



## INDIANA HARBOR BELT RAILROAD COMPANY

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

May 24, 2012

P. D. Drennan  
General Chairman, UTU(y)  
PO Box 3576  
Munster, IN 46321

Dear Mr. Drennan:

This will confirm our understanding reached during our conference of May 24, 2012, at Hammond, Indiana, wherein it is mutually agreed and understood that Protected Employees, Limited-Rights Protected Employees, Non-Protected Employees and Switchtender/Operators who are on a Guaranteed Extra Board shall not have their Guaranteed Extra Starts reduced as a result of receiving Holiday pay.

In the event a Protected Employee, Limited-Rights Protected Employee, Non-Protected Employee and/or Switchtender/Operator on a Guaranteed Extra Board at Norpaul, Argo Blue Island, Gibson and/or Tower, who complete his/her six consecutive tours of duty requiring forty-eight consecutive hours of rest, such Yardman's and/or Switchtender Operator's 48 hours of consecutive rest i.e., rest days, shall not reduce such Yardman's and/or Switchtender/Operator's Extra Board Starts for that pay period or the subsequent pay period, if applicable.

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

Sincerely,

Mary Kay Conley  
Director of Labor Relations and Human Resources

AGREED:

P. D. Drennan, General Chairman, UTU(Y)