



June 22, 2023

Dear Employee:

The United Electrical Radio and Machine Workers of America, Local Union Nos. 506 and 618 ("Union") has informed Wabtec that the Union has authorized a strike at the Erie, Pennsylvania manufacturing facility in support of its bargaining demands. Before you consider whether to participate in a strike, we think it is important that you understand your legal rights and the impact that participation could have on your wages and benefits.

***1. Will Wabtec continue to operate the Erie manufacturing facility in the event the Union goes on strike?***

Yes, Wabtec will be open for business, will continue to operate its business and will serve its customers even if the Union goes on strike. In the event of a strike, any employees who want to come to work are welcome to do so.

***2. If the Union goes on strike, do you think that I should cross the picket line?***

It is your lawful right to participate in the Union's strike or come to work. We recognize and respect the rights of our employees to engage in a strike in support of the Union's bargaining proposals. Although the law protects your right to participate in the Union's strike, you also have the right not to strike, and you can come to work as usual. You should be aware that the decision whether to participate in the Union's strike is yours alone.

***3. What will the Union do if I cross the picket line?***

Nothing. The Union cannot threaten or harass you to keep you from coming to work during a strike. You have a legally protected right to cross a picket line and come to work. It's entirely up to you.

***4. If I want to cross the picket line and return to work, what do I do?***

If you want to work, you should report to the Erie facility for your normal shift. The Erie facility will remain open, and work will be available.

***5. If I participate in the Union's strike, will I be eligible for unemployment compensation?***

No. Under Pennsylvania law, striking workers are not eligible for unemployment compensation benefits.

***6. Will my participation in the Union's strike affect any loans that I have taken out from my retirement account?***

Yes, if you have taken out a loan from your retirement account, you will be required to make loan payments directly to Fidelity Investments while you are on strike. If you fail to pay the premiums, you could be at risk of defaulting on these loans.

**7. What will happen to my pay and benefits if I participate in the Union's strike and do not come to work?**

- **Pay:** You will not receive any wages from Wabtec.
- **Medical Insurance/Dental/Vision:** These benefits will stop on the last day worked. If you want to continue to receive health care benefits you must elect COBRA and pay the following rates monthly to maintain **medical, dental, and vision benefits** during the strike:

<b>Medical &amp; Prescription Drug</b>	<b>PPO</b>	<b>HDHP</b>
Employee Only	\$ 692.58	\$ 623.22
Employee + Child(ren)	\$ 1,142.40	\$ 1,048.56
Employee + Spouse	\$ 1,488.18	\$ 1,366.80
Employee + Family	\$ 2,042.04	\$ 1,874.76

<b>Metlife Dental</b>	
Employee Only	\$ 33.30
Employee + Family	\$ 79.26
<b>Davis Vision</b>	
Employee Only	\$ 6.14
Employee + Family	\$ 15.95

- **Retirement:** 401(k) contributions (both yours and Wabtec's) will stop.

**8. If I come to work, what will happen to my benefits?**

If you decide to come to work, your medical and other insurance benefits will not change.

**9. Can the Union fine me for crossing the picket line?**

If you signed a Union membership card, you should be aware that, if you cross the picket line, the Union may impose fines or other discipline against you in accordance with its constitution and by-laws. If you want to come to work without being subject to the Union's fines or other discipline, you have the option to resign as a member of the Union. That choice is yours alone to make.

**10. How do I resign from the Union?**

To resign from Union membership, all you need to do is send the Union a letter stating that you are resigning from membership. A sample of such a letter, which would become effective upon receipt by the Union, is attached. To be safe, you should be sure you have retain record that your resignation letter was received by the Union, such as personally delivering your resignation letter to the union hall, sending your resignation letter to the local union president by e-mail (with return receipt) or mailing the letter via certified mail, return receipt requested. For additional information about your rights, you may contact the National Labor Relations Board at 412-395-4400.

**11. If I resign from the Union, will I lose my job when the strike ends?**

No, it is unlawful for Wabtec or the Union to discriminate against you because they participated in a strike or because you declined to participate in the strike and continued to work. Also, your employment cannot be blocked by the Union for electing to work during a strike.

Sincerely,



Joe Cavalier

Mr. Scott Slawson  
President  
UE 506 Local Union Hall  
3923 Main Street  
Lawrence Park, PA 16511

or

Karleen Torrance  
President  
UE Local 618  
2901 East Lake Road  
Erie, PA 16531

DATE: \_\_\_\_\_

Re: Resignation from Membership in UE 506 and 618

Dear Mr. Slawson (or Ms. Torrance):

In accordance with my rights under the Constitution and Bylaws of The United Electrical Radio & Machine Workers of America, I am resigning my membership status in the United Electrical, Radio and Machine Workers of America (UE) and its Local Union No. 506 (or Local Union No. 618), effective immediately.

I will continue to pay any dues if and to the extent I am required to do so to maintain my employment.

PRINTED NAME: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

Union Membership Number: