



KANSAS CITY SOUTHERN

**Cathy Cortez**

Director Labor Relations  
427 West 12 Street  
Kansas City, MO 64105

January X, 2023

Gentlemen:

In an effort to keep qualified individuals on our “Auto-Tampers” and “Ballast Plows”, the parties have agreed to the following:

Individuals working on the identified positions/gangs, as indicated above, will receive the following:

1. An additional \$2.00/hour above the rates of pay currently in effect.
2. A bonus of \$2,000.00 bonus at the completion of a 12-month period for Auto Tampers.
3. A bonus of \$1,000.00 bonus at the completion of a 12-month period for Ballast Plows.
4. Bonus payments will not be made to employees eligible for a bonus under other agreement between the Carrier and Organization.

The bonus payments will be made for every 12-month period the employee remains on such positions.

Further, once awarded the identified positions, individuals will not be allowed to bid off for a period of twelve (12) months. Employees who bid the positions cannot bid off the position unless bidding to the same classification/position (ie – bidding from one tamper to another).

Individuals who are displaced, will receive a pro-rated bonus payment for the time spent on the position. The clock resets for the twelve month “no bid clause” for the new employee holding the position.

FOR THE EMPLOYEES

Dennis Albers

General Chairman

BMW E Allied Federation

Brian Rumler

General Chairman

BMW USD Division

Galen E. Owen

FOR THE CARRIER

Cathy Cortez

Director Labor Relations

The Kansas City Southern Railway

Jacob McCahill

AVP Labor Relations

The Kansas City Southern Railway