



INDIANA HARBOR BELT RAILROAD COMPANY

2721 - 161ST STREET, HAMMOND, IN 46323-1099

January 16, 2008

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

Dear Mr. Cales:

This will confirm our understanding reached during our conference of January 16, 2008 regarding the following items as outlined below will become effective on January 16, 2008.

BNSF Interchange-Blue Island Yard

The BNSF crews that are currently delivering cars to the IHB Blue Island Yard and pulling cars from the IHB Blue Island Yard are considered road crew(s). Furthermore, it is understood that such road crews may deliver to and pull cars from the IHB Blue Island Yard utilizing alternate routes beyond what is contained in PART THREE, ARTICLE I, SECTION I, as contained in the May 1, 1997 Agreement by and between IHB and BLE.

CFE Interchange-Blue Island Yard

CFE crew(s) may deliver cars to and pull cars from the IHB Blue Island yard for the purpose of Interchange.

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:

William J. Cales, General Chairman, BLET



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

January 16, 2008

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

Dear Mr. Cales:

This will confirm our understanding reached during our conferences, the most recent of which occurred on January 16, 2008, regarding the following:

Engineer Guaranteed Extra Board

In that the Carrier (IHB) and the Organization (BLET) have mutually agreed to what is known as the "14 day pay period" it is hereby mutually agreed that effective January 23, 2008 the following shall apply.

Guaranteed Extra board engineers shall be entitled to and guaranteed a minimum of eleven (11) tours of duty (starts) per pay period. "i.e. eleven (11) tours of duty (starts) per fourteen (14) day pay period" subject to the provisions of Article VIII as contained in the August 1, 2005 Agreement, between the INDIANA HARBOR BELT RAILROAD COMPANY (IHB) and its Employees Represented by the BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN (BLET).

Note 1: Engineers may be called off the guaranteed extra board in order to engage in examinations and/or re-examinations or safety classes or training, whichever is applicable, in order to fulfill the terms and conditions as set forth in Section 5 of Article VII-Engineer Availability, as contained in the August 1, 2005 Agreement by and between the INDIANA HARBOR BELT RAILROAD COMPANY and its Employees Represented by the BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN. Engineers called for the purpose of examinations and/or re-examinations or safety classes or training shall be paid their basic daily rate of pay, including any applicable overtime and arbitraries. In addition, if required to travel outside of his/her home terminal, such engineer shall be paid ninety (90) minutes at their straight time rate of pay.

Note 2: Engineers who are not first out on the guaranteed extra board may be called off the guaranteed extra board in order to engage in familiarization trip(s) in order to become qualified over routes to which his/her seniority applies, in accordance with the terms and conditions as set forth in Article 21, Section D as contained in the August 1, 1928 Agreement (corrected to February, 1957) by and between the INDIANA HARBOR BELT RAILROAD COMPANY and its Employees Represented by the BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND

TRAINMEN. Engineers called for the purpose of examinations and/or re-examinations or safety classes or training shall be paid their basic daily rate of pay, including any applicable overtime and arbitraries.

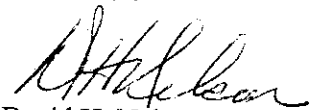
Note 3: Book-of-Rules classes shall not be considered as training in the application of this agreement.

Note 4: This Section shall not be construed and/or interpreted as changing any of the specific provisions as contained in Article VII of the August 1, 2005 Agreement by and between the IHB and Its Employees Represented by the BLET.

Note 5: For the purpose of transitioning from the previous method of calculating guarantees, the parties agree that the Carrier will pay up to six (6) guarantee days to engineers who qualify for a guarantee(s) for the period of January 16 through and including January 22, 2008, subject to the provisions of Article VIII as contained in the August 1, 2005 Agreement between the IHB and the BLET.


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:



William J. Cales, General Chairman, BLET



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

January 16, 2008

Mr. William J. Cales
General Chairman, BLET
16581 West 135th 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.

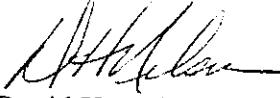
Engineers who fail to comply with the procedures as outlined above will receive a letter of instruction for a first time offense. Engineer(s) who continue to fail to exercise their seniority in accordance with this agreement will be disciplined as set forth in the current System Discipline Policy dated 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:



William J. Cales, General Chairman, BLET



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

January 16, 2008

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

Dear Mr. Cales:

This will confirm our understanding reached during our conference of February 3, 2008 regarding the following items as outlined below, which are effective on January 16, 2008.

1. Effective January 16, 2008 the following sections shall become addendums to ARTICLE VII- Engineer Availability as contained in the August 1, 2005 agreement by and between the Indiana Harbor Belt Railroad Company (IHB) and its employees represented the Brotherhood of Locomotive Engineers and Trainmen (BLET).
2. Locomotive Engineer(s) marked up on a regular assignment and who have been bumped and receive notification of such bump via company computer or off-property computer on any calendar day, must exercise his/her seniority to the next available assignment or to the guaranteed extra board within sixty (60) minutes of such notification and shall have such day(s) count as a start(s) in connection with engineer availability.
3. Locomotive Engineer(s) on a guaranteed extra board who is/are available on the guaranteed extra board from midnight to midnight on any calendar day shall have such day(s) count as a start(s) in connection with Engineer Availability.
4. Locomotive Engineer(s) who is/are on the Holiday Available Board by virtue of the Agreement dated November 30, 2001 by and between IHB and BLET shall be credited with one start for each holiday listed below, if applicable, in connection with Engineer Availability:

New Year's Day – President's Day – Good Friday – Memorial Day – Independence Day
– Labor Day – Thanksgiving – Friday after Thanksgiving – Christmas Eve – Christmas
Day – New Year's Eve.

All other provisions of the November 30, 2001 Agreement by and between IHB and BLET shall remain in full force and effect.

5. Locomotive Engineer(s) who is/are cancelled on an assignment on the day of a Holiday may remain on such cancelled assignment and shall be credited with one (1) start in connection with Engineer Availability.
6. Locomotive Engineer(s) who is/are cancelled on a yard assignment or outer belt transfer assignment for any reason, may remain on the cancelled assignment and such Engineer shall be credit with one start per cancelled yard or outer belt assignment in connection with Engineer Availability.

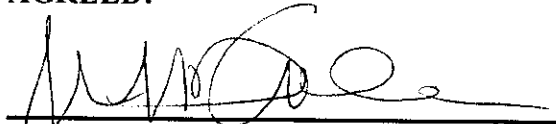
If this correctly sets forth our understanding, please affix your signature in the space provided for below.

Very truly yours,



David H. Nelson
General Superintendent-Operations

AGREED:



William J. Cales, General Chairman, BLET



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



December 28, 2007

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

Dear Mr. Cales:

This will confirm our understanding reached during our conference of December 28, 2007 regarding the following items as outlined below will become effective on January 1, 2008.

1. Effective January 1, 2008 the following sections shall become addendums to ARTICLE VIII-Guaranteed Extraboard Starts as contained in the August 1, 2005 agreement between the Indiana Harbor Belt Railroad Company and its employees represented the Brotherhood of Locomotive Engineers and Trainmen (BLET).
2. Effective January 1, 2008, Section four (4) of the October 15, 1974 Bump Board Agreement between the Indiana Harbor Belt Railroad Company and its employees represented the Brotherhood of Locomotive Engineers and Trainmen (BLET) shall be revised as follows: Locomotive engineers shall be allowed to remain on the bump board for a period of twenty-four 24 consecutive hours. All other provisions of the October 15, 1974 agreement, as amended, shall remain in full force and effect.
3. In the event the Carrier requires a Locomotive Engineer to tie-up utilizing the Carrier's on property computer system, and such Locomotive Engineer is notified that he/she is bumped (displaced) by virtue of the computer system, that method of notification shall serve as personal notification.

Note: A Locomotive Engineer's stay on the bump board shall commence no earlier than his/her tie-up time of such assignment.

4. A regular assigned Engineer who has been placed on the Guaranteed Extraboard at the expiration of his/her 24-hour bump notification, and who does not make a departure off the Guaranteed Extra Board within 24 hours of his/her placement on the Guaranteed Extra Board may mark up on a regular assignment provided said engineer gives a minimum twelve (12) hour notice from the on-duty time of the regular assignment on which the Engineer wishes to mark up. Engineers who fail to exercise seniority in accordance with the above procedure will be required to work at least one departure from the guaranteed extraboard.

5. In the event that a Locomotive Engineer logs onto the Carrier's computer system using an off-property computer and such Locomotive Engineer receives notification that he/she is bumped (displaced), that method of notification shall serve as personal notification.

Note 1: A Locomotive Engineer's stay on the bump board shall commence at the time such Locomotive Engineer is notified of his/her bump utilizing an off property computer.

Note 2: A Locomotive Engineer shall not be required to use any off property computer(s).

Note 3: A Locomotive Engineer shall not be required to own a personal computer.

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:



William J. Cales, General Chairman, BLET

James Bump board agreement

MEMORANDUM OF AGREEMENT BY AND BETWEEN THE INDIANA HARBOR ELMT RAILROAD COMPANY AND ITS EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS WITH RESPECT TO THE HANDLING OF DISPLACED ENGINEERS ON THE GIBSON, BLUE ISLAND AND NORPAUL ENGINEER BOARDS.

IT IS AGREED:

SECTION 1. Effective October 25, 1974, paragraphs No. 2, No. 8-c, No. 12 and No. 25(c) of the "COMPILATION OF RULES IN EFFECT AS OF MAY 1, 1943 COVERING ENGINEERS ON THE I.H.B. IN ADDITION TO THOSE INCORPORATED IN THE PRINTED SCHEDULE FOR ENGINEERS. Revised as of October 1, 1950." are herewith abrogated and the following will apply.

SECTION 2. Engineers displaced, either by bump or by the abolishment of an assignment (one taken off or one which no longer exists), will be notified as soon as possible and may exercise seniority to a new assignment by giving a notice of not less than two (2) hours from the on duty time of the new assignment.

SECTION 3. Engineers so displaced who desire to take the extra board ~~must do so within one (1) hour~~ after being notified of displacement.

NOTE: If he picks the extra board at the time he is notified of bump, he will be placed on the extra board as of the time of his last tie up, otherwise, he will be placed at the foot of the extra board as of the time he gives such notification.

SECTION 4. Engineers so displaced must pick a new assignment within ~~twelve (12) hours~~ of the time notified of displacement and this assignment must be one which would allow him to work within thirty-six (36) hours of the time notified of displacement, except that in the event the displaced engineer does not pick a new assignment within the twelve (12) hour period specified herein above, he will, at the expiration of the twelve (12) hour period, be placed at the foot of the extra board and thereafter, must work at least one turn from the extra board before he will be allowed to exercise his seniority elsewhere.

SECTION 5. Engineers on assignments cancelled for one (1) day or more may stay on that assignment for the cancellation period or he may exercise seniority to a new assignment in accordance with the above procedures.

SECTION 6. Engineers at Norpaul desiring to bump into the pool, when pool turns are assigned, must bump the youngest engineer holding a pool turn.

SECTION 7. This agreement shall remain in effect until modified, abrogated or otherwise changed as provided for under the Railway-Labor Act, as amended.

Signed at Hammond, Indiana, this 15th day of October, 1974.

FOR THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS:

James Jones
General Chairman

FOR THE INDIANA HARBOR ELMT RAILROAD COMPANY:

W. F. Inell
Assistant General Manager-
Labor Relations

THANK YOU (24)

11/21

*REVIEW
MAYOR
2286*

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MEMORANDUM OF AGREEMENT BY AND BETWEEN THE INDIANA HARBOR BELT RAILROAD COMPANY AND ITS EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS WITH RESPECT TO THE HANDLING OF DISPLACED ENGINEERS ON THE GIBSON, BLUE ISLAND AND NORPAUL ENGINEER BOARDS.

IT IS AGREED:

SECTION 1. Effective October 25, 1974, paragraphs No. 2, No. 8-c, No. 12 and No. 25 (c) of the "COMPILATION OF RULES IN EFFECT AS OF MAY 1, 1943 GOVERNING ENGINEERS ON THE I.H.B. IN ADDITION TO THOSE INCORPORATED IN THE PRINTED SCHEDULE FOR ENGINEERS. Revised as of October 1, 1950." are herewith abrogated and the following will apply.

SECTION 2. Engineers displaced, either by bump or by the abolishment of an assignment (one taken off or one which no longer exists), will be notified as soon as possible and may exercise seniority to a new assignment by giving a notice of not less than two (2) hours from the on duty time of the new assignment.

~~SECTION 3. ^{ABROGATED LETTER DATED 11-21-74} Engineers so displaced who desire to take the extra board must do so within one (1) hour after being notified of displacement.~~

~~NOTE: If he picks the extra board at the time he is notified of bump, he will be placed on the extra boards as of the time of his last tie up, otherwise, he will be placed at the foot of the extra board as of the time he gives such notification.~~

SECTION 4. Engineers so displaced must pick a new assignment within twelve (12) hours of the time notified of displacement and this assignment must be one which would allow him to work within thirty-six (36) hours of the time notified of displacement, except that in the event the displaced engineer does not pick a new assignment within the twelve (12) hour period specified herein above, he will, at the expiration of the twelve (12) hour period, be placed at the foot of the extra board and, thereafter, must work at least one turn from the extra board before he will be allowed to exercise his seniority elsewhere.

SECTION 5. Engineers on assignments canceled for one (1) day or more may stay on that assignment for the cancellation period or he may exercise seniority to a new assignment in accordance with the above procedures.

SECTION 6. Engineers at Norpaul desiring to bump into the pool, when pool turns are assigned, must bump the youngest engineer holding a pool turn.

SECTION 7. This agreement shall remain in effect until modified, abrogated or otherwise changed as provided for under the Railway Labor Act, as amended.

Signed at Hammond, Indiana this 15th day of October, 1974.

FOR THE BROTHERHOOD OF LOCOMOTIVE
ENGINEERS:

/s/ DENNIS JONES

FOR THE INDIANA HARBOR BELT
RAILROAD COMPANY:

/s/ W. F. SNELL

MEMORANDUM OF AGREEMENT BY AND BETWEEN THE INDIANA HARBOR BELT RAILROAD COMPANY AND ITS EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS WITH RESPECT TO THE HANDLING OF ENGINEERS ON THE GIBSON, BLUE ISLAND AND HORPAUL ENGINEER BOARDS WHO DESIRE TO EXERCISE SENIORITY THOUGH NOT DISPLACED.

IT IS AGREED:

SECTION 1. Effective October 25, 1974, paragraphs No. 1, No. 4, No. 6, No. 7-a and No. 8-b of the "COMPILATION OF RULES IN EFFECT AS OF MAY 1, 1943 GOVERNING ENGINEERS ON THE I.H.B. IN ADDITION TO THOSE INCORPORATED IN THE PRINTED SCHEDULE FOR ENGINEERS. Revised as of October 1, 1950." are herewith abrogated and the following will apply.

SECTION 2. Engineers wishing to make a bump, though not displaced, must give at least a twelve (12) hour notice from the on duty time of the new assignment of their desire to take that assignment.

SECTION 3. Engineers will not be permitted to make a bump which would allow them to make two (2) starts in any one calendar day.

SECTION 4. Engineers will not be permitted to give up a job for the purpose of being off duty or not working for one or more days.

SECTION 5(a) Engineers on triple crewed assignments, or on the first assignment of a double crewed assignment, which do not normally work overtime, will not be permitted to pick a new assignment which would commence work in less than sixteen (16) hours from the starting time of the last assignment that engineer worked.

(b) Engineers on single crewed assignments, or on the second assignment of a double crewed assignment, will not be permitted to pick a new assignment which would commence work in less than twenty (20) hours from the starting time of the last assignment that engineer worked.

SECTION 6. Engineers taking a new assignment must work that assignment on their next departure unless prevented from so doing account insufficient rest under the Hours of Service law, in which case they must remain on the assignment last worked, unless bumped (in which case they would be handled under the bump rule), or, he will stay on the new assignment if permitted off for one (1) day or more.

SECTION 7. Engineers will not be permitted to pick an assignment more than twenty-four (24) hours prior to that assignment's on duty time.

SECTION 8. This agreement shall remain in effect until modified, abrogated or otherwise changed as provided for under the Railway Labor Act, as amended.

Signed at Hammond, Indiana, this 16th day of October, 1974.

FOR THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS:

Thomas J. Jones
General Chairman

FOR THE INDIANA HARBOR BELT RAILROAD COMPANY:

W. F. Smith
Assistant General Manager-
Labor Relations

Page 3

MEMORANDUM OF AGREEMENT BY AND BETWEEN THE INDIANA HARBOR BELT RAILROAD COMPANY AND ITS EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS WITH RESPECT TO THE HANDLING OF ENGINEERS ON THE GIBSON, BLUE ISLAND AND NORPAUL ENGINEER BOARDS WHO DESIRE TO EXERCISE SENIORITY THOUGH NOT DISPLACED.

IT IS AGREED:

SECTION 1. Effective October 25, 1974, paragraphs No. 1, No. 4, No. 6, No. 7-a and No. 8-b of the "COMPILATION OF RULES IN EFFECT AS OF MAY 1, 1943, GOVERNING ENGINEERS OF THE I.H.B. IN ADDITION TO THOSE INCORPORATED IN THE PRINTED SCHEDULE FOR ENGINEERS. Revised as of October 1, 1950." are herewith abrogated and the following will apply.

SECTION 2. Engineers wishing to make a bump, though not displaced, must give at least a twelve (12) hour notice from the on duty time of the new assignment of their desire to take that assignment.

SECTION 3. Engineers will not be permitted to make a bump which would allow them to make two (2) starts in any one calendar day.

SECTION 4. Engineers will not be permitted to give up a job for the purpose of being off duty or not working for one or more days.

SECTION 5(a) Engineers on triple crewed assignments, or on the first assignment of a double crewed assignment, which do not normally work overtime, will not be permitted to pick a new assignment which would commence work in less than sixteen (16) hours from the starting time of the last assignment that engineer worked.

(b) Engineers on single crewed assignments, or on the second assignment of a double crewed assignment, will not be permitted to pick a new assignment which would commence work in less than twenty (20) hours from the starting time of the last assignment that engineer worked.

SECTION 6. Engineers taking a new assignment must work that assignment on their next departure unless prevented from so doing account insufficient rest under the Hours of Service Law, in which case they must remain on the assignment last worked, unless bumped (in which case they would be handled under the bump rule), or, he will stay on the new assignment if permitted off for one (1) day or more.

SECTION 7. Engineers will not be permitted to pick an assignment more than twenty-four (24) hours prior to that assignment's on duty time.

SECTION 8. This agreement shall remain in effect until modified, abrogated or otherwise changed as provided for under the Railway Labor Act, as amended.

Signed at Hammond, Indiana, this 15th day of October, 1974.

FOR THE BROTHERHOOD OF LOCOMOTIVE
ENGINEERS:

FOR THE INDIANA HARBOR BELT
RAILROAD COMPANY:

INDIANA HARBOR BELT RAILROAD COMPANY

W. F. SNELL

ASSISTANT GENERAL MANAGER - LABOR RELATIONS

2721 - 161ST STREET
HAMMOND, INDIANA 46323

November 22, 1974

Mr. Dennis Jones, General Chairman
Brotherhood of Locomotive Engineers
1520 East Riverside Dr.
Indianapolis, Indiana 46202

Dear Sir:

This will confirm our discussion on Thursday, November 21, 1974, at which time it was mutually agreed to abrogate Paragraph No. 11 of the "COMPILATION OF RULES IN EFFECT AS OF MAY 1, 1943 GOVERNING ENGINEERS ON THE I.R.B. IN ADDITION TO THOSE INCORPORATED IN THE PRINTED SCHEDULE FOR ENGINEERS. Revised as of October 1, 1950." and SECTION 3 of the October 15, 1974 Agreement with respect to the handling of displaced engineers on the Gibson, Blue Island and Norpaul engineer boards.

The following shall apply:

SECTION A. Engineers holding a regular job who desire to mark up on the extra board must do so within one (1) hour from the off duty time of their previous assignment, otherwise they will not be permitted to take the extra board. Such engineers who go to the extra board will be placed thereon as of the time of his last off duty time.

SECTION B. Engineers displaced by bump or job abolishment who desire to take the extra board must do so within one (1) hour after being notified of displacement, otherwise they will not be permitted to take the extra board. Such engineers who go to the extra board will be placed thereon as of the time he gives such notification.

If the above correctly reflects the mutual agreement to change the present agreements in effect as discussed on November 21, 1974, please signify your concurrence to such changes by affixing your signature in the space provided below.

The above agreed to changes will be put into effect as quickly as distribution can be made, but not later than Friday, November 29, 1974.

Very truly yours,

W. F. Snell

I CONCUR *Dennis Jones (MCA)*
Dennis Jones, General Chairman - BLE

CC Messrs. M. C. Adelsperger, L.C. - BLE
R. L. Tewell



MEMORANDUM

May 2, 2008

TO: All Crew Dispatchers

FROM: Paulette Peterson, Dan Kelley, David Newkirk

SUBJECT: Trainmen/Engineers – Bump Board Notification

Effective immediately, unless the Trainmen/Engineer is working, they are to be notified as soon as possible that they have been displaced.

Example:

DIST: IH SUB-DIST: BR EMPLOYEE WORK HISTORY PSTS18X

EMPLOYEE NAME: STANLEY, N. R. (NICHOLAS) EMPLOYEE NUMBER: 000313142
 START DATE: 050508 END DATE: 050608 CURRENT ASSIGNMENT:
 X DATE TIME FUNCTION TRAIN/ASG CC EFF-TIME EMP-AFF LO POOL I-O USERID
 0505 0317 W/O PERM 05/05-0001 F0 IH63C
 0505 2318 MARKUP 05/05-2218 F0 IHF4C
 0505 2318 SEN-MOVE IHBRYKGS32EN 05/05-2218 A0 YD 0 IHF4C
 0505 2319 **DISPLACED IHBRYKGS32EN 05/05-2219 000920563 C1 YD 0 IHF4C**
 0506 0331 NOTIFIED IHBRYKGS32EN 05/06-0231 C0 IHU7A

The Crew Dispatcher should have immediately called Mr. Stanley at 2220, 5-05-08, and notified him that he was displaced.

This is an instruction with which you must comply. Failure to comply with these instructions will subject you to disciplinary action.

cc: D.D. Kelley
 D. Newkirk