



Fort Worth Together: We have created a special website where you can go to learn more facts.



September 25, 2024

Dear Fort Worth Team Members:

On September 18, 2024, we received a letter from the United Electrical, Radio, and Machine Workers of America (“UE”) – a labor union – claiming that some of our Fort Worth team members “decided to form a union.” The letter was signed by approximately 30 of your peers.

We respect the rights of our team members to support the UE. We also respect the rights of team members who elect not to support the UE, and instead, support Wabtec and our team in Fort Worth.

We have talked about this issue before, but we want to state again: ***We do not believe the UE is in the best interest of you, your families, our plant, our customers, or our community.***

Let’s compare our track record of success with the UE’s track record. Since Wabtec opened the Fort Worth site in 2012, we have grown to more than 680 employees by working together to maximize our production. When looking at our Support Staff in Fort Worth, approximately 48% of them came from the floor—this is the largest number of hourly-to-salary conversions in comparison to all of our manufacturing sites.

Through our teaming culture we have accomplished so much for our team members. Some examples include:

- Peer Review Process to ensure consistency and fairness in how we hold team members accountable
- Employee rewards and recognition like our attendance bonus and quarterly bonus
- 4-10s, service-based pay, referral bonuses and other actions to attract and retain talent
- \$500 uniform allowance

Most of these items were in direct response to YOUR feedback through the Handbook Committee, Star Points, and other channels designed to ensure that we maintain a direct and collaborative working relationship in Fort Worth.

In contrast, employment levels at Wabtec’s UE-represented plants have fallen dramatically. Employment levels are down 58% in Erie since 2011. In Wilmerding,



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Wabtec's former headquarters, employment levels went from 70 employees in 2020 to just 5 remaining employees today. Wilmerding will be closed by year-end. Since 2019, the UE has taken the Erie employees out on strike twice and cost employees millions of dollars in wages. The last strike at the Erie Plant lasted 10 weeks – that is 10 weeks without any pay or benefits paid by Wabtec.

UE salespeople may be asking you to sign union authorization cards. Signing a card is a big decision that will impact all our futures. Over the next few weeks, we are going to provide you with the **facts** to make an informed decision on this important issue. We ask that you keep an open mind and think critically about what the UE-salespeople and political activists are telling you. Most importantly, you need to ask yourself: Is this too good to be true? Can the UE deliver on its promises?

In addition to distributing this correspondence in person, we are also sending it to your homes because this is an important issue that you should discuss with your family and loved ones.

Let's keep up our momentum. In Fort Worth, we have been and want to continue to be the place where work lands. We are flexible. We are competitive. We are a team.

Sincerely,

Mike Bratt
Roman Fortozo
Roel Gonzalez