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CONTRACT CLARITY

To clear up any confusion, please review the following explanations related to vacation and personal time. The italicized print is the language from the specific sections of the contract. The bold text is the explanation of the section.

Article XVII. VACATIONS


 (l) Upon separation from employment, any accumulated and unused vacation hours will be automatically paid in the employee's last paycheck; provided, however, that any employee who voluntarily resigns from employment without providing a minimum of two (2) weeks' notice will forfeit any accrued but unused vacation. Any vacation hours paid in advance and not earned will be deducted from final check as permitted by applicable law.

✓ **To be paid out your earned but unused vacation, if you resign, you must give 2 weeks' notice. If you have used more vacation than you have earned and resign, that payment will be deducted from your final paycheck.**

 (m) An employee who retires will be paid the difference between his/her total annual vacation eligibility less the amount of vacation he/she used in the current vacation year prior to his/her retirement, provided that the employee provides the Company with at least thirty (30) days' notice of his/her retirement date.

✓ **If you are going to retire and provide 30 days' notice, you will be paid out your full annual vacation allotment minus what you have used.**


Article XX. PERSONAL ILLNESS PAY

 Section 1. Accrued Personal Illness Pay. Former GET employees will be permitted to utilize any accrued but unused Personal Illness Pay as of the Closing Date of the acquisition of the Erie Plant. Any Personal Illness Pay that is not used in 2019 will be paid out during the first regular payroll period in 2020.


✓ **The company will pay out unused personal time employees carried over from GE into employment with Wabtec. The company has indicated that they will also allow employees to carry over their maximum 2019 hours of personal pay allowance into 2020 if they choose to.**

Maximum Hours of Personal Pay Allowance

Continuous service	
1-15 years	24 Hours
15-24 years	32 Hours
25+	40 Hours

 Section 4. Accumulation of Personal Illness Pay. Any unused Personal Illness Pay remaining at the end of the calendar year will be rolled over to the following calendar year up to a maximum accumulation of two hundred forty (240) hours. Any unused Personal Illness Pay Hours in excess of two hundred forty (240) hours will be paid out at the end of the calendar year.

✓ **Starting in 2020, employees, unused Personal Illness Pay will be rolled over up to (240) hours. Hours accumulated over 240 will be paid.**

 Section 7. Payout of Accrued Personal Illness Pay. (b) If an employee retires (at age 60 or older), dies, voluntarily resigns from employment with a minimum of two (2) weeks' notice, or loses his/her seniority due to layoff or leave of absence under Article VIII, Section 3, the employee will be paid for any accumulated Personal Illness Pay.

✓ **Employees who resign must give two weeks' notice to be paid out for accumulated Personal Illness Pay. For reasons other than the termination, employees will be paid for any accumulated Personal Illness pay at separation.**

6 SEPTEMBER 13, 2019 

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