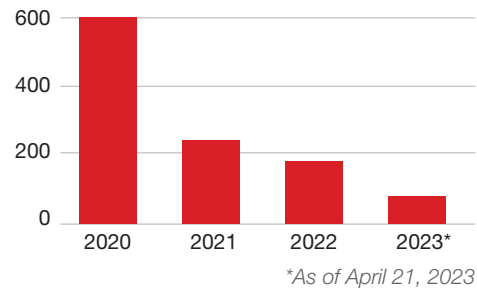


Resolving Our Issues Together

Resolving grievances is inherently a difficult task — since it's an attempt to find a solution to a disagreement. We've worked hard to create a grievance process that's good for everyone. The good news is, it's working!

Grievances are declining rapidly

Since the new collective bargaining agreement took effect, the total number of grievances has plummeted as we've built a strong relationship between the company and employees.



We're working it out in-house

Despite changes in the grievance process that allow the UE to take more types of issues to arbitration outside the company, 95% of all grievances are still being resolved internally. Since the start of the CBA, only 51 of 1217 total grievances went to arbitration, where a third party examines the grievance according to the specific language of the contract. Of those 51, the UE prioritized selecting arbitrators for roughly 10 grievances. This shows that we're finding solutions that work for both parties without going to someone else for help.

Where grievances are resolved



Good for the short and long term

We want a grievance process that's good for employees all around. It should help us address issues when they arise and enable us to run the business in a way that benefits employees in the long run. To fulfill that second part, it's important that we can deliver for our customers without unplanned disruptions to work. Our existing grievance process allows us to keep working as we simultaneously resolve issues, and that helps us meet demand and keep bringing in work.

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

