

ADDENDUM NO. 23

**MEMORANDUM OF AGREEMENT**

Between

**THE KANSAS CITY SOUTHERN RAILWAY COMPANY**

And

**INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS**

In an effort to assist the employees represented by the International Association of Machinists & Aerospace Workers ("IAM" hereinafter) avoid a loss of wages when it is necessary for them to be absent from work for reasons other than scheduled vacations and paid personal days, it is **AGREED** that employees represented by the IAM, who qualify for an annual vacation under the current vacation agreement, may take one (1) week of their vacation one (1) to three (3) days at a time as set forth hereinafter.

1. The choice of taking one (1) week of vacation one (1) to (3) days at a time can be made as the last choice for vacation scheduling. This choice, once made, is irrevocable and, therefore, cannot be changed later.
2. Requests for Personal Vacation Day/days (hereinafter "PVD") will be given to the employee's foreman who will forward them to the designated Carrier officer for approval.
3. Requests for PVD must be made by the employee at least forty-eight (48) hours in advance of the time (date) the employee desires to be absent (in the event too many employees request PVD on the same date/dates, seniority will govern). Except as provided for in Item 8 below, the Carrier will not accept requests for PVD more than seven (7) days in advance of the date the employee desires to take a PVD.
4. The employee will be given reasonable advance notice as to whether his request for a PVD day (or days) has been granted. Circumstances may differ on a case by case basis, but every effort will be made to give approval or denial (as to whether the request is granted) at least forty-eight (48) hours in advance of the requested vacation day or days.
5. The Carrier shall set guidelines, by shift and day, at each shop location as to the number of employees that will be allowed to be on vacation at the same time. These guidelines shall be posted to avoid misunderstandings.

6. Employees will not be allowed to take more than three (3) consecutive PVD's off at one time. The employee must work at least one eight hour shift in between each PVD time period. Personal Days and PVD's may not be taken together.

7. Each employee will be solely responsible for keeping his record of days of vacation taken under this agreement. In the event an employee requests and is granted more days than entitled to take, the Carrier will not be responsible for the employee's monetary loss as the result of taking more PVD's than allowed under the provisions of this agreement.

8. In order to avoid difficulties at year end, employees who have scheduled one (1) week of their vacation to be taken under the provisions of this agreement, and who do not take all of their allowable PVD's by October 1st, must make their request for their unused PVD's no later than October 15th, indicating the dates on which they would like to take their unused PVD's during the remainder of the year. After receiving the requests for remaining PVD's, the Carrier will schedule the remaining PVD's to be taken during the balance of the year (seniority will govern where there are multiple requests for the same date/dates).

The rules contained herein supersede any agreement rules with which they conflict.

This agreement will become effective March 1, 1993, and will remain in effect for each calendar year unless either party notifies the other party by December 1st of each succeeding year that they wish to cancel or amend the Agreement.

Signed in Kansas City, Missouri on this 28TH day of February, 1993.

FOR THE EMPLOYEES:



L. W. Wickersham, General Chairman  
International Association of Machinists  
& Aerospace Workers

FOR THE CARRIER:



R. W. Comstock, Senior Vice President  
The Kansas City Southern Railway Co.