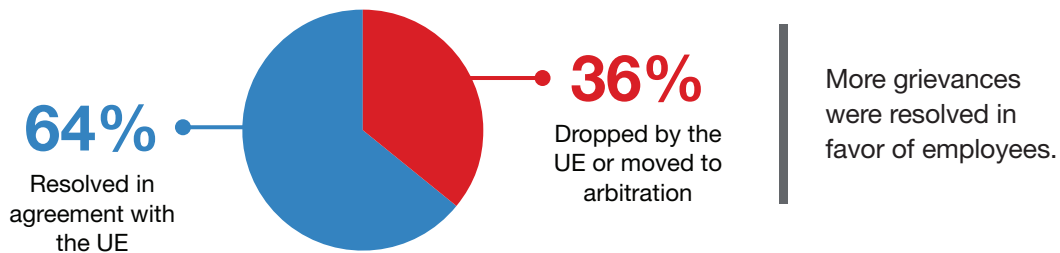


The Truth About Grievances

Grievance resolution in Step III

Wabtec has a good track record on recognizing valid grievances with employees. Over the course of our contract, more than 60% of grievances that have reached Step III have been resolved with an agreement between the company and the UE. Our goal in Step III is to make the right decision based on the contractual language and avoid arbitration.

Step III decisions since 2019



Resolving grievances effectively

Any process to resolve a disagreement is going to be complicated. However, the ideal grievance process isn't one that always sides with one party, but one that accurately decides matters according to the specific language of the contract.

Not every grievance will have merit, but our process has done a good job resolving grievances in accordance with the terms of the contract.

You already have the right to strike

Our existing grievance process ensures that disagreements can be resolved while still allowing us to keep the business going and growing. In our existing contract, the UE already has the right to strike if a transfer of work or subcontracting results in permanent layoffs or if the company fails to respond to a grievance in a timely manner. In the US, 94% of union contracts don't include the right to strike, but Wabtec Erie is part of the small group that does. The UE hasn't had to exercise the right to strike because our process is working well.

The UE claims that the right to strike over any grievance is necessary because the grievance process isn't working, but the facts don't support that. The truth is, our grievance process is working — and it keeps our business moving, which is good for all of us.

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

