



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

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January 16, 2008

Mr. William J. Cales  
General Chairman, BLET  
16581 West 135<sup>th</sup> Street  
Lemont, IL 60439

Dear Mr. Cales:

This will confirm our understanding reached during our conference of February 5, 2008 regarding the following item as outlined below, which is effective on February 1, 2008.

**Monthly Work Period**

Engineer(s) must return to their regular assignment or return to another assignment, including the extra board, through the exercise of seniority, for the first day of their monthly work period. An engineer may, upon return, request to lay-off for Day 1 of his/her monthly work period; however, this lay off shall be granted at the sole discretion of the Carrier.

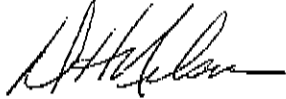
Engineers who fail to comply with the procedures as outlined above will receive a letter of instruction for a first time offense. Engineer(s) who continue to fail to exercise their seniority in accordance with this agreement will be disciplined as set forth in the current System Discipline Policy dated April 1, 1985. The discipline set forth by virtue of this Agreement shall remain separate and will not be combined with any other discipline on an engineer's personal work record.

Engineers who fail to return on the first day of their monthly work period for any of the following reasons will not be disciplined for his/her absence as outlined herein.

- a. Vacation;
- b. Attending an investigation/hearing;
- c. Attending court;
- d. Jury Duty;
- e. Book of rules/examinations/re-examinations and/or safety classes;
- f. Bereavement;
- g. Union business;
- h. Approved leave under the Family and Medical Leave Act (FMLA);
- i. Sickness/illness provided a written doctor's excuse is submitted ;
- j. Exercising displacement rights (bump board);
- k. Cancelled Assignment;

If this correctly sets forth our understanding, please affix your signature in the space provided for below.

Very truly yours,



David H. Nelson  
General Superintendent-Operations

**AGREED:**



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William J. Cales, General Chairman, BLET