

09/02/2016 7:30AM FAX 000170002

THE ALTON & SOUTHERN RAILWAY COMPANY

1400 Douglas St. Stop 0710
Omaha, Nebraska, 68179-0710

November 4, 2013.

L/R File: 210-33

Mr. T. R. McCoy
General Chairman BMWED
9300 Runyon Rd
Catlettsburg, KY 41129

Dear Sir:

This is in reference to our recent discussions in which the Carrier proposed to increase your members' wages in return for increased stability. Therefore the following was agreed:

Effective January 1, 2014 the parties jointly agree to revise the rates of pay for the employees subject to the Collective Bargaining Agreement effective October 31, 1949 and Reissued September 1, 1965 as defined Attachment "A" (included).

It was also agreed to amend Rule 11 – Bulletin Notice as follows:

(f) An employee establishing seniority in a classification will be required to remain in the assignment for a period of one year unless they are displaced, abolished, disqualified or bid to the same or higher rated position within that subdepartment. Bids to lower rank will not be accepted during this one year period.

It is understood the provisions of this rule will not supersede Rule 3(d) of the agreement effective June 16, 1993 that requires Track Inspectors, Foremen or Relief Foreman to protect their seniority in the higher classification of the Subdepartment in which assigned.

This agreement will take effect on January 1, 2014. This understanding is based upon unique circumstances and will not be referred to in any other matter. If the foregoing correctly sets forth the understanding reached in conference please sign in the space provided below.

File 210-33
Rule 11 (f)
Dated November 4, 2013

Yours truly,



Brant Hanquist
General Director Labor Relations

AGREED:


General Chairman

Approved:


Vice President

Attachment "A" - January 1, 2014 Rates of Pay				
Position	7/1/13 Rate	1/1/14 Rate	1/1/14 OT Rate	Rate Change
B&B Lead Mechanic	\$27.07	\$28.01	\$42.17	\$0.94
B&B Mechanic	\$26.48	\$26.83	\$40.25	\$0.35
Trk Drvr - CDL	\$24.79	\$25.14	\$37.71	\$0.35
Mechanic	\$26.49	\$26.84	\$40.26	\$0.35
Welder	\$26.35	\$26.70	\$40.05	\$0.35
Foreman	\$26.51	\$28.01	\$42.02	\$1.50
Machine Operator	\$25.46	\$25.81	\$38.72	\$0.35
Laborer	\$23.97	\$24.32	\$36.48	\$0.35
Trk Inspector	\$29.31	\$29.66	\$44.49	\$0.35