

Workplace Fairness at Wabtec



says:



Fairness

A union-negotiated contract puts rules in place that allow you to do your job without fear of retaliation or unjust treatment. If you feel those rules have been broken, you have the legal right to appeal through a grievance procedure. As a result, everyone is treated with respect.

- The **TRUTH** is that Grove City employees are **already protected** by Wabtec non-discrimination policies and peer review procedures, which protect them from unfair treatment and provide the **legal right** to appeal through a peer review and arbitration procedure.
- In May 2024, Wabtec provided you with the updated **Employee Handbook Sections 1 & 2, Code of Conduct** and **Alternative Dispute Resolution (ADR) Agreement** for you to sign.
 - ✓ Grove City employees have input in developing employee policies. Section 3 of the Employee Handbook, including the Grove City Code of Conduct, is reviewed and recommendations are submitted by Grove City's **Policy & Practices (P&P) Committee**.
 - ✓ Under Section 3 of the Employee Handbook, Grove City employees have free access to the **Peer Review appeal process** to assure fairness in disciplinary decisions. Employees regularly use this process to appeal issues.
 - ✓ Peer Panel decisions are final and decided by employees' peers, not a union or manager. **Wabtec always respects the outcome** - even if management disagrees.
 - ✓ If an employee still isn't satisfied, the employee may appeal to a **neutral, third-party arbitrator** (who acts like a judge in court) under Wabtec's ADR Agreement. That process is **free** to employees, to assure all employees have access.
 - ✓ Under the Wabtec Peer Panel and arbitration procedure, **you decide** whether you want to pursue an appeal process and arbitration hearing – not the union.
- Most importantly, Grove City employees enjoy all these job protections and peer review/arbitration procedures without having to pay a dime in **union dues**.
- You do not have to do anything to assure that you are treated fairly at Wabtec. We have already put our **commitment** to workplace fairness **in writing**.
- Or you could sign up for the IAM and **wait** to see if the union could **negotiate** something better for you. But don't expect quick results. First contracts take, on average, **465 days** to negotiate.

Under Wabtec policies, Grove City employees are treated with respect!

