

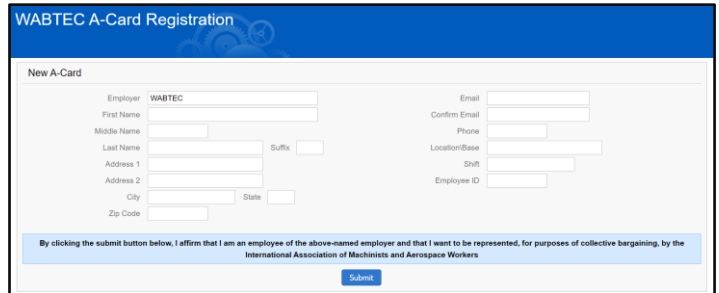
## The Truth About Authorization Cards

The IAM says that:

### What's an Authorization Card?

Collecting authorization cards is how we know there's a genuine interest in forming a Union. Once enough cards are collected, we can petition the federal government for a Union election.

But the IAM's e-authorization card says:



**Nowhere** on the IAM e-authorization card is there anything about **petitioning** the government for a **secret ballot election**. The IAM card says "I am an employee of the above-named employer and that I want to be represented, for purposes of collective bargaining, by the International Association of Machinists and Aerospace Workers."

Before you sign anything, you should understand the following **FACTS** about union cards:

1. The IAM can demand **recognition** as your collective bargaining representative without an NLRB election if a majority of Grove City employees sign union cards.
2. The IAM can engage in **strikes or picketing** to force Wabtec to recognize the union as your representative if a majority of Grove City employees sign union cards.
3. The IAM does not need any of your **personal information** (address, phone, e-mail) for the card to be valid (only your signature and the date is required).
4. Wabtec treats employee personal information as strictly confidential, and **Wabtec will never give or sell your personal information** to a labor union or other third-party without your consent.
5. But nothing in the law requires the **union** to keep your personal information **confidential** (the IAM card says nothing about it).
6. The IAM has no legal obligation to **return a signed card**, even if the employee changes his/her mind about the union.
7. A union authorization card is a **legally binding document**, like a power of attorney -- when you sign, you are authorizing the IAM to be your labor representative, to speak on your behalf to the Company about matters affecting your job.