

ADDENDUM NO. 13(c)

ADDENDUM TO DUES DEDUCTION AGREEMENT

Between

THE KANSAS CITY SOUTHERN RAILWAY COMPANY
LOUISIANA & ARKANSAS RAILWAY COMPANY
MILWAUKEE-KANSAS CITY SOUTHERN JOINT AGENCY

And

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

In accordance with the provisions of the Voluntary Payroll Deduction of Political Contributions Agreement signed August 31, 1979, between Carriers represented by the National Railway Labor Conference and the employes of said Carriers represented by the International Association of Machinists and Aerospace Workers, the Parties hereby amend the Dues Deduction Agreement of April 25, 1974, as amended, to the extent necessary to provide for the deduction of employes' voluntary political contributions on the following terms and bases:

1. (a) Subject to the terms and conditions hereinafter set forth, the Carrier will deduct from the wages of employes voluntary political contributions upon their written authorization in the form (individual authorization form) agreed upon by the Parties hereto, copy of which is attached, designated Attachment "A" and made a part hereof. This form will be furnished in the same size and format as the current dues deduction form.

(b) Voluntary political contributions will be made monthly from the compensation of employes who have executed a written authorization providing for such deductions. The first such deduction will be made in the month following the month in which the authorization is received. Such authorization will remain in effect for a minimum of twelve (12) months and thereafter until cancelled by thirty (30) days advance written notice from the employe to the Brotherhood and the Carrier. Changes in the amount to be deducted will be limited to one change in each 12-month period.

2. The General Chairman or his designated representative shall furnish the Carrier, with copy to appropriate units of the Brotherhood, an initial statement by lodges, in alphabetical order and certified by him, showing the amounts of deductions to be made from each employe, such statement to be furnished together with individual authorization forms to cover, and payroll deductions of such amounts will commence in the month immediately following. Subsequent monthly deductions will be based on the initial statement plus a monthly statement showing additions and/or deletions furnished in the same manner as the initial statement required hereinabove.

3. Monthly voluntary political contribution deductions will be made from wages at the same time that membership dues are deducted from the employe's paycheck. Deductions authorization must be for flat amounts in dollars and cents.

4. Concurrent with making remittance to the Organization of monthly membership dues, the Carrier will make separate remittance of voluntary political contributions to the Treasurer, Machinists' Non-Partisan Political League (MNPL), together with a list prepared in accordance with the requirements of the Dues Deduction Agreement pertaining to the remittance of monthly membership dues, with a copy to the General Chairman.

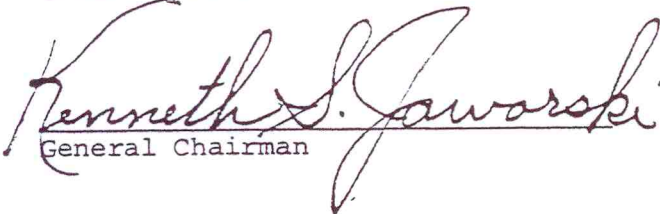
5. Section (2) of the Agreement of April 25, 1974, is hereby amended to provide that deductions of employes' voluntary political contributions will immediately follow the priority position of union dues deductions.

6. The requirements of this Agreement shall not be effective with respect to any individual employe until the employer has been furnished with a written authorization of assignment of wages of such monthly voluntary political contribution.

Signed at Kansas City, Missouri, this 26 day of March, 1981.

FOR:

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AERO
SPACE WORKERS


General Chairman

FOR:

THE KANSAS CITY SOUTHERN RAILWAY COMPANY
LOUISIANA & ARKANSAS RAILWAY COMPANY
MILWAUKEE-KANSAS CITY SOUTHERN JOINT AGENCY


Vice President-Personnel

Attachment "A"

INDIVIDUAL AUTHORIZATION FOR DEDUCTION OF VOLUNTARY CONTRIBUTIONS
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
MACHINISTS' NON-PARTISAN POLITICAL LEAGUE (MNPL)

TO: _____

Department Work Location

I hereby authorize and direct my employer, the _____
_____ to deduct from my wages for the second
payroll period ending in each month in which compensation is due me, the
sum of \$ _____ and to forward that amount to the International
Association of Machinists and Aerospace Workers, Machinists' Non-Partisan
Political League (MNPL). This authorization is voluntarily made on the
specific understanding that the signing of this authorization and the mak-
ing of payments to the International Association of Machinists and Aero-
space Workers, Machinists' Non-Partisan Political League, are not condi-
tions of membership in the Union or of employment with the Carrier; is
not a part of union dues or membership fee; and that the International Asso-
ciation of Machinists and Aerospace Workers, Machinists' Non-Partisan Lea-
gue, will use the money it received to make political contributions and
expenditures in connection with Federal, State and Local elections, as
permitted by law.

It is understood that the authorization will remain in effect
for a minimum of 12 months; and, thereafter, I may revoke this authorization
at any time by giving the Carrier and the Brotherhood 30 days advance written
notice of my desire to do so.

Signed at _____ this _____
day of _____, 19_____.

(Personal Signature)

Social Security Number