



# You Have a Voice at Work (and We are Listening)



says:

**LIE:** You will no longer have a direct relationship with management.

**TRUTH:** This one is so absurd it's comical. Did you ever really, anyway? The reality is being able to sit down and negotiate with your employer will finally start to balance the scales of power in your worksite. That creates a MORE direct relationship with management.



**Wabtec** says:  
CORPORATION



**People First**

We care about relationships. Whether it's for each other or our customers, we do the right thing. People, and their safety, top our list.

The IAM thinks having a **direct relationship** is "comical"  
But we sure don't.

- Grove City employees have direct access to Wabtec leaders to address any issues through our **Open Door Policy** – without any fear of retaliation. We know from years of experience that we can accomplish more through **cooperation** than confrontation.
- Our Plant Managers, HR Managers, and other leaders regularly talk directly with Grove City employees during **Shop Visits**. Although our leaders **can't be everywhere at once** and might not have all the answers, Wabtec remains committed to **researching and following up** until your questions and concerns are resolved.
- At Grove City, we have **Business Manager Updates, Plant Manager Updates, and Muster Meetings** to communicate information about your job and provide you regular opportunities to discuss issues, questions and concerns.
- Grove City has a unique **"I'd Like to Know . . ." Program**, where employees can bring questions, ideas, suggestions or concerns regarding any business-related topic to leadership. *Forms are available in the lunchroom.*
- We also have the **Employee Engagement Survey**, where all employees can bring ideas -- like Family Day -- and provide direct feedback to management.
- The **Speak Up, Wabtec! Program** also provides employees with a confidential resource to report suspected violations of Company policies. Employees can contact Grove City's **Compliance Champions**, Christopher Hollister (Reman) and Mike Colantoni (GRV) with any questions or concerns.
- Grove City's commitment to open communications is truly unique and, by working together, we have made **many improvements**, including improvements to:
  - ✓ Overtime, flex time, scheduling and new hire orientation.
  - ✓ Employee communication systems, Employee Engagement Survey and Peer Panels.
  - ✓ Veterans and Patriots Group (and other affinity groups), the fork truck and pedestrian team, and emergency response teams.

**You don't need to pay a union hundreds of dollars a year to have a voice at work. You already have one -- and we are listening.**

WE ARE WABTEC