



January 9, 2024

To all Las Vegas Reman Employees,

Yesterday, I received a letter from a union official associated with the Brotherhood of Maintenance of Way Employees (BMWED), claiming that the union represents a majority of employees at the Las Vegas Reman facility. The letter requested that Wabtec voluntarily recognize the BMWED as the union representative for our Las Vegas employees and schedule a meeting with the union to negotiate a collective bargaining agreement for the employees.

We were surprised to receive this letter because Wabtec has no reason to believe that our Las Vegas employees want to be represented by the BMWED or any other labor union. We value the open and collaborative relationship that we have built together here in Las Vegas. At this point, we are evaluating next steps and will provide an update as soon as we determine our legal responsibilities with respect to this union.

In the meantime, my door is always open if you have any questions or concerns.

Sincerely,

Mike Foley

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