



KANSAS CITY SOUTHERN

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

December 21, 2022

Gentlemen:

This will confirm our agreement, in accordance with Article V, paragraph (g) of the National Mediation Agreement, effective January 1, 2023, to the following modified provisions:

1. Employees working in Mobile Gangs, other than System Production and System Pile Driving, will continue to receive per diem and expenses as outlined in the current collective agreements between the KCS and the BMWED.
2. Employees with seniority on and working on mobile Bridge Gangs will be allowed to travel and work on other seniority Districts on all KCS properties, so long as no bridge forces are reduced. This will also apply to any positions currently being advertised and subsequently assigned. Employees required to cross seniority territories will receive expenses as outlined in travel allowance as defined under Addendum 21 of the BMWED/KCS L&A agreement dated July 1, 1979, when working off of their respective seniority territory.

It is understood this agreement is in effect until February 15, 2023, unless otherwise agreed to by the parties.

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 West Region Vice President

Reese Saulter  
BMWED South Region Vice President