



June 26, 2023

Mr. Scott Slawson
President
United Electrical, Radio and Machine Workers of America,
Local Union No. 506
3923 Main Street
Lawrence Park, PA 16511-2867

RE: Wabtec Corp. – Erie, PA Manufacturing Facility

Dear Mr. Slawson:

This letter will respond to the June 24, 2023 “Strike Bulletin” posted by United Electrical, Radio and Machine Workers of America, Local Union No. 506 on its UElocal506 webpage. Your Strike Bulletin completely mischaracterizes the bargaining facts leading up to your union’s economic strike. Just to be clear, the UE wanted this strike, not Wabtec. Your union has stubbornly insisted on proposals that would give you the right to strike at any time since the very first negotiation meeting. To suggest that UE members are now on strike because Wabtec left the bargaining table is false and misleading. Let me remind you of a few facts.

First, the Company never “walked away from the table.” To the contrary, it was your union – not the Company – that refused to extend the expiring collective bargaining agreement on June 10, 2023 and informed Wabtec’s bargaining team that you would put the Company’s June 10 proposal to a vote of your members. We were still in our caucus room working on June 10 when your bargaining committee left the building. Even after your committee left negotiations on June 10, Wabtec continued to meet with union representatives -- including yourself -- making revisions to its June 10 proposal requested by your union and offering to settle additional grievances that you said were important to your members.

Second, Wabtec never at any time stated that the Company’s June 10 proposal was a “last, best and final offer.” That is what your union decided to call the Company’s June 10 proposal. What Company negotiators did say is that the June 10 proposal represented the best wage proposal the Company was prepared to offer. This should hardly have been a surprise given that Wabtec informed the UE during bargaining that the Erie Plant was burdened by high labor costs and that the Company needed an agreement that would make the plant competitive for future business opportunities. And, as you know, we continued to modify the terms of the June 10 proposal in the days leading up to the UE’s June 22 ratification vote.

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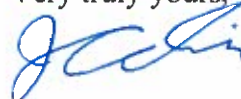
Third, it was the UE, not the Company, that informed union members that their only options were to ratify the Company's June 10 proposal or go on strike. Less than 48 hours before the first UE members cast their votes, you specifically informed Wabtec that the Executive Board voted not to recommend the Company's proposal to your members. Then, you publicly stated that the UE Executive Board would present union members with only two options on June 22: ratify the June 10 proposal or immediately commence a strike. Given the outcome of the ratification vote, you gave your members no other choice.

Fourth, your Strike Bulletin states that the UE bargaining committee gave the Company a "list of improvements" that "might convince" union members to accept the June 10 proposal. What your Strike Bulletin does not say is that all of these so-called improvements were union proposals that previously had been rejected multiple times by the Company. Moreover, your union's continued insistence on these proposals after having them rejected multiple times is entirely consistent with the "take-it-or-leave-it" approach displayed by UE bargaining representatives throughout the negotiations. Indeed, your union came to negotiations with a long list of demands and no real intention to compromise. In contrast, the Company came to negotiations with no non-economic proposals -- whatsoever -- and a skinny proposal to provide wage and benefit improvements to our employees. Despite our modest bargaining agenda, Wabtec tried to respond to your union's concerns and tentatively agreed to many UE proposals to change contract language.

Fifth, the statement in your "Strike Bulletin" that the UE is "waiting" for Wabtec to return to bargaining is both disingenuous and untrue. The UE has not requested a meeting with the Company since the strike began. And, Wabtec has never refused to meet with your union. Instead, within hours after your failed June 22 ratification vote, UE members walked off the job.

Just to be clear, Wabtec remains willing to meet with the UE with the assistance of the FMCS mediator. If, as you state in your Strike Bulletin, the UE is now ready to return to the bargaining table, I suggest that you contact the FMCS mediator to make arrangements for a meeting.

Very truly yours,



Joe Cavalier
Plant Manager