



INDIANA HARBOR BELT RAILROAD COMPANY
2721 - 161ST STREET, HAMMOND, IN 46323-1099

May 30, 2018

VIA US MAIL&

EMAIL: burmann727@gmail.com

Mr. Frank Burns
General Chairman, BLET Div. 682
3625 East Avenue
Berwyn, Illinois 60402

Re: Engineer Seniority

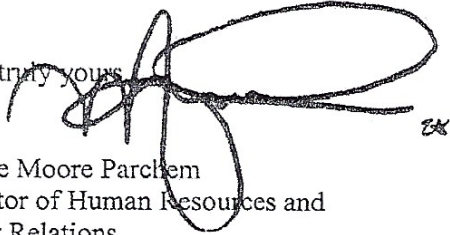
Dear Mr. Burns,

Pursuant to your letter dated May 3, 2018 and our conference on April 19, 2018, the Indiana Harbor Belt Railroad (Carrier) and Brotherhood of Locomotive Engineers and Trainmen (BLET) agree as follows:

1. Upon successful completion of his/her Engineer Training Program (ETP) and being certified as a qualified Locomotive Engineer, the Candidate shall establish an Engineer's seniority date, retroactive to the start of his training period. They will be ranked in relative order of their Conductors seniority (if any) behind those who have previously established seniority as Engineer's. No ETP class shall establish seniority ahead of class that commenced earlier.
2. Engineers' hired from sources outside the Carrier holding valid Engineer certification shall establish seniority as of the date hired. Engineers' seniority will be established based on longest amount of time holding an active Locomotive Engineer's Certification. In the event two (2) or more Engineers' hired on the same date have the same amount of time, Engineers' will then be ranked on the basis of their age, with the oldest employee ranked first. Should the two (2) or more Engineers' be the same age, then they will be ranked in alphabetical order of last names; except that such hired Engineers' will follow the successful Candidates in the ETP class, provided the ETP had formally commenced at the time such Engineer was hired. If an ETP class had formally commenced at the time such Engineer was hired, the seniority date for the class will be the same as the seniority date for the hired Engineer, with the class ranked in the relative order of their Conductor's seniority ahead of the hired Engineer.

This letter of agreement and provisions contained herein shall terminate upon thirty (30) days written notice from either party. This letter of agreement shall be in effect upon the signing of the same by both parties.

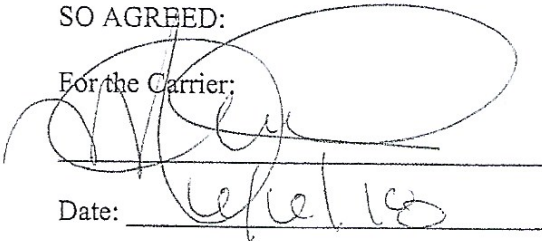
Very truly yours,



Nicole Moore Parchem
Director of Human Resources and
Labor Relations

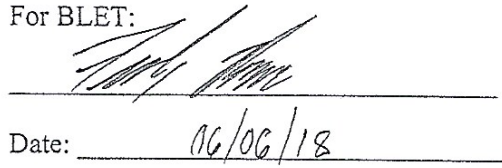
SO AGREED:

For the Carrier:


Date: 6/6/18

Nicole Moore Parchem
Director of Human Resources and
Labor Relations
Indiana Harbor Belt Railroad Company

For BLET:


Date: 06/06/18

Frank Burns
General Chairman
Brotherhood of Locomotive Engineers and
Trainmen

- C: J. Spano
- M. Carter
- Z. Bryan
- D. Kelley
- J. Pecnya