

KANSAS CITY SOUTHERN

MAILING ADDRESS: P.O. BOX 219335 • KANSAS CITY, MO 64121-9335



February 7, 2012

Side Letter #1 – KCS System Production Gang Agreement

Dennis Albers
General Chairman – BMW
Allied Federation
111 Imperial Boulevard, Ste C-300
Hendersonville, TN 37075

Hayward J. Granier
General Chairman – BMW
Illinois Central Gulf Federation
100 West Farthing
Mayfield, KY 42066

Dear Sirs:

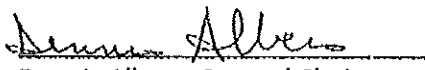
This is in reference to the System Production Gang Agreement dated February 7, 2012. We agreed that an employee who is entitled to protection under the terms of the February 7, 1965 Agreement, as amended, may:

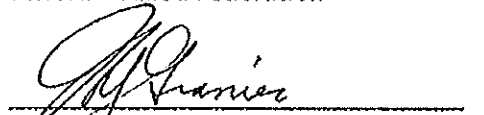
1. Elect to not exercise seniority to other than his/her home territory. If an employee elects not to exercise seniority, that employee's entitlements under the upgraded Feb 7 Agreements are suspended until such time as the employee voluntarily returns to service, is recalled to service, or there is no position the employee could hold in the normal exercise of seniority on his expanded work district(s).
2. Nothing in paragraph 1 above diminishes the obligation of employees to exercise their seniority in accordance with the particular employee's collective bargaining agreement.

Please indicate your concurrence in the space provided below.

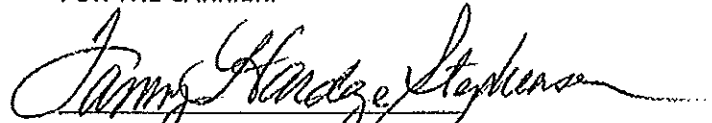
Signed at Kansas City, Missouri this 7th day of February 2012.

FOR THE EMPLOYEES:

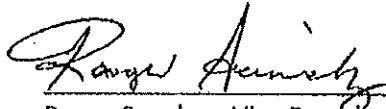

Dennis Albers, General Chairman
BMW – Allied Federation


Hayward J. Granier, General Chairman
BMW – Illinois Central Gulf Federation

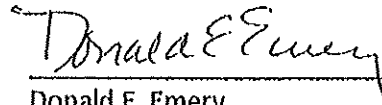
FOR THE CARRIER:


Tammy Hurdge Stephenson
Director Labor Relations

APPROVED:



Roger Sanchez, Vice President
BMW



Donald E. Emery
AVP Labor Relations

KANSAS CITY SOUTHERN

MAILING ADDRESS: P.O. BOX 219335 • KANSAS CITY, MO 64121-9335



February 7, 2012

Side Letter #2 – KCS System Production Gang Agreement

Dennis Albers
General Chairman – BMW
Allied Federation
111 Imperial Boulevard, Ste C-300
Hendersonville, TN 37075

Hayward J. Granler
General Chairman – BMW
Illinois Central Gulf Federation
100 West Farthing
Mayfield, KY 42066

Dear Sirs:

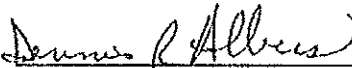
This is in reference to the KCS System Production Gang Agreement dated February 7, 2012. We agree to the following:


1. The Twomey Arbitrated Award Agreement dated June 30, 2000 will not be in effect while the KCS System Production Gang Agreement dated February 7, 2012 is in place.

Please indicate your concurrence in the space provided below.

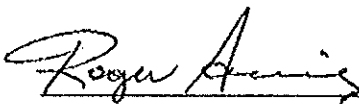
Signed at Kansas City, Missouri this 7th day of February 2012.

FOR THE EMPLOYEES:

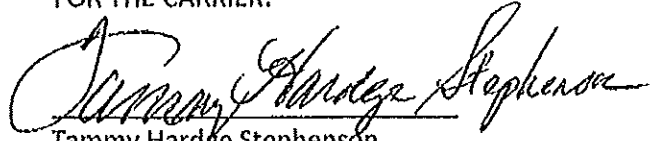

Dennis Albers, General Chairman
BMW – Allied Federation

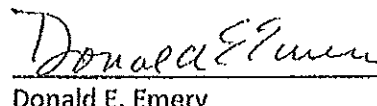

Hayward J. Granler, General Chairman
BMW – Illinois Central Gulf Federation

APPROVED:


Roger Sanchez, Vice President
BMW

FOR THE CARRIER:


Tammy Hardge Stephenson
Director Labor Relations


Donald E. Emery
AVP Labor Relations

KANSAS CITY SOUTHERN

MAILING ADDRESS: P.O. BOX 219335 • KANSAS CITY, MO 64121-9335



FOUNDED 1887

February 7, 2012

Side Letter #3 – KCS System Production Gang Agreement

Dennis Albers
General Chairman – BMW
Allied Federation
111 Imperial Boulevard, Ste C-300
Hendersonville, TN 37075

Hayward J. Granier
General Chairman – BMW
Illinois Central Gulf Federation
100 West Farthing
Mayfield, KY 42066

Dear Sirs:

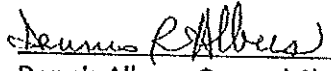
This is in reference to the KCS System Production Gang Agreement dated February 7, 2012. We agree to the following:

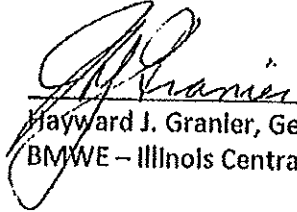
1. Employees with a seniority date earlier than February 7, 2012 will be allowed a one-time "walk off" from the KCS System Production Gang and headquartered district employees will be allowed a one-time "walk on" to the KCS System Production Gang.
2. This "walk off" or "walk on" must be exercised within thirty (30) days of implementation of the KCS System Production Gang Agreement or by June 1, 2012 whichever occurs first or be forfeited.
3. Exercise of a "walk off" or "walk on" displacement will be treated for purposes of qualification as a bid under Rule 3 of the KCS/L&A July 1, 1979 agreement.
4. A "walk off" or "walk on" is considered a separate exercise from an exercise of seniority due to a displacement.
5. An employee who is displaced, but has not exercised his "walk off" or "walk on" rights, may treat that displacement as a "walk off" displacement.

Please indicate your concurrence in the space provided below.

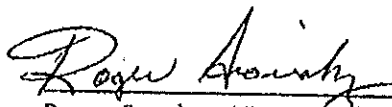
Signed at Kansas City, Missouri this 7th day of February 2012.

FOR THE EMPLOYEES:



Dennis Albers, General Chairman
BMW - Allied Federation

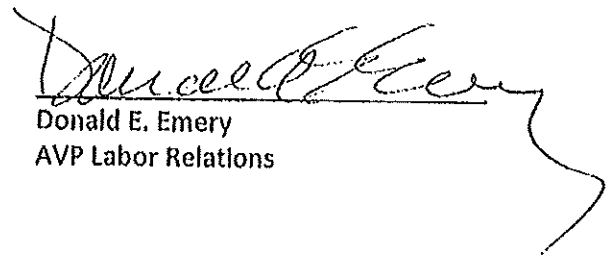

Hayward J. Granler, General Chairman
BMW - Illinois Central Gulf Federation

APPROVED:


Roger Sanchez, Vice President
BMW

FOR THE CARRIER:


Tammy Hardge Stephenson
Director Labor Relations


Donald E. Emery
AVP Labor Relations

KANSAS CITY SOUTHERN

MAILING ADDRESS: P.O. BOX 219335 • KANSAS CITY, MO 64121-9335



March 13, 2012

KCS System Production Gang Agreement – Walk Off
Clarification Letter

Dennis Albers
General Chairman – BMW
Allied Federation
111 Imperial Boulevard, Ste C-300
Hendersonville, TN 37075

Hayward J. Granler
General Chairman – BMW
Illinois Central Gulf Federation
100 West Farthing
Mayfield, KY 42066

Dear Sirs:

With respect to the provisions outlined in the KCS System Production Gang Agreement and Side Letter #3 both dated February 7, 2012, the parties agree to the following clarification:

An employee assigned to a gang established pursuant to the KCS System Production Gang Agreement who elects to "walk off" the gang or who is displaced during the period of exercising that provision under Side Letter #3, may exercise seniority back to a position for which he is qualified on his home territory without loss of seniority associated with the position he is relinquishing.

An employee assigned to a gang established pursuant to the KCS System Production Gang Agreement that is cut-off, may exercise seniority back to a position for which he is qualified on his home territory without loss of seniority associated with the position he is relinquishing.

Please indicate your concurrence in the space provided below.

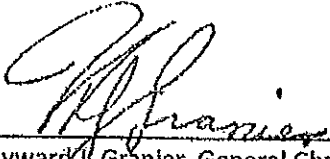
Signed at Kansas City, Missouri this 13th day of March 2012.

FOR THE EMPLOYEES:

Dennis Albers, General Chairman
BMW – Allied Federation

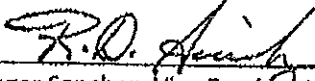
FOR THE CARRIER:

Tammy Hardge Stephenson
Director, Labor Relations

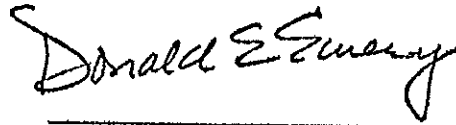


Hayward J. Granier, General Chairman
BMW - Illinois Central Gulf Federation

APPROVED:



Roger Sanchez, Vice President
BMW



Donald E. Emery
AVP Labor Relations