

U.S. Payslip Enhancements

Hourly Employees



ONE BIG BEAUTIFUL BILL ACT (OBBBA)

Starting in mid-August, as part of OBBBA, you may see new earning categories on your payslip identifying qualifying overtime for federal income tax deduction purposes. **These updates do not affect your actual pay.**

NEW OVERTIME AND DOUBLE TIME DISPLAY

The straight-time portion of overtime and double time will be separated from half-time portion of overtime (0.5x) and the additional straight-time portion of double-time (1.0x) on your payslip starting in mid-August.

- **Overtime Display**
 - Overtime will be separated into two components:
 - Straight-time portion (1.0x) included in **Regular** wages
 - Half-time portion (0.5x) included in **OT Premium 0.5**
- **Double Time Display**
 - Double Time will be separated into two components:
 - Straight-time portion (1.0x) included in **Regular** wages
 - Additional straight-time portion (1.0x) included in **DT Premium 1.0**

NEW DIFFERENTIAL PAY DISPLAY

Overtime and Double Time differential pay will be separated into two components:

- Straight-time portion (1.0x) will display as a separate line item
- Half-time portion (0.5x) will be included in **OT Premium 0.5 OR**
- Additional straight-time portion (1.0x) will be included in **DT Premium 1.0**

PAYSLIP LAYOUT ENHANCEMENTS

Enhanced payslip layout improves clarity, showing work location, corporate address, taxable wages, time-off plan accrual balances, updated withholding elections, and employer paid benefits.

ADDITIONAL INFORMATION & QUESTIONS

- Additional information is available on <http://www.wabteccorp.com/US-Payslip-Enhancements>

- If you have questions after reviewing the information on the website, 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 your tax professional.

