



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

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December 28, 2007

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 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.

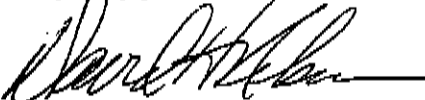
**Note 1:** A Locomotive Engineer's stay on the bump board shall commence at the time such Locomotive Engineer is notified of his/her bump utilizing an off property computer.

**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