



The FACTS About Employee Handbooks



says:

Union employees are bound by policies negotiated under their respective Collective Bargaining Agreement NOT employee handbooks!

That's just not true – and the IAM knows it.

1. Wabtec employees represented by labor unions are bound by the same policies and work rules as other Wabtec employees, and Sections 1 and 2 of Wabtec's Employee Handbook and Code of Business Conduct **apply to everyone**.
2. And **these policies and work rules aren't new**. Compliance with these policies has always been a condition of employment at Wabtec's sites, even when sites like Grove City were owned by GE. And that's true at all Wabtec sites – including unionized ones.
3. That's why Wabtec recently asked you to review and acknowledge an up-to-date Employee Handbook and Code of Conduct as part of Wabtec's **Vision, Mission, and Values (VMV)**, so that we can assure all employees have read and understand them.
4. These policies and procedures **protect** Grove City employees from unfair treatment and provide for Peer Review and Arbitration procedures to assure that employees always are **treated fairly**.
5. And, contrary to what they have told you, the IAM routinely negotiates agreements with other employers that require union members to sign and comply with employee handbooks, codes of conduct and work rules. **See some examples for yourself:**

Section 5. The Employees will comply with the Company's training and certification program, but the Company will confer with the Union prior to implementation of any new requirements, this excludes standard annual training classes such as Sexual Harassment, Business Code of Conduct, Safety, and Security courses, etc.



IAM CBA
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d. Work Rules. During the term of the Agreement, the Company shall have the unilateral right to establish and modify work rules and regulations and the means of enforcement thereof, including the right to counsel, warn, discipline, suspend, and discharge employees for cause; and to establish and modify attendance policies, including policies addressing absences, tardiness and early departures. All employees shall be required to comply with such policies and procedures as a condition of employment. Further, as a condition of employment, all employee shall be required to comply with and, on an annual basis, confirm receipt and compliance with, the Company's Code of Ethics.

(d) In the performance of their duties, employees covered by this Agreement shall be governed by Company rules, regulations and orders issued by properly designated authorities of the Company, providing such rules, regulations, and orders are not in conflict with the terms and conditions embodied in this Agreement. The Company will, after the signing of this Agreement, cause to be



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