

MEMORANDUM OF AGREEMENT

Between

THE KANSAS CITY SOUTHERN RAILWAY COMPANY

And The

Brotherhood of Locomotive Engineers and Trainmen

Relating to establishing Shuttle Service within Shreveport Terminal in Shreveport, Louisiana for the purpose of handling of the C-KCSH and C-SHKC (Martin Lake Coal Train), Hours of Service Relief for inbound road trains, and as further specified herein.

IT IS AGREED:

Section 1

Shuttle Service crews will only be called when during the tour of duty a Martin Lake loaded or empty train will be handled or the crew is being called to provide Hours of Service Relief for an inbound road train. Crews called to operate in Shuttle Service will be used under the symbol R-SHSH and paid at the Five-Day Yard Rate of Pay. Due to the nature of the work performed by crews in Shuttle Service, traditional lunch periods at designated locations are not possible; therefore, an allowance of thirty minutes pay will be added to the basic rate to compensate such crews for not taking lunch periods. Crews will be permitted to take short breaks during the tour of duty when practical.

Section 2

Crews used for Shuttle Service will be called from the Engineer's North Extra Board (xenn). The Engineer's South Extra Board (xens) shall be used in this service when the North Extra Board is exhausted. In the event both extra boards are exhausted the Carrier may fill vacancies as set forth in the Memorandum of Agreement dated April 19, 2000.

Section 3

Shuttle service may be called at any time, without regard to yard starting time brackets, but must, when practical, be listed on the VRU train lineup at least 4 hours in advance of the crew's on duty time.

Section 4

Except as specifically provided for in this agreement, Shuttle Service crews shall not perform work reserved to yard service employees. Crews in Shuttle Service will operate within Shreveport Terminal to transfer unit train or hours of service relief between locations within the terminal. Shuttle service crews will not be used to switch cars at any location within the Terminal and will not be used to couple tracks in Shreveport Yard.

Section 5

Shuttle Service crews may be used outside of the Yard Switching Limits in the so-called Road/Yard Service Zone to handle disabled road trains or to relieve road trains whose crews have tie up under the Hour of Service Act. When so used, the terms of Article VIII, Section 2 (a) and (b) of the October 31, 1985 National Agreement will be considered applicable and payments there under will be paid to those employees with seniority in Train and Engine service with the Carrier as of the effective date of this Agreement.

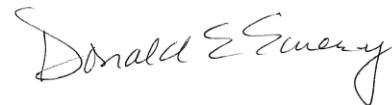
Section 6

This Agreement is made without prejudice to the position of either party and will not serve as a precedent in the handling of any similar matter. This Agreement shall be effective on the date signed and remain in effect subject to cancellation by a thirty day advance notice one party to the other. Should notice be served, the parties shall meet immediately to resolve any issues that will allow for the preservation of the Agreement.

Signed at Kansas City, MO this 04 day of June, 2013.

For the Organization:

For the Carrier:



Sam Parker
General Chairman, BLET
Brotherhood Locomotive Engineer
And Trainmen

Donald E. Emery
AVP - Labor Relations
Kansas City Southern Railway Co.