



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 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:**



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William J. Cales, General Chairman, BLET