



KANSAS CITY SOUTHERN

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

April 10, 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, in the initial 12-month period, 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

FOR THE CARRIER

Dennis Albers
General Chairman
BMWED Allied Federation

Cathy Cortez
Director Labor Relations
The Kansas City Southern Railway

Brian Rumler
General Chairman
BMWED USD Division

Jacob McCahill
AVP Labor Relations
The Kansas City Southern Railway

Galen E. Owen
BMWED Vice President
West Region

Reese Saulter
BMWED Vice President
South Region