



INDIANA HARBOR BELT RAILROAD COMPANY

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

September 30, 2014

Mr. Edward W. Long III
General Chairman, BMWED-T
3493 Webster Road
Fredonia, New York 14063-9762

Re: Memorandum of Understanding
Rule 4, Section 6 (Seniority Rosters) of Working Agreement

Dear Mr. Long:

Reference is made to your electronic mail message to me dated September 29, 2014 and our conference of that same date during which we agreed to the following.

1. The Indiana Harbor Belt Railroad ("IHB") inadvertently omitted Rule 4, Section 6- Seniority Rosters- from the 2002 codified Working Agreement by and between the IHB and its employees represented by the BMWED-T.
2. It was and remains the parties' understanding that Rule 4, Section 6 has been and will continue to remain in full force and effect until such time as the parties agree to revise said Rule.
3. Therefore, Rule 4, Section 6, as written below shall be considered as included in the Working Agreement by and between the IHB and BMWED-T.

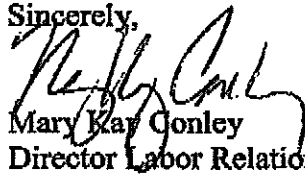
Rule 4, Section 6. Seniority Rosters

- (a) A roster, revised as of January 1 and to be posted by March 1, showing the employee's seniority date in the appropriate seniority district will be posted within such seniority district at headquarter points where employees are required to work. Copies of all rosters will be furnished the General Chairman and the involved local representative(s).
- (b) Employees shall have ninety (90) days from the date the roster is posted to file a protest, in writing, with the designated officer of the Company, with copy furnished to the General Chairman and local representative. Employees off duty on leave of absence, furlough, sickness, disability, jury duty or suspension at the time the roster is posted, will have not less than ninety (90) days from the date they return to duty to enter protest.

(c) No change on seniority rosters will be made by the Company without conference and agreement with the involved union representative.

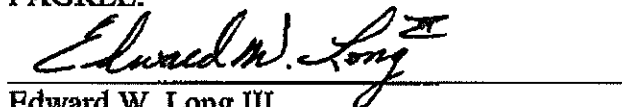
If this accurately reflects your understanding, kindly affix your signature below and return a copy of this Memorandum of Understanding to me for my files.

Sincerely,



Mary Kay Conley
Director Labor Relations and Human Resources

I AGREE:



Edward W. Long III
General Chairman, BMWED-T