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MEMORANDUM OF AGREEMENT BY AND BETWEEN THE INDIANA HARBOR BELT RAILROAD AND ITS EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS IN CONNECTION WITH OUTER BELT TRANSFER CANCELLATIONS.

ARTICLE I

In the event a regularly assigned Outer Belt Transfer Assignment at Norpaul, Argo, Blue Island and/or Gibson is canceled on any given calendar day in excess of one (1) cancellation per calendar week (12:00 midnight, Monday through and including 11:59 PM, Sunday) per individual assignment, the regularly assigned Engineer on such cancellation shall be paid one day's pay at the Engineer's overtime rate of pay and such Engineer shall be credited with a start as if the cancellation was a regular tour of duty. In order to qualify for such payment, the Engineer must remain on the Outer Belt Transfer Assignment on the day of the cancellation. Such Engineer shall not be required to submit a timeslip to receive this payment.

Note: In the event an Outer Belt Transfer Assignment is canceled in a given calendar week due to an emergency such as but not limited to a tornado, flood, snow storm, earthquake, major derailment, or strike, the provisions as set forth in this Article shall not apply.

ARTICLE II

In the event a regularly assigned Outer Belt Transfer Assignment at Norpaul, Argo, Blue Island and/or Gibson is canceled on a holiday, the provisions as set forth in Article I shall not apply.

ARTICLE III

In the event a regularly assigned Outer Belt Transfer Assignment at Norpaul, Argo, Blue Island and/or Gibson is canceled the day preceding the holiday and/or the day following the holiday, such Engineer may remain on the assignment as canceled and shall be qualified for the purpose of receiving holiday pay.

Note: A holiday as referred to in Article II and Article III herein, is made in reference to paid holidays as provided for in the National Holiday Agreement.

Signed at Hammond, Indiana, this 16th day of February 1994.

For the Brotherhood of Locomotive Engineers:

J.S. Perry, General Chairman, BLE

For the Indiana Harbor Belt RR Co.:

C.H. Allen, General Manager, IHB