

THE PROCESS IS NOT QUICK AND EASY

THE NLRB ELECTION PROCESS CAN BE LONG

- If there is a union election at the ShuttleWagon facility, it could **take months or even years** before any agreement is reached that may impact your wages and benefits.
- The average time period for holding an election is **35 days** after an NLRB representation petition is filed by a union. If there are disputes about the terms of the election it could take longer.
- Typically, election results are certified by the NLRB seven days after the election is held. It could take longer if there are disputes about voter eligibility or conduct prior to the election.
- Only after the election results are certified will negotiations begin.

UNIONS MUST NEGOTIATE – OUTCOMES ARE NOT GUARANTEED

- If a majority of employees choose to be recognized by a union, Wabtec will be **required to negotiate** with the union with respect to your wages, benefits, work schedule and other terms and conditions of employment.
- Wabtec will not be able to make any discretionary changes in any terms and conditions of employment during negotiations (including wages) until an agreement is reached.
- The union can make lofty promises (for example, higher wages) but the truth is there are no guarantees that your wages and benefits will increase. As with any negotiation, terms could stay the same, improve or possibly even get worse!
- Negotiations means **gambling** with your wages and benefits.
- **BOTTOM LINE**: The process is NOT speedy; the outcomes are NOT guaranteed!