

U.S. Payslip Enhancements

Frequently Asked Questions



Will my paycheck amount change because of this update?

No. There is no change to your total pay or earnings. These updates only affect how earnings are categorized and displayed on your payslip.

When are these changes being made to the payslip display?

You will see the enhanced payslip beginning mid-August, depending on your regular pay schedule.

What is changing on my payslip?

We are updating how overtime, double time, and differential pay (shift, lead, trainer) are displayed, along with enhancing the overall payslip layout.

Why are these changes being made?

These updates support compliance with the One Big Beautiful Bill Act (OBBBA) year-end reporting requirements by separating qualifying overtime for federal income tax deduction purposes.

Who will be impacted by these updates?

All US employees will see a new payslip layout; however, hourly employees will notice changes in how overtime, double time, and differential pay are displayed. This does not change the amount you are paid.

What is changing with the overtime and double-time display?

Overtime and double-time will now be displayed differently on your payslip.

Overtime (1.5x)

- Straight-time (1.0x) portion will be included in **Regular** wages
- Half-time (0.5x) portion is shown as **OT Premium 0.5**

Double-time (2.0x)

- Straight-time (1.0x) portion will be included in **Regular** wages

- Additional straight-time (1.0x) portion is shown as **DT Premium 1.0**

What is changing with differential pay display?

- Examples of differential pay include shift, lead, trainer, hitching, etc.
- Differential pay will display as two components
 - Straight-time portion (1.0x) displays as a separate line item
 - Half-time portion (0.5x) included in **OT Premium 0.5 OR**
 - Additional straight-time portion (1.0x) included in **DT Premium 1.0**

What new information will I see on my payslip?

You may notice the following additions:

- Employee Base Rate
- Year-to-Date (YTD) Hours
- Taxable Wages
- Employer-Paid Benefits (enhanced)
- Withholding Elections (enhanced)
- Time-Off and Accrual Plan Balances Section (if applicable)

What if I want to learn more about OBBBA?

There are many articles and websites that have additional information about OBBBA. Please be careful to use a reputable source. Consistent with all payroll tax laws and personal implications, consult your tax professional.

Who should I contact if I have questions?

- Additional information is available on <http://www.wabteccorp.com/US-Payslip-Enhancements>
- If you have questions, please contact your local HR Manager. They can assist with initial inquiries and, if needed, coordinate with the Payroll team for additional support.
- Questions about OBBBA and what it means for you should be directed to a Tax Professional.

