



INDIANA HARBOR BELT RAILROAD COMPANY

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

August 28, 1992

Side letter #4

Mr. P.D. Drennan
General Chairman - UTU(y)
533 South Tower
1000 E. 80th Place
Merrillville, IN 46410

Dear Mr. Drennan:

This will confirm our understanding reached during the negotiations of the October 1, 1992 Agreement, that after the Carrier applies the First General Wage Increase effective July 1, 1991, the Yard Helper rate of pay shall be rounded up to reflect a basic eight (8) hour daily rate of pay for the Helper of one hundred twenty dollars (\$120.00) per day.

Additionally, this will confirm our understanding reached during the negotiations of the October 1, 1992 Agreement, that after the Carrier applies the First General Wage Increase effective July 1, 1991, the Yard Foreman rate of pay shall be rounded up to reflect a basic eight (8) hour daily rate of pay for the Foreman of one hundred twenty-five dollars (\$125.00) per day.

Furthermore, it is hereby understood that subsequent wage increases and Cost-of-Living Adjustments shall apply to the Yard Helper basic daily rate of one hundred twenty dollars (\$120.00) and the Yard Foreman basic daily rate of one hundred twenty-five dollars (\$125.00).

Please indicate your agreement by signing your name in the space provided below.

Very truly yours,


J.K. Beatty
Manager Labor Relations/Personnel

I agree:


P.D. Drennan, General Chairman - UTU(y)