

MEMORANDUM OF UNDERSTANDING BETWEEN THE INDIANA HARBOR
BELT RAILROAD AND THE BROTHERHOOD OF RAILROAD TRAINMEN
RESPECTING THE EXTRA YARDMEN AT GIBSON WHO ARE CALLED
SHORT OF THEIR REGULAR CALLING TIME

It is agreed that extra yardmen called short of the regular calling time for crews for relief or other emergencies that the extra yardman standing first out on the extra board will be called and if for some reason is not available to accept the call the next man on the extra board will be called, if it develops the second man on the extra board is not available the procedure will be continued until an available man is contacted to protect the call.

Yardmen called under this arrangement who are not available to accept the call will not be considered as having missed a call and will not lose their position on the extra board for such a call.

Yardmen called in emergency will report for duty promptly after receiving the call and in no case shall the time reporting for duty exceed one (1) hour.

This Agreement signed at Gibson, Indiana, this July 16, 1954, becomes effective July 20, 1954 and shall continue in effect until changed as provided herein. If either party to this Agreement desires to revise, modify or abrogate any of its provisions, 10 days' written advance notice containing the proposed changes shall be given and conference shall be held before the expiration of said notice unless another date is mutually agreed upon.

work week and their days off need not be consecutive." (4-9-63 Agreement)

IT IS ALSO UNDERSTOOD that, with respect to extra men laying off, the following will govern:

"Should an extra man voluntarily lay off, he will be considered as having had the opportunity to work one day for each time he lays off, up to five such opportunities in a work week. However, he will not be used to make up the