ADDITIONAL NO. 12

CONFIRMED COPY
OF
UNION SHOP AGREEMENT

This agreement made this 30th day of March, 1953, by and between The Kansas City Southern Railway Company, The Arkansas Western Railway Company, Fort Smith & Van Buren Railway Company, Joplin Union Depot Company and Louisiana & Arkansas Railway Company, each hereinafter referred to as "Carrier", to the extent with respect to the groups of employees as shown on Exhibit A, attached hereto and made a part hereof, and the employees, to the extent shown on said Exhibit A, represented by the Railway Labor Organizations signatory hereto, through the Employees' National Conference Committee, Seventeen Cooperating Railway Labor Organizations, witnesseth:

IT IS AGREED:

Section 1. In accordance with and subject to the terms and conditions hereinafter set forth, all employees of these carriers now or hereafter subject to the rules and working conditions agreements between the parties hereto, except as hereinafter provided, shall, as a condition of their continued employment subject to such agreements, become members of the organization party to this agreement representing their craft or class within sixty calendar days of the date they first perform compensated service as such employees after the effective date of this agreement, and thereafter shall maintain membership in such organization; except that such membership shall not be required of any individual until he has performed compensated service on thirty days within a period of twelve consecutive calendar months. Nothing in this agreement shall alter, enlarge or otherwise change the coverage of the present or future rules and working conditions agreements.

Section 2. This agreement shall not apply to employees while occupying positions which are excepted from the bulletining and displacement rules of the individual agreements, but this provision shall not include employees who are subordinate to and report to other employees who are covered by this agreement. However, such excepted employees are free to be members of the organization at their option.

Section 3. (a) Employees who retain seniority under the Rules and Working Conditions Agreements governing their class or craft and who are regularly assigned or transferred to full time employment not covered by such agreements, or who, for a period of thirty days or more, are (1) furloughed on account of force reduction, or (2) on leave of absence, or (3) absent on account of sickness or disability, will not
be required to maintain membership as provided in Section 1 of this agreement so long as they remain in such other employment, or furloughed or absent as herein provided, but they may do so at their option. Should such employees return to any service covered by the said Rules and Working Conditions Agreements and continue therein thirty calendar days or more, irrespective of the number of days actually worked during that period, they shall, as a condition of their continued employment subject to such agreements, be required to become and remain members of the organization representing their class or craft within thirty-five calendar days from date of their return to such service.

(b) The seniority status and rights of employees furloughed to serve in the Armed Forces or granted leaves of absence to engage in studies under an educational aid program sponsored by the federal government or state government for the benefit of ex-service men shall not be terminated by reason of any of the provisions of this agreement but such employees shall, upon resumption of employment, be considered as new employees for the purposes of applying this agreement.

(c) Employees who retain seniority under the rules and working conditions agreements governing their class or craft and who, for reasons other than those specified in subsections (a) and (b) of this section, are not in service covered by such agreements, or leave such service, will not be required to maintain membership as provided in Section 1 of this agreement so long as they are not in service covered by such agreements, but they may do so at their option. Should such employees return to any service covered by the said rules and working conditions agreements they shall, as a condition of their continued employment, be required, from the date of return to such service, to become and remain members in the organization representing their class or craft.

(d) Employees who retain seniority under the rules and working conditions agreements of their class or craft, who are members of an organization signatory hereto representing that class or craft and who in accordance with the rules and working conditions agreement of that class or craft temporarily perform work in another class of service shall not be required to be members of another organization party hereto whose agreement covers the other class of service until the date the employees hold regularly assigned positions within the scope of the agreement covering such other class of service.

Section 4. Nothing in this agreement shall require any employee to become or to remain a member of the organization if such membership is not available to such employee upon the same terms and conditions as are generally applicable to any other member, or if the membership of such employee is denied or terminated for any reason other than the failure of the employee to tender the periodic dues, initiation fees, and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership. For purposes of this agreement, dues, fees, and assessments, shall be deemed to be "uniformly required" if they are required of all employees in the same status at the same time in the same organizational unit.
Section 5. (a) Each employee covered by the provisions of this agreement shall be considered by a carrier to have met the requirements of the agreement unless and until such carrier is advised to the contrary in writing by the organization. The organization will notify the carrier in writing by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt, of any employee who it is alleged has failed to comply with the terms of this agreement and who the organization therefore claims is not entitled to continue in employment subject to the Rules and Working Conditions Agreement. The form of notice to be used shall be agreed upon by the individual railroad and the organizations involved and the form shall make provision for specifying the reasons for the allegation of non-compliance. Upon receipt of such notice, the carrier will, within ten calendar days of such receipt, so notify the employee concerned in writing by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt. Copy of such notice to the employee shall be given the organization. An employee so notified who disputes the fact that he has failed to comply with the terms of this agreement, shall within a period of ten calendar days from the date of receipt of such notice, request the carrier in writing by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt, to accord him a hearing. Upon receipt of such request the carrier shall set a date for hearing which shall be held within ten calendar days of the date of receipt of request therefor. Notice of the date set for hearing shall be promptly given the employee in writing with copy to the organization, by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt. A representative of the organization shall attend and participate in the hearing. The receipt by the carrier of a request for a hearing shall operate to stay action on the termination of employment until the hearing is held and the decision of the carrier is rendered.

In the event the employee concerned does not request a hearing as provided herein, the carrier shall proceed to terminate his seniority and employment under the Rules and Working Conditions Agreement not later than thirty calendar days from receipt of the above described notice from the organization, unless the carrier and the organization agree otherwise in writing.

(b) The carrier shall determine on the basis of the evidence produced at the hearing whether or not the employee has complied with the terms of this agreement and shall render a decision within twenty calendar days from the date that the hearing is closed, and the employee and the organization shall be promptly advised thereof in writing by Registered or Certified Mail, Return Receipt Requested.

If the decision is that the employee has not complied with the terms of this agreement, his seniority and employment under the Rules and Working Conditions Agreement shall be terminated within twenty calendar days of the date of said decision except as hereinafter provided or unless the carrier and the organization agree otherwise in writing.
If the decision is not satisfactory to the employee or to the organization it may be appealed in writing, by Registered or Certified Mail, Return Receipt Requested, directly to the highest officer of the carrier designated to handle appeals under this agreement. Such appeals must be received by such officer within ten calendar days of the date of the decision appealed from and shall operate to stay action on the termination of seniority and employment, until the decision on appeal is rendered. The carrier shall promptly notify the other party in writing of any such appeal, by Registered or Certified Mail, Return Receipt Requested. The decision on such appeal shall be rendered within twenty calendar days of the date the notice of appeal is received, and the employee and the organization shall be promptly advised thereof in writing by Registered or Certified Mail, Return Receipt Requested.

If the decision on such appeal is that the employee has not complied with the terms of this agreement, his seniority and employment under the Rules and Working Conditions Agreement shall be terminated within twenty calendar days of the date of said decision unless selection of a neutral is requested as provided below, or unless the carrier and the organization agree otherwise in writing. The decision on appeal shall be final and binding unless within ten calendar days from the date of the decision the organization or the employee involved requests the selection of a neutral person to decide the dispute as provided in Section 5 (c) below. Any request for selection of a neutral person as provided in Section 5 (c) below shall operate to stay action on the termination of seniority and employment until not more than ten calendar days from the date decision is rendered by the neutral person.

(c) If within ten calendar days after the date of a decision on appeal by the highest officer of the carrier designated to handle appeals under this agreement the organization or the employee involved requests such highest officer in writing by Registered or Certified Mail, Return Receipt Requested, that a neutral be appointed to decide the dispute, a neutral person to act as sole arbitrator to decide the dispute shall be selected by the highest officer of the carrier designated to handle appeals under this agreement or his designated representative, the Chief Executive of the organization or his designated representative, and the employee involved or his representative. If they are unable to agree upon the selection of a neutral person any one of them may request the Chairman of the National Mediation Board in writing to appoint such neutral. The carrier, the organization and the employee involved shall have the right to appear and present evidence at a hearing before such neutral arbitrator. Any decision by such neutral arbitrator shall be made within thirty calendar days from the date of receipt of the request for his appointment and shall be final and binding upon the parties. The carrier, the employee, and the organization shall be promptly advised thereof in writing by Registered or Certified Mail, Return Receipt Requested. If the position of the employee is sustained, the fees, salary and expenses of the neutral arbitrator shall be borne in equal shares by the carrier and the organization; if the employee's position is not sustained, such fees, salary and expenses shall be borne in equal shares by the carrier, the organization and the employee.
(d) The time periods specified in this section may be extended in individual cases by written agreement between the carrier and the organization.

(e) Provisions of investigation and discipline rules contained in the Rules and Working Conditions Agreement between a carrier and the organization will not apply to cases arising under this agreement.

(f) The General Chairman of the organization shall notify the carrier in writing of the title(s) and address(es) of its representatives who are authorized to serve and receive the notices described in this agreement. The carrier shall notify the General Chairman of the organization in writing of the title(s) and address(es) of its representatives who are authorized to receive and serve the notices described in this agreement.

(g) In computing the time periods specified in this agreement, the date on which a notice is received or decision rendered shall not be counted.

Section 6. Other provisions of this agreement to the contrary notwithstanding, the carrier shall not be required to terminate the employment of an employee until such time as a qualified replacement is available. The carrier may not, however, retain such employee in service under the provisions of this section for a period in excess of sixty calendar days from the date of the last decision rendered under the provisions of Section 5, or ninety calendar days from date of receipt of notice from the organization in cases where the employee does not request a hearing. The employee whose employment is extended under the provisions of this section shall not, during such extension, retain or acquire any seniority rights. The position will be advertised as vacant under the bulletin rules of the respective agreements but the employee may remain on the position he held at the time of the last decision, or at the date of receipt of notice where no hearing is requested pending the assignment of the successful applicant, unless displaced or unless the position is abolished. The above periods may be extended by agreement between the carrier and the organization involved.

Section 7. An employee whose seniority and employment under the Rules and Working Conditions Agreement is terminated pursuant to the provisions of this agreement or whose employment is extended under Section 6 shall have no time or money claims by reason thereof.

If the final determination under Section 5 of this agreement is that an employee's seniority and employment in a craft or class shall be terminated, no liability against the carrier in favor of the organization or other employees based upon an alleged violation, misapplication or non-compliance with any part of this agreement shall arise or accrue during the period up to the expiration of the 60 or 90 day periods specified in Section 6, or while such determination may be stayed by a
court, or while a discharged employee may be restored to service pursuant to judicial determination. During such periods, no provision of any other agreement between the parties hereto shall be used as the basis for a grievance or time or money claim by or on behalf of any employee against the carriers predicated upon any action taken by the carrier in applying or complying with this agreement or upon an alleged violation, misapplication or non-compliance with any provision of this agreement. If the final determination under Section 5 of this agreement is that an employee's employment and seniority shall not be terminated, his continuance in service shall give rise to no liability against the carrier in favor of the organization or other employees based upon an alleged violation, misapplication or non-compliance with any part of this agreement.

Section 8. In the event that seniority and employment under the Rules and Working Conditions Agreement is terminated by the carrier under the provisions of this agreement, and such termination of seniority and employment is subsequently determined to be improper, unlawful, or unenforceable, the organization shall indemnify and save harmless the carrier against any and all liability arising as the result of such improper, unlawful, or unenforceable termination of seniority and employment; Provided, however, that this section shall not apply to any case in which the carrier involved is the plaintiff or the moving party in the action in which the aforesaid determination is made or in which case such carrier acts in collusion with any employee; Provided further, that the aforesaid liability shall not extend to the expense to the carrier in defending suits by employees whose seniority and employment are terminated by the carrier under the provisions of this agreement.

Section 9. An employee whose employment is terminated as a result of non-compliance with the provisions of this Agreement shall be regarded as having terminated his employment relationship for vacation purposes.

Section 10. (a) The Carriers party to this agreement shall periodically deduct from the wages of employees subject to this agreement periodic dues, initiation fees, and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership in such organization, and shall pay the amount so deducted to such officers of the organization as the organization shall designate; Provided, however, that the requirements of this subsection (a) shall not be effective with respect to any individual employee until he shall have furnished the carrier with a written assignment to the organization of such membership dues, initiation fees and assessments, which assignment shall be revocable in writing after the expiration of one year or upon the termination of this agreement whichever occurs sooner.

(b) The provisions of subsection (a) of this section shall not become effective unless and until the carriers and the organization shall, as a result of further negotiations pursuant to the recommendations of Emergency Board No. 98, agree upon the terms and conditions under which such provisions shall be applied; such agreement to include, but not be
restricted to, the means of making said deductions, the amounts to be deducted, the form, procurement and filing of authorization certificates, the frequency of deductions, the priority of said deductions with other deductions now or hereafter authorized, the payment and distributions of amounts withheld and any other matters pertinent thereto.

Section 11. This agreement shall become effective on April 30, 1953, and is in full and final settlement of notices served upon the carriers by the organizations signatory hereto on or about February 5, 1951. It shall be construed as a separate agreement by and on behalf of each carrier party hereto and those employees represented by each organization on each of said carriers heretofore stated. This agreement shall remain in effect until modified or changed in accordance with the provisions of the Railway Labor Act, as amended.

Signed at Kansas City, Missouri, this 30 day of March, 1953.

(Signatures are not here reproduced)
ADDENDUM NO. 13

DUES DEDUCTION AGREEMENT

Between

THE KANSAS CITY SOUTHERN RAILWAY COMPANY
LOUISIANA & ARKANSAS RAILWAY COMPANY

And

Its Employes Represented By
INTERNATIONAL BROTHERHOOD OF BOILERMakers, IRON
SHIP BUILDERS, BLACKSMITHS, FORGERS & HELPERS
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
BROTHERHOOD RAILWAY CARMEN OF THE UNITED STATES AND CANADA
INTERNATIONAL BROTHERHOOD OF FIREFMEN & OILERS,
HELPERS, ROUNDHOUSE AND RAILWAY SHOP LABORERS
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION

(Applicable only to Electricians, Carmen and
Boilermakers and Blacksmiths, Firemen and Oilers.)

In accordance with the May 10, 1973 National Agreement, the
parties hereto, The Kansas City Southern Railway Company and Louisiana
& Arkansas Railway Company (including Milwaukee-Kansas City Southern
Joint Agency) (hereinafter referred to as the Carrier) and Internation-
al Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers
& Helpers; International Brotherhood of Electrical Workers; Brotherhood
Railway Carmen of The United States and Canada; International Brotherhood
of Firemen & Oilers, Helpers, Roundhouse and Railway Shop Laborers (here-
inafter referred to as the Union) have mutually agreed to the withholding
and deducting from wages of employees working under agreements be-
tween the Carrier and Union, who are members of the Union and have so
authorized the Carrier by signed authorizations, monthly membership
dues, initiation fees, assessments and insurance premiums (not in-
cluding fines and/or penalties), uniformly required as a condition of
acquiring or retaining membership in the Union, and to pay to the
Union the amounts so deducted and withheld.
(Applicable Only to Machinists)

In accordance with the May 10, 1973, National Agreement, the parties hereto, The Kansas City Southern Railway Company and Louisiana & Arkansas Railway Company (hereinafter referred to as the Carrier) and International Association of Machinists and Aerospace Workers (hereinafter referred to as the Union) have mutually agreed to the withholding and deducting from wages of employees working under agreements between the Carrier and Union, who are members of the Union and have so authorized the Carrier by signed authorizations, monthly membership dues, initiation fees, assessments and insurance premiums (not including fines and/or penalties), uniformly required as a condition of acquiring or retaining membership in the Union, and to pay to the Union the amounts so deducted and withheld.

*   *   *   *   *

(Applicable Only to Sheet Metal Workers)

In accordance with the January 29, 1975, Letter of Understanding, the parties hereto, The Kansas City Southern Railway Company and Louisiana & Arkansas Railway Company (hereinafter referred to as the Carrier) and Sheet Metal Workers' International Association (hereinafter referred to as the Union) have mutually agreed to the withholding and deducting from wages of employees working under agreements between the Carrier and Union, who are members of the Union and have so authorized the Carrier by signed authorizations, monthly membership dues, initiation fees, assessments and insurance premiums (not including fines and/or penalties), uniformly required as a condition of acquiring or retaining membership in the Union, and to pay to the Union the amounts so deducted and withheld.

*   *   *   *   *

(1) Such assignment shall be on the form specified in Attachment "A" hereto, and may be revoked in writing to the designated representative after expiration of one year, such revocation to be in form set forth in Attachment "B" hereto. It is understood that if within fifteen (15) days after the end of year the authorization is not revoked it shall be considered as re-executed and may not be revoked for an additional period of one year. The Brotherhoods shall assume the full responsibility for the procurement of the execution of said forms by employees, and for the delivery of said forms to the Carrier. Both of such forms (see Attachments "A" and "B") will be in card form (3-1/4 x 7-3/8).

(2) In addition to the Union furnishing authorization cards for the deductions referred to above, the designated representative of each lodge of the Union shall furnish to the Comptroller of the Carrier, at least 30 days in advance of the payroll deduction date which deductions are to be made, a certified statement (see Attachment "C"), in triplicate,
showing the name, Social Security Number, the terminal or division on which employed, and the amount to be deducted from the wages of each employee represented by the Union who has signed a wage assignment form and which form has been furnished to the Comptroller of the Carrier. After the first month, only changes in the original list will be shown on the monthly list, and the dues deduction amounts may not be changed more often than once every three months, however, the designated representative of the organization may furnish to the Carrier a supplemental monthly statement showing additions and deletions to the initial statement in the manner and form required hereby. If premiums for life insurance are changed, such changes may be made upon thirty days' notice.

Deductions will be made from the wages earned in the second pay period of the month only. The following payroll deductions will have priority over deductions in favor of the Union as covered by this agreement:

(a) Federal, State and Municipal Taxes and other deductions required by law, including garnishments and attachments and any other prior liens which Carrier must respect.

(b) Amounts due the Carrier.

(c) Insurance premiums, other than insurance premiums referred to in this agreement.

(d) Prior valid assignments and deductions.

If the earnings of any employee, after all deductions having priority have been made, are insufficient to remit the full amount of deductions authorized by said employee hereunder, no deduction for dues, initiation fees, assessments and insurance premiums on behalf of the Union shall be made by the Carrier from the wages of said employee and the Carrier shall not be responsible for such collection; nor shall they be accumulated and deducted in subsequent months.

Deductions will be made only on regular payrolls and none will be made from special payrolls or time vouchers.

(3) This agreement shall cease to apply to any employee who may be adjudicated bankrupt or insolvent under any federal or state laws, and any wage assignment authorization given hereunder shall become void.

(4) Responsibility of the Carrier under this agreement shall be limited to remitting to the Union amounts actually deducted from the wages of employees pursuant to this agreement, and the Carrier shall not be responsible financially or otherwise for failure to make deductions or for making improper or inaccurate deductions.

Any questions arising as to the correctness of the amounts deducted shall be handled between the employee involved and the Union, and any complaints against the Carrier in connection therewith shall
be handled by the Union in behalf of the employee concerned. Nothing contained herein shall be construed as obligating the Carrier to collect dues, initiation fees, assessments or insurance premiums from employees who leave its service, or who give up membership in the Union for any reason, or whose wages shall be involved in any claim or litigation of any nature whatsoever.

* * * *

(Applicable Only to Electricians, Carmen and Boilermakers and Blacksmiths, Firemen and Oilers.)

This agreement shall become effective April 1, 1974, and shall be construed as a separate agreement by and on behalf of those employees represented by the respective organizations signatory hereto; and will remain in effect subject to the provisions of the Railway Labor Act.

Signed at Kansas City, Missouri, this 27th day of February, 1974.

FOR THE EMPLOYEES:

(s) Stephen Haugh
General Chairman, (JA)
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(s) D. G. Davis
General Chairman, (KCS-L&A)
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(s) Owen Copeland
General Chairman
BROTHERHOOD RAILWAY CARMEN OF THE UNITED STATES AND CANADA

(s) C. L. Rothenberger
General Chairman, (L&A)
BROTHERHOOD RAILWAY CARMEN OF THE UNITED STATES AND CANADA

(s) J. B. Carpenter
General Chairman
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS

(s) I. L. Armstrong
General Chairman
INTERNATIONAL BROTHERHOOD OF FIREMEN AND OILERS, HELPERS, ROUNDHOUSE AND RAILWAY SHOP LABORERS

FOR THE CARRIERS:

(s) D. E. Farrar
Vice President - Personnel
THE KANSAS CITY SOUTHERN RAILWAY CO.
LOUISIANA & ARKANSAS RAILWAY CO.
(Applicable Only to Machinists.)

This agreement shall become effective May 1, 1974, and shall be construed as a separate agreement by and on behalf of those employees represented by the respective organizations signatory hereto; and will remain in effect subject to the provisions of the Railway Labor Act.

Signed at Kansas City, Missouri, this 25th day of April, 1974.

FOR THE EMPLOYEES: FOR THE CARRIERS:

(s) B. B. Kidwell (s) D. E. Farrar
General Chairman (KCS-L&A) Vice President - Personnel
INTERNATIONAL ASSOCIATION OF LOUISIANA & ARKANSAS RAILWAY CO.
MACHINISTS AND AEROSPACE WORKERS

* * * * *

(Applicable Only to Sheet Metal Workers.)

This agreement shall become effective January 1, 1976, and shall be construed as a separate agreement by and on behalf of those employees represented by the respective organizations signatory hereto; and will remain in effect subject to the provisions of the Railway Labor Act.

Signed at Kansas City, Missouri, this 18th day of November, 1975.

FOR THE EMPLOYEES: FOR THE CARRIERS:

(s) R. G. Moorhead (s) D. E. Farrar
General Chairman (KCS-L&A) Vice President - Personnel
SHEET METAL WORKERS' INTER-
ATIONAL ASSOCIATION THE KANSAS CITY SOUTHERN RAILWAY CO.

LOUISIANA & ARKANSAS RAILWAY CO.
KANSAS CITY SOUTHERN LINES
Payroll Deduction Order
Authorization for Periodic Union Dues

Effective with the second payroll period of ______________________ 19 __________________

EMPLOYEE NAME (PRINT)   SOCIAL SECURITY NO.   OCCUPATION

LOCATION OR DIVISION   NAME OF UNION   LOCAL NUMBER

I authorize the Kansas City Southern Lines to deduct from my wages periodically, until cancelled, union dues, assessments, and insurance premiums, as provided in Dues Deduction Agreement.

DATE SIGNED   EMPLOYEE SIGNATURE

HOME ADDRESS

ATTACHMENT "B"

KANSAS CITY SOUTHERN LINES
Payroll Deduction Cancellation of Periodic Union Dues

Effective with the second payroll period of ______________________ 19 __________________ I request (SHOW MONTH) that payroll deductions be cancelled for periodic union dues now being withheld from my wages in accordance with Dues Deduction Agreement.

LOCAL NUMBER   NAME OF UNION   EMPLOYEE SIGNATURE

SOCIAL SECURITY NUMBER   OCCUPATION

DATE SIGNED

P-1842

P-1843

- 169 -
KANSAS CITY SOUTHERN LINES
MASTER DEDUCTION LIST

ACCOUNTING DEPT. USE ONLY
MONTH PERIOD YEAR
DEDUCTION CODE NO.

SHEET OF SHEETS

__________, 19 _____

(Date)

EFFECTIVE WITH THE SECOND PAYROLL PERIOD OF ____________, 19 ______, THE UNDERSIGNED ______________________ OF THE ____________, 19 _____, HEREBY CERTIFIES TO THE KANSAS CITY SOUTHERN LINES THAT DUES AND INSURANCE PREMIUMS, IN THE AMOUNTS HEREIN LISTED, ARE DUE AND PAYABLE TO THE ______________________ EACH MONTH BY THE RESPECTIVE EMPLOYEES OF THE AFORESAID CARRIER LISTED BELOW; AND, UPON THE INDIVIDUAL WRITTEN ASSIGNMENT OF ANY SUCH EMPLOYEE, THE AFORESAID CARRIER MAY PROPERLY DEDUCT FROM ANY WAGES DUE AND PAYABLE TO SUCH EMPLOYEE, THE TOTAL AMOUNT LISTED OPPOSITE HIS NAME.

SIGNED ______________________
TITLE ______________________
LOCAL NUMBER ______________________

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