

**COLLECTIVE BARGAIN AGREEMENT
KANSAS CITY SOUTHERN DE MEXICO - STFRM**

TITLE ONE

**CHAPTER I
LEGAL CAPACITY, ACKNOWLEDGEMENT OF THE PARTIES, APPLICATION FIELD AND
UNION REPRESENTATION**

CLAUSE 1.- KANSAS CITY SOUTHERN DE MEXICO, S.A. de C.V. declares by means of its Representatives that it is a company duly incorporated under the Mexican laws under the terms of notarial instrument number 50,413, on date november 22'1996, granted before Notary Public 19 in duties in this city and domiciled in Mexico City, Federal District.

El Sindicato de Trabajadores Ferrocarrileros de la República Mexicana, (Railroad Workers Union of Mexico), in turn, declares by means of its Representative that it is an association of workers incorporated in the National Industry Union under the terms of its Articles of Incorporation on January 13, 1933 and its current bylaws, documents which have been issued in Mexico City. The Union also declares that in compliance with Article 365 of the Federal Labor Law it is recorded in the Ministry of Labor Matters and Social Prevision, Association Registration Department on February 8, 1933 under number 570.

CLAUSE 2.- With the legal capacity evidenced by the parties, they agree to execute this Collective Bargain Agreement by means of a concession granted by the Federal Government to Kansas City Southern de México, S.A. de C.V., therefore the term of this Collective Bargain Agreement shall be for the entire period of this concession and for such purpose to Kansas City Southern de México, S.A. de C.V., which during the term hereof shall be referred to as "The Company", hereby acknowledges the Sindicato de Trabajadores Ferrocarrileros de la Republica Mexicana, which during the term hereof shall be referred to as "the Union" as the sole group of railroad workers in Mexico, therefore it shall be the only union representing the professional interest of all unionized workers at its service.

As the Union represents the professional interest of the workers under the terms hereof, the Company agrees not to accept the representation of any other union or association to defend the workers, neither directly or indirectly foster any association other than the Union, created or which may be created with members already in service.

CLAUSE 3.- This Collective Bargain Agreement applies indistinctively to all activities performed by the Company to exploit the concession granted thereto to Kansas City Southern de México, S.A. de C.V.

The Company may entrust the performance of works to specialized contractors for specific tasks, including the agreement executed therewith, the obligation that they execute the Collective Bargain Agreement with the Sindicato de Trabajadores Ferrocarrileros de la República Mexicana under the terms and conditions agreed upon by both parties to perform the entrusted works. Otherwise the Company agrees to withhold, from payments made to the contractors, the Union fees from its unionized workers on the base of the current fees indicated in the bylaws of the Sindicato de Trabajadores Ferrocarrileros de la República Mexicana with an additional 1.2 percent, and pay them, as a whole, to the Union.

CLAUSE 4.- This Collective Bargain Agreement rules the worker-employee relations within the Company and Sindicato de Trabajadores Ferrocarrileros de la República Mexicana, regarding the unionized workers, therefore its application does not cover all other workers.

CLAUSE 5.- The Company and the Union agree not to deal with any matter derived herefrom without the attendance of the Union's representatives.

The Union, pursuant to its bylaws, shall exercise the representation to the Company by means of:

I.- A National Executive Committee.

II.- A Labor Integration Board.

III.- The General Executive Committees in Sections, Delegates and Officers duly authorized by the National Secretary of Sindicato de Trabajadores Ferrocarrileros de la República Mexicana.

The Representatives of the Union are empowered to deal with the corresponding chiefs, within working hours, on the matters related to their representation and the Company shall provide all and any facilities to meet such purpose. Affected workers may accompany their Union Representatives to process their matters, when necessary.

The Company shall serve the claims submitted by the Union in writing and shall be resolved within a term not exceeding fifteen days, with the corresponding reply being sent in writing.

The Company shall not take part in the Union internal matters and shall, therefore, honor its professional association right and its union independency.

In turn, the Union shall not intervene in the Company's management and shall acknowledge that the Company has the exclusive power to render the administrative and operation actions.

For any event not provided for herein and the Law, Clauses hereof and the Rulings related to the corresponding matters thereto shall apply for everything not provided herein, and shall be construed in a way that the worker's rights be honored pursuant to the practice and custom.

CHAPTER II CLASSIFICATIONS AND DEFINITIONS

CLAUSE 6.- For the purposes hereof, the Unionized Workers rendering their services to the Company are classified in the following work fields:

- I. WIRES.
- II. OFFICES
- III. MOTIVE POWER AND TOWING EQUIPMENT
- IV. TRAINS
- V. TRACKS AND THE LIKE.

Workers' rights in this field are systematic.

CLAUSE 7.- The parties agree and accept the following definitions:

I.- WORKER.- Any individual rendering the services to the Company subject to the Law and this Collective Bargain Agreement.

II.- TABULATOR.- The list including the name of positions, runs, salaries and departments into which the Company is divided.

III.- SALARY.- Remuneration received by a worker as payment for the services rendered.

IV.- PERMANENT WORK.- The works performed by the workers engaged for an indefinite period of time and performing any necessary work for the normal purposes of the Company.

V.- EVENTUAL WORK.- Those temporary works performed by workers engaged for specific time and/or work which become a permanent operation for the customary purposes of the Company.

VI.- EXTRA WORKER.- A permanent worker with no assignment allocated.

VII.- REDUCED WORKER.- A worker that due to a readjustment or reduction in personnel, cancellation of a position, dismissal, shift, workshop, division, department or general merger is not longer required, but maintains the category rights.

VIII.- SENIORITY.- That acquired by the workers from the first time of service with the payment of salaries and under the provisions hereof.

IX.- RIGHTS.- Those acquired by the workers hereunder, the Rules and the Law.

X.- CATEGORY RIGHTS.- Those calculated under the corresponding Rulings and the provisions set forth in the Mixed Category Commission and applied for promotions, positions returns and changes of workers.

XI.- CATEGORY.- The listing of the permanent workers, whether returned to the former position and any extra worker of any specialty or work field ordinary performed, with full names, categories, residence and category rights.

XII.- SPECIALTY.- Each worker group classified in Clause six.

XIII.- LAWS.- Federal Labor Law, Ruling Law of Railroad Service and the Social Security Law.

XIV.- PERMIT.- That requested and previously authorized in writing to the worker to be absent from work.

XV.- RULINGS.- The Interior Work Ruling regulating the best performance of works in the Company and the set of Technical and Administrative Standards whereby the work relation is regulated, jointly issued by the Company and the Union.

XVI.- SELECTION.- Procedure used for the Company under the terms hereunder to cover the non-unionized positions with personnel belonging to the Union.

XVII.- RESIDENCE.- Place where the workers reside according to the work, under the Technical and Administrative Standards.

XVIII.- MULTI-SKILLED WORKER.- Personnel with possibility to perform similar or several activities to those performed regarding the previously given training.

CHAPTER III WORKERS ADMISSION

CLAUSE 8.- The Company acknowledges in favor of the Union the exclusive contracting right in the several admission forms, accordingly in order for a worker to join the Company he/she must meet the following:

I.- Be Mexican by birth.

II.- Belong to the Union or by recommend thereby.

III.- Be at least eighteen (18) years old with high school completed.

IV.- Prove its physical capacity to perform the work in question by an examination made by a Company's doctor.

V.- Meet the affiliation requirements set forth and provide the data for his registration in the Mexican Institute of Social Security.

VI.- Submit the National Military Service card.

VII.- In the events established by the Ruling Railroad Service Law, obtain the Federal Railroad License to perform his/her duties.

VIII.- Not having been dismissed by the Company.

CLAUSE 9.- The Company shall exclusively admit as workers to hold any unionized position those members of the Sindicato de Trabajadores Ferrocarrileros de la República Mexicana.

The Company shall request in writing to the Union, the workers it requires to occupy the unionized positions under the corresponding rulings, as well as any vacant and recently created positions.

The Union, in turn, is bound to provide the candidates requested by the Company within ten working days, as from the date when the request is received, sending at least two ideal candidates for each requested position. In the event the Union fails to comply with this requirements, the Company is free to engaged them, and such person must be affiliated to the Union in order to work with the Company.

In the event personnel sent by the Union fails to comply with the necessary profile, they shall be rejected by the Company with the Union sending other candidates in order to cover the requested positions.

CHAPTER IV NON-UNIONIZED PERSONNEL

CLAUSE 10.- The Company may freely engage all its non-unionized personnel, which shall not be part of the Union.

Such personnel is that which, under Article 9 of the Federal Labor Law, performs direction, inspection, surveillance and control tasks.

The parties agree that, as an exception to the first part of this Clause, the unionized workers promoted to occupy a non-unionized positions shall suspend his/her relation with the Union, except their economic relation regarding their rights and obligations of the current Union Bylaws.

The worker fulfilling the non-unionized position he/she was promoted to, may be reincorporated, if so decides, to his/her category position within thirty days following the induction period and the corresponding training.

The parties agree that promotions of unionized personnel to non-unionized positions shall be approved by the Union.

The Company may not engage for its non-unionized positions any worker expelled from the Union and it in turn, agrees not to affiliate any non-unionized employee dismissed by the Company.

Prior agreement by the Company and the Union, the Company agrees to take the corresponding disciplinary action, which may be a simple warning or the rescission of the Individual Bargain Agreement for non-unionized employees directly participating in any union policies and activities, as well as those mistreating, with words or facts the unionized workers and those systematically breaching the terms hereof in detriment to the parties.

CHAPTER V SHIFT AND OVERTIME

CLAUSE 11.- Shift shall be of eight hours; seven and a half and seven hours daily according to the morning, mixed or night shift, respectively. They may also be ruled a trip basis.

Schedules shall be fixed in the Internal Work Rulings, which may be modified depending on the operation needs prior notice to the Union, so it may render its corresponding opinion.

In the event of modifications to any schedule affecting the workers' interest, they shall disagree by means of the Union, which shall request the Company to justify the change.

The parties agree that workers shall not work overtime, except when expressly authorized by the Company's representative.

Overtime means the extension of an ordinary shift. Overtime shall be paid under the Federal Labor Law.

Workers are entitled to enjoy a 30 minutes break and/or lunch time, during the continuous shifts. If the worker may not get out from the worksite where his/her services are rendered, but is not working during the night period, the time corresponding thereto shall be calculated as effective time of his /her shift.

Workers with continuous shifts, who may work during their break and/or lunch time, as ordered in writing, shall be paid overtime, and the ordinary shift shall end 30 minutes in advance, otherwise the last period shall be paid as overtime.

Workers rendering their services in non-continuous shifts shall render them completely and if they are ordered in writing to work during their break and/or lunch time, such time shall be considered as overtime and shall be paid according to the Law. In such events, the workers must complete his/her shift earlier taking into consideration the break and/or lunch time being worked, otherwise this period shall also be paid as overtime.

**CHAPTER VI
VACATIONS AND DAYS OFF**

CLAUSE 12 – Workers shall enjoy an annual vacation period with 30 days of salary pursuant to this Agreement and the corresponding Rulings, with the following guidelines:

- I.- 10 working days which shall be effective days off, subject to the schedule fixed by the parties for that purpose.
- II.- The remaining 20 days shall be paid additionally to the workers under their ordinary salary.
- III.- The Company shall pay its workers an additional premium of 25% on the total days of vacations.
- IV.- After the third year of service, the provisions of Article 76 of the Law shall apply in such a way that the sum of the days off and paid be thirty.

CLAUSE 13.- Workers at the Company's service shall have one day off enjoying a salary for every 6 days of work. For such purpose the parties shall rule those days off.

Workers rendering the services on Sundays shall receive, regardless their ordinary salary an additional premium of 25%. In the event they shall work on Sundays and such day is the weekly day off, regardless such premium the workers shall receive his/her salary under Article 73 of the Federal Labor Law.

CLAUSE 14.- The parties shall fix as compulsory days off:

I.- January 1, February 5, March 21, May 1, September 16, November 20, December 1 of each six years for the Executive Federal Power Transfer, December 25 and those determined by the Electoral Law, both Federal or Local in ordinary elections.

II.- February 1, Thursday, Friday and Saturday of Holy Week and November 7.

In the event of continuous services, the Company and the Union shall agree to fix the personnel who shall work on those days.

**CHAPTER VII
SALARIES, BENEFITS AND UNION FEES**

CLAUSE 15.- Unionized workers at the Company's service shall earn the salaries specified in the tabulator attached hereto and which is an integral part thereof.

Salaries must be paid to the workers fortnightly, within the shift.

Payments system may be preferably by means of electronic bank, with a deposit slip being the salary payment voucher.

Workers must sign the corresponding payroll receipts.

The workers being dismissed shall be liquidated with the several payment and legal and contractual obligations, as the case may be, within a term of ten working days as from the written request made by the Company to the dismissed worker. Otherwise the worker shall be liquidated as if he/she had worked until his/her liquidation.

CLAUSE 16.- The Company agrees to grant its workers when they render their services outside their residence, for traveling or living expenses the amount of: \$83.00 for breakfast, \$112.00 for lunch and \$83.00 for dinner and if they sleep therein the amount of \$210.00 as lodging expenses.

CLAUSE 17.- The Company shall grant their workers the following benefits:

I.- 30 days of ordinary salary as Christmas bonus, per year of service, which shall be delivered prior to December 20 of each year and/or the proportional part thereof, if upon receiving such benefit, they do not have a year in the Company.

II.- As social provision, the Company shall monthly pay the workers the following:

- a) Transportation assistance: \$515.00
- b) Rent assistance: \$520.00
- c) Family shopping basket assistance: \$ 3,240.00

III.- The Company shall annually provide its workers during the first fortnight of August, \$4,880.00 as assistance to acquire school articles.

IV.- The company shall grant the authorized officer of the Union National Executive Committee, \$160.00 per month per each worker at its service, in order to create a fund the purpose of which is to provide scholarships to the workers' children.

V.- The Company shall provide the unionized workers the work clothes and safety equipment that may be necessary to render the services, as determined by the Safety and Hygiene Commission at Work.

VI.- The Company shall create in favor of its unionized workers a saving fund with the Company's contribution of 13% of their base salaries. This percentage shall not exceed 13% of the equivalent to ten minimum general monthly salaries. Workers shall contribute with the same amount than the Company for the same savings fund.

The Company grants the workers as a benefit, an amount equal to that the worker contributes with to the savings fund.

VII.- The Company shall pay the amount of \$170.00 per month to each unionized worker in order to pay an insurance premium covered by the Union in favor of its unionized workers in active service.

VIII.- The Company agrees to provide the authorized officer of the Union National Executive Committee the amount they agree for cultural, sports, civic and social promotion of the Union.

IX.- For discounts of the unionized workers salaries, not included in this Collective Bargain Agreement and the corresponding rulings, authorization from the Union National Executive Committee shall be required.

CLAUSE 18.- The Company agrees to fully pay the worker-employee fees incurred in the affiliation of its workers to the Mexican Institute of Social Security, including the portion corresponding to the workers.

CLAUSE 19.- The Company could retire their employees through the creation of a fund comprised of company and employees contributions, previous agreed from the parties, in accordance with the Retirement Regulation developed for this purpose.

CLAUSE 20.- The Company agrees to deliver the dead worker beneficiary the amount of \$45,000.00 as economic assistance for funeral expenses.

CLAUSE 21.- The Company agrees to withhold from the workers' salaries the amounts corresponding to ordinary dues set forth by the Union Bylaws and those extraordinary dues as determined by the National Executive Committee and deliver them to the authorized Union representative, within a 5 day term as from the discount date.

**CHAPTER VIII
PREFERENTIAL RIGHTS, VACANTS AND PROMOTIONS**

CLAUSE 22.- The Company and the Union acknowledge as main principle hereof the job stability, therefore they create the workers preferential right to fill temporary and definitive vacants and promotions, which shall be ruled by the provisions hereof and by the Categories Rulings.

For the purpose of this Chapter, the Company and the Union agree to create a Mixed Category Commission which shall be comprised with the same number of representatives from the Company and the Union.

The preferential right is created according to the workers' seniority and abilities, and it shall be applied according to the provisions hereof and the changes of personnel shall be made by the Mixed Category Commission.

Likewise, the worker having satisfactorily served for a longer time shall be preferred.

Those definitive and temporary vacants, as well as promotions shall be filled by the personnel determined by the Mixed Categories Commission, under the corresponding rulings procedure.

CLAUSE 23.- For the purpose hereof and the Category Rulings, vacants shall be the following:

I.- Definitive vacants:

- a) Due to any promotion or change to a definitive position.
- b) For recently created unionized positions.
- c) For voluntary resignation, rescission or termination of the Bargain Agreement under the terms of the law and this Agreement, as well as for the purposes of the exclusion clause application.
- d) Due to death.

II.- Temporary vacants:

- a) Due to permits, vacations and absences under the terms of the provisions of the Categories Rulings.
- b) Those resulting from any accident, occupational risks and general illness.
- c) Those resulting from holding temporary positions under the Categories Rulings.
- d) Those resulting from application of disciplinary actions, and
- e) All other determined by the Laws and the corresponding Rulings.

CLAUSE 24.- The Company acknowledges the promotion right in favor of its workers and for that purpose the preferential rights are applied.

In these events, the worker shall be subject to a trial period of 30 days, during which he/she shall prove his/her capacity, and the worker may hold again his prior position without detriment to his/her rights, if he/she is declared incompetent or waives in writing to the promotion.

**CHAPTER IX
CREATIONS, READJUSTMENTS, CANCELLATION AND CHANGE OF WORKERS**

CLAUSE 25.- The Company and the Union shall regulate the creation, readjustments, cancellation of workers as follows:

I.- Creations.- The recently created unionized positions shall be covered complying with the guidelines of Clause 9 hereof and for that purpose the Company shall provide the Union, the new position profiles.

II.- Readjustments.- The Company may make readjustments to its personnel, when there are new working procedures or a new machinery is implemented. In such events, readjusted personnel shall be given an indemnity of 4 months salary plus 20 days salary for each year of service plus the Seniority Premium stipulated by law.

III.- Cancellations.- The Company prior notice to the Union may cancel the positions that are not longer necessary to fulfill its customary activities, whether for any change in the working conditions, by request of the Ministry of Transport and Communication and for reduction of the work load.

In these events, the affected worker may opt for the indemnity in terms of the previous fraction, resulting in their definitive release from company employment, losing their promotional rights, or the affected worker may remain an active company worker at the disposal of the same, and may be reassigned to perform duties different from their original category.

The affected worker shall earn the salary corresponding to the position they hold.

In any event, the workers category rights shall be honored, in the same way, the preferential right to hold again his/her prior position.

Vacant position due to death or definitive dismissal, may be cancelled provided they are not required for the normal business activities of the Company.

CLAUSE 26.- The Company and the Union agree that the Company pursuant to its operation needs, is entitled to assign the unionized workers different tasks, places and geographical areas, without this disrupting their seniority.

If a change of position is definitive within a radio of more than 50 and less than 100 kilometers surrounding the changed worker residence, the Company shall pay him/her the amount of 45 days of salary; if it exceeds 100 kilometers, the Company shall pay the workers 60 days of salary.

In the event the worker fails to accept the change of residence, the worker shall receive an indemnity of 3 months salary plus 20 days salary for each year of service plus the Seniority Premium, as stipulated by Law.

CLAUSE 27.- In the events of readjustments set forth in Section II, Clause 25, for any event set forth in Clause 26 hereof, the Company shall notify the Union 30 days in advance if there is no disagreement from the Union Organization within a 15 day term as from such notice the Company shall make the personnel readjustment without any liability or else the proposed changing.

Personnel changing derived herefrom shall be made in compliance with the provisions of the Category Rulings.

CHAPTER X EXCLUSION AND DISMISSAL CLAUSE

CLAUSE 28.- Workers members of the Union may deserve disciplinary actions such as dismissal upon request of the Union National Executive Committee, without any liability to the Company under Article 395 of the Federal Labor Law.

CLAUSE 29.- The Company only takes corrective actions and dismisses the workers incurring in any cause set forth in the Law and the Labor Interior Ruling, by means of the investigation

procedure made by the Company's representative and the worker may be accompanied by a Union representative in order to be heard for his/her defense.

The investigation procedure shall be held under the provisions of the Internal Labor Ruling and shall also include exceptions to the suspension and dismissal reasons as it is a special activity.

The parties agree that in order to prevent any conflict, upon request of the National Executive Committee, the Company's Labor Relations Director may reconsider a dismissal, reincorporating the worker to his/her position, with the same rights he/she had before the dismissal.

CHAPTER XI TRAINING TO THE WORKERS AND MIXED COMMISSIONS

CLAUSE 30.- The parties agree that in order to improve the quality and productivity at work, the Company shall give directly or indirectly training programs to the workers at its service. Workers, in turn, agree to take the corresponding training.

By virtue of this obligation, the parties shall create the Mixed Training Commission with the same number of representatives and its operation shall be ruled under the terms of the corresponding rulings.

Training programs agreed upon by the parties shall include all workers.

CLAUSE 31.- The parties agree that in order to comply with section IX, Article 391 of the Law, the following commissions shall be created with the same number of representatives.

- I. Occupational Safety and Hygiene .
- II. To prepare the profit sharing
- III. To prepare the Internal Labor Ruling
- IV. To prepare the General Seniority Table
- V. Promotions

CHAPTER XII OCCUPATIONAL SAFETY AND HYGIENE

CLAUSE 32.- The Company and the Union acknowledge as one of the main principles of the railroad activity to maintain the physical integrity of its records, as well as to maintain the Company's property and hygiene at the working sites, therefore they agree to comply with and permanently keep all and any safety and hygiene measures, aimed to avoid any occupational accident and risk.

For that purpose, the Safety and Hygiene Commission shall be permanently created as referred to in Section I, Clause 31 hereof, and shall operate according to the provisions of the corresponding Mexican official standard.

CLAUSE 33.- Workers agree at any time to submit to medical examination required by the Company complying with the provisions of Safety, Hygiene and Medical Services Rulings.

CHAPTER XIII

PRODUCTIVITY AND QUALITY

CLAUSE 34.- To reach the purposes of the new labor culture, and promote and hold competitive levels and achieve a solid permanency within the Domestic and International Railroad Systems allowing greater benefits for the Company and its workers, the Company and the Union shall take any action aimed to rise productivity and service quality.

By virtue of the objectives referred to in this clause, the Company and the Union agree within a term of 90 days as from the date this Collective Bargain Agreement is executed, to create a Productivity and Quality Agreement including the incentives determined to this respect.

The parties agree to create, with the same number of representatives a Labor Integration Board, as a harmonic and balanced mechanism to reach a greater and better productivity and quality.

The parties agree to promote team work, optimizing human resources in the production means.

CHAPTER XIV MISCELLANEOUS

CLAUSE 35.- The Company shall withhold from the workers' salaries the amount of \$10.00 (Ten Mexican pesos 00/100) per month and shall deliver it in the same manner to the officer authorized from the Union National Executive Committee, aimed to support the basic public education needs.

CLAUSE 36.- The Company and the Union agree that, at any time they may agree any modification to any part of this Collective Agreement that may be in harmony with the production factors, according to the Labor Integration Board recommendations.

CLAUSE 37.- The parties agree that for everything not provided in this Agreement, it shall be construed in such a manner that the workers' rights are honored pursuant to the practice and custom.

TRANSITORY ARTICLES

TRANSITORY ARTICLE ONE.- Both parties agree that within a term not exceeding 20 days as from the execution hereof, they shall prepare the Category Rulings.

Likewise, the parties agree that within a term not exceeding 90 days as from the execution hereof, the following rulings shall be prepared:

- I. Preparation of profit sharing
- II. Preparation of the General Seniority Table.

TRANSITORY ARTICLE TWO.- The company agrees to print out this Collective Bargain Agreement and deliver a copy to each unionized worker at its service.

TRANSITORY ARTICLE THREE.- This Collective Bargain Agreement shall become effective the July 1' 2021, regardless the date it is deposited to the Federal Conciliation and Arbitration Board under the premises of article 390 of the Law and may be reviewed integrally every two years and regarding salaries, every year.

TRANSITORY ARTICLE FOUR.- The Company and the Union agree that to rise productivity and quality at work, prior training, multi-skilled workers categories may be created; for that purpose the parties shall agree on such categories task profile, and the corresponding salary.

TRANSITORY ARTICLE FIVE.- Regarding Clause 34 hereof, the Company and the Union agree that in order to determine the productivity and quality incentives, it shall be determined that the Company shall annually grant forty days of salary to its workers.

TITLE TWO
SPECIAL PROVISIONS

CLAUSE 38.- For the purposes hereof and regarding Clause 6, Work Branches shall be comprised as follows:

I.- WIRES:

- 1.- OPERATOR
- 2.- QUALIFIED OPERATOR

II.- OFFICES:

- 1.- SIMILAR OFFICES
- 2.- OFFICE WORKERS

III.- DRIVING FORCE AND DRIVING EQUIPMENT:

- 1.- OPERATOR
- 2.- QUALIFIED OPERATOR
- 3.- DRAG EQUIPMENT OPERATOR
- 4.- UNIVERSAL QUALIFIED OPERATOR OF TOWING EQUIPMENT
- 5.- UNIVERSAL QUALIFIED OPERATOR OF MOTOR FORCE
- 6.- QUALIFIED LOCOMOTIVE MAINTENANCE OPERATOR
- 7.- BOOTH INSPECTOR
- 8.- BOOTH INSPECTOR Mr.
- 9.- INTERMODAL MECHANICAL
- 10.- INTERMODAL MECHANIC Mr.
- 11.- CRANE OPERATOR
- 12.- CRANE OPERATOR Mr.
- 13.- KONE CRANE CRANE OPERATOR
- 14.- KONE CRANE CRANE OPERATOR Mr.
- 15.- HOSTLER OPERATOR
- 16.- HOSTLER OPERATOR Mr.

IV.- TRAINS:

- 1.- YARD BRAKEMAN
- 2.- YARD FOREMAN
- 3.- ROAD BRAKEMAN
- 4.- TRAIN CONDUCTOR
- 5.- SIMILAR CREW OF LOCOMOTIVES
- 6.- YARD ENGINEER
- 7.- LOCOMOTIVE ASSISTANT
- 8.- ROAD ENGINEER

V.- TRACK:

- 1.- OPERATOR
- 2.- QUALIFIED OPERATOR
- 3.- MACHINERY OPERATOR FOR OFF-TRACK EARTHMOVING.
- 4.- BRANDT TRUCK OPERATOR
- 5.- QUALIFIED OPERATOR OF BRANDT TRUCK

TRANSITORY ARTICLES

SOLE TRANSITORY ARTICLE.- The parties agree that within the corresponding rulings, the specialties descriptions of each Branch shall be included.