



LABOR LAW BASICS

The United Electrical, Radio and Machine Workers of America ("UE") are trying to get team members to sign union authorization cards. Before signing a card, make sure you get all the facts because:

Bringing in the UE could bring changes that don't work for you!

- If the UE gets enough cards, there will be a vote conducted by the National Labor Relations Board. The vote will be determined by a majority of employees that **actually vote**. Don't sit on the sidelines!
- You are not bound by a union authorization card. If an election is ever held at FTW, you can vote no, **even if** you signed an authorization card.
- If a union is voted in, Wabtec is prohibited from dealing with employees directly over workplace issues (wages, schedules, and benefits). Instead, all changes must be negotiated with the union. That means **no** "special" deals for employees and **no** teaming or collaboration.
- The "status quo" remains in effect until a contract is reached. On average, first contracts take 465 days to negotiate. **Can you go 465 days without a raise?**
- No "opting-out." You are **bound** by what the union negotiates. Even if you don't like the deal or don't support the union.
- Labor law in the USA gives team members the right to support a union, it also gives you the right to **oppose a union**. If you don't think the UE is good for FTW, **let the other team members know**.

Get the FACTS!

<https://www.wabteccorp.com/FortWorthTogether>

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