

January 6, 2023

Alstom Transport USA Inc.
John F. Kennedy International Airport
Pan Am Road, Building #402
Jamaica, NY 11430, United States
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Mr. Ricardo Sanchez
General Chairman, IBEW, Local 589
38B Church Street
Patchogue, NY 11772

Re: Article 5, Subsection 4 – Payment of Employee Wages

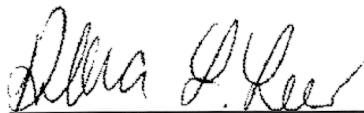
Ricardo:

Per our discussions, this is to confirm an agreement between Alstom Transport USA Inc. JFK International Airport site (hereafter "the Company") and the IBEW, Local 589, (hereafter "the Union") to implement a change to the payroll practices related to "Payment of Employee Wages" which is Article 5, Subsection 4 of the existing collective bargaining agreement representing the JFK Airport Technicians. The following language will apply:

"It is expected that all employees will be paid their wages on a weekly basis. If an employee is not paid his regular hourly wages on the normal pay date, the employee should immediately bring the error to the attention of a Supervisor, or HR Business Partner. Corrections to the employee's pay will be made on the next scheduled pay date. If the employee does not receive his corrected pay on the next scheduled pay date, and the mistake was not due to the employee's actions i.e. failure to punch, failure to notify Supervisor, etc., then the employee will be entitled to an additional eight (8) hours pay at straight time for each day his pay is delayed past the next scheduled pay date."

It is agreed that once an effective date for the change from bi-weekly pay frequency to weekly pay frequency is confirmed by the Company, the union will be provided a fifteen (15) day notice by email and the Company will work with the union to communicate to its members in advance.

Your signature below serves as confirmation that you agree to the above stated changes regarding Article 5 Subsection 4 of the collective agreement representing the JFK International Airport Technicians.

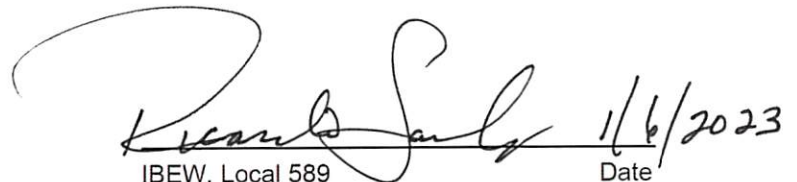


01/06/2023

Alstom

Date

Debra Lees, Industrial Relations US



IBEW, Local 589

Date

Ricardo Sanchez, General Chairman

Alstom

Date

David Mass, Director JFK Airport