

MEMORANDUM OF AGREEMENT

Between The

THE KANSAS CITY SOUTHERN RAILWAY COMPANY
LOUISIANA & ARKANSAS RAILWAY COMPANY

And The

EMPLOYEES IN THE MAINTENANCE OF EQUIPMENT DEPARTMENT

Represented By

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON
SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS

BROTHERHOOD RAILWAY CARMEN OF THE UNITED STATES AND CANADA

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

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In order to provide a sufficient number of qualified employees to meet the needs of the service, IT IS AGREED:

When the Carrier is unable to employ qualified Journeymen, Apprentices will be advanced to Journeymen as hereinafter provided. Any upgrading agreement previously in existence is hereby cancelled and superseded by this Agreement.

- (a) The upgrading of apprentices to positions of journeyman as hereinafter provided may be made only when all journeymen of such craft at the point involved are assigned to work not less than forty (40) hours per week (except in a week in which a holiday occurs) and there are no additional quali-

fied journeymen of such craft available with which to increase the force.

- (b) The upgrading of apprentices to service as journeymen will be made in the following order:

(1) Apprentices who have served 488 or more days of apprenticeship.

(2) Should the above procedure fail to provide a sufficient force to meet the Carrier's service requirements, exceptions to the limitations listed above may be made in individual cases by written agreement between the General Chairman of the craft involved and the highest designated appeal office of the Carrier.

- (c) Initial upgrading of apprentices to service as journeymen will be made in seniority order according to their respective classifications as shown on the applicable seniority roster.

- (d) A list will be established and maintained for apprentices upgraded to service as journeyman denoting the date of initial upgrading. This list shall be used for the downgrading and upgrading of these employees, the assignment of vacations, force reductions, bidding for positions, and for any seniority moves involving

service in an upgraded capacity. Copy of such list will be furnished to the local chairman.

(1) Apprentices upgraded prior to the effective date of the agreement will have their names placed on the established list in the same manner as the apprentices upgraded after the effective date of this agreement.

(e) Apprentices upgraded under this Agreement shall continue to accumulate seniority in their respective class. All time worked by an apprentice in an upgraded position will be credited to their apprenticeship time.

(f) In the application of Rule 31(d) (5) of the revised Agreement, effective April 1, 1980, between the Carrier and System Federation No. 3, governing the ratio of apprentices to mechanics, such apprentices as are upgraded to service as journeyman as herein provided shall not be considered as mechanics in the calculation of the ratio of apprentices to mechanics. Apprentices upgraded to serve as mechanics will be considered as apprentices in the application of Rule 31, referred to in this paragraph, until such time as they have completed the required days of apprenticeship to qualify them as journeymen.

This Agreement shall become effective June 1, 1982 and shall remain in effect until amended or cancelled subject to thirty (30) days' written notice by any party of a desire to cancel the Agreement and the serving of such notice shall have the effect of reinstating the previous practice or procedure effective April 1, 1980, at the expiration of the thirty (30) days in exactly the same manner as if this Agreement had not been written.

Signed at Kansas City, Missouri this 1st day of

June, 1982.
FOR THE EMPLOYEES:

[Signature]
General Chairman,
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

FOR THE CARRIERS:

[Signature]
Vice President - Personnel
THE KANSAS CITY SOUTHERN RAILWAY CO.
LOUISIANA & ARKANSAS RAILWAY CO.

[Signature]
General Chairman,
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS,
IRON SHIP BUILDERS, BLACKSMITHS, FORGERS
AND HELPERS

[Signature]
General Chainn,
BROTHERHOOD ELWAY CARMEN OF THE UNITED
STATES AND CADA

[Signature]
General Chain,
SHEET METAL KERS INTERNATIONAL ASSOCIATION

[Signature]
General Chain,
INTERNATIONASSOCIATION OF MACHINISTS
AND AEROSPACORKERS

THE KANSAS CITY SOUTHERN RAILWAY COMPANY
SOO-KANSAS CITY SOUTHERN JOINT AGENCY

Rates of Pay for Machinists

RATE
7-1-91

JOURNEYMEN:

Machinists	\$14.55
Lead Journeymen (50¢ above Journeymen Rate)	15.05
Cranemen (40 tons and over)	14.55
Cranemen (under 40 tons)	14.09

DIFFERENTIALS:

Welders	.06 above Journ. Rate
Federal Inspector	.06 above Journ. Rate

NOTE: The .06 differential will increase to .25
January 1, 1993.

Helpers, Entry %'s apply to this Rate. 12.70

APPRENTICES: (Entry %'s apply to these Rates)

First Period	12.10
Second Period	12.20
Third Period	12.24
Fourth Period	12.33
Fifth Period	12.52
Sixth Period	12.69

ENTRY RATES:

Entry Levels - First 60 Calendar Months

75%	-	1st 12 Calendar Months
80%	-	2nd 12 Calendar Months
85%	-	3rd 12 Calendar Months
90%	-	4th 12 Calendar Months
95%	-	5th 12 Calendar Months

Entry Levels Apply to Machinist Helpers,
Upgraded Machinists, Apprentices
and Student Mechanics

Human Resources Department

Kansas City, Missouri
July 29, 1992

(35) Journeyman Machinists are no longer subject to entry rates, but
Apprentices and Upgrades Apprentices are.