



BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES DIVISION

of the International Brotherhood of Teamsters

Allied Federation

Dennis R. Albers

General Chairman

111 Imperial Blvd, C-300, Hendersonville, TN 37075

(615) 338-0027 Fax (615) 338-0209

**TO: ALL ALLIED FEDERATION MEMBERS EMPLOYED AT
KANSAS CITY SOUTHERN RAILWAY COMPANY**

CANCELLATION OF JUNE 16, 2010, CLASSIFICATION I - IV

Dear Brothers and Sisters:

This is to advise you that I have sent a thirty (30) day written notification to Kansas City Southern Railroad Director of Labor Relations, Tammy Hardge Stephenson, to cancel the June 16, 2010 Letter of Understanding Agreement regarding the employees' right to "bid down" from a higher classification to a lower classification.

The reason for my cancellation of this Letter of Understanding is because of the large number of phone calls I have received from KCS employees advising their willingness to take this issue to arbitration through the claims and grievance process.

As you know, around January 2010, KCS Management decided to change their position on the interpretation of Rule 2, Seniority. The Carrier is maintaining the position that seniority is forfeited if an employee bids down to a lower classification.

As your General Chairman, I can assure each of you that under Rule 2, Seniority, the union's position is and has been that you have the right to bid to any position that you have seniority or you can acquire seniority without loss of any seniority in a higher classification. This has been and was the past practice of the KCS until around January 2010.

If any of our members bid to a lower classification, you and I know that KCS will remove an employee's seniority in the higher classification. Therefore, I want to prepare to file a claim on behalf of any employee who forfeits seniority when they bid to a lower classification. **I WILL NEED SIGNED STATEMENTS FROM EACH INDIVIDUAL (no group signatures) TO HELP SUPPORT YOUR CLAIM.** Please keep in mind that under Rule 14, Time Limits Claims and Grievances, a claim has to be presented within sixty (60) days from the date the violation occurs or when KCS removes your seniority.

If you have your seniority removed from a higher classification when you have bid down to a lower classification by the KCS Railroad Management, then I would like the following information listed below when you submit your claim to this office, your local lodge officer or your federation officer:

**ALL ALLIED FEDERATION MEMBERS EMPLOYED AT
KANSAS CITY SOUTHERN RAILWAY COMPANY**

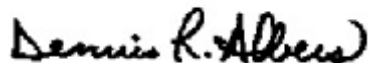
June 14, 2011

Page 2

- . Seniority dates in different classifications, such as foreman, machine operator, welder, etc.
- . Dates you were permitted to “bid down” and gang number, foreman to trackman, welder to trackman, etc. prior without loss of seniority.
- . How long has KCS been permitting you to bid down without removing your seniority in the higher classification.
Again, give examples: dates, gang numbers, positions you were working and bid down in class without loss of seniority.

If you have any questions, please feel free to contact the system office.

Fraternally,



Dennis Albers, General Chairman
Allied Federation, BMWED-IBT