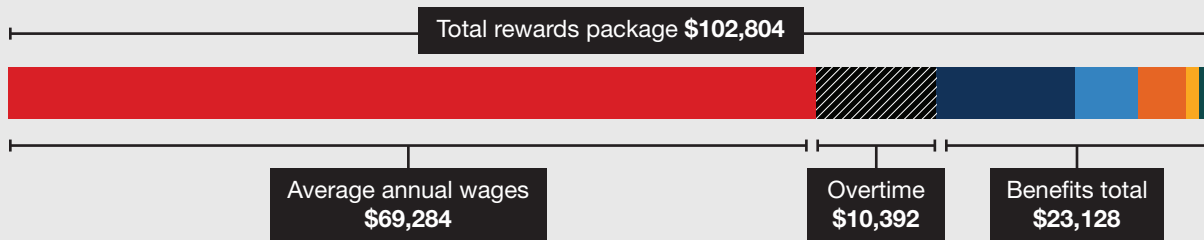


Prioritizing Your Financial Future

As frontline manufacturing employees, you're key to Wabtec's success — that's why you've got the best-paying manufacturing jobs in Erie.



Keeping the business moving

A reasonable compensation plan, like the one we have now, strikes a balance between paying employees well and keeping costs at a level that allows the business to thrive and grow. With our existing compensation plan, we've been able to recall former employees, externally hire for the first time in over a decade, and achieve positive financial results.

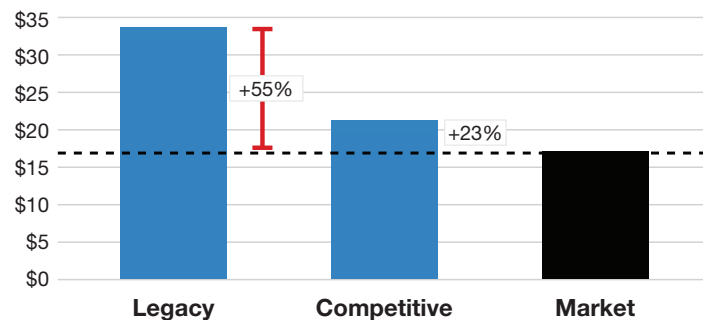
Being competitive in Erie

With wages that are already at the top end of the market, increasing compensation by too much could disrupt our ability to win customer orders and bring work to the facility.

The UE's wage proposal would drastically increase costs for the facility. That level of cost increase would require reducing or eliminating production in Erie.

Comparing with the market wage

The UE's proposal would have us pay employees so much more than the market that we would be driven to immediately begin moving jobs out of Erie.



Focused on the long term

While a massive raise, like the UE proposed, might seem enticing in the short term, it will result in job loss in Erie as the company moves work elsewhere to keep costs manageable. A reasonable compensation plan will keep the work here — and allow the facility to keep moving in the right direction.

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

