

#### SKATEMEN - GIBSON

#### MEMORANDUM OF AGREEMENT REACHED IN SETTLEMENT OF COMPLAINT OF BROTHERHOOD OF RAILROAD TRAINMEN, GIBSON YARD, INDIANA HARBOR BELT RAILROAD COMPANY, WITH RESPECT TO "LONG FIELD MEN" WORKING AS THIRD MEMBER OF HUMP CREW

1. It is agreed, owing to the necessity for proper and prompt handling of traffic, and to comply with the Indiana Full Crew Law, that independent assignments or those of "Skatemen" will be established in Gibson Yard.

2. The duties of "Skatemen" will be those of present "Long Field Men", namely--the placing of removing of skates, protecting cars from apex of hump, setting of brakes, riding cars when necessary or instructed, bleeding of air and making couplings when coupling or shoving tracks.

3. It is agreed assignments will be as follows:

##### NORTH HUMP:

Two "Skatemen" will be assigned to each shift upon which one or more regular Hump crews are assigned, and if hereafter more classification tracks are added to Westbound Classification Yard, one Skateman will be so assigned for each fifteen (15) classification tracks or less. (Superseded and modified by the 1-28-44 Agreement)

##### SOUTH HUMP:

Two "Skatemen" will be assigned to each shift upon which one or more regular Hump crews are assigned, and if hereafter more classification tracks are added to Eastbound Classification Yard, one Skateman will be so assigned for each fifteen (15) classification tracks or less. (Superseded and modified by the 1-28-44 Agreement)

4. It is agreed that when there is no regular Hump crew assigned to one of the Humps and the regular Hump crew or crews assigned to the other Hump is crossed over, that Skatemen will be crossed over and will perform duties of Skatemen on that Hump. (Superseded and modified by the 1-28-44 Agreement)

5. The starting time hour of Skatemen will correspond with that of the regular Hump crew or Hump Helper crew and will receive the Yard Helper's rate of pay.

6. The job of Skatemen will be considered an independent job and so shown on crew-sheet for assignment purposes. Skatemen will originate their own timeslips, so designating themselves on timeslips.

7. Skatemen will be under jurisdiction of General Yardmaster, Yardmaster and Yard Foreman of Hump crew.

This agreement signed at Gibson, Indiana this 27th day of December, 1938

will be effective January 1, 1939, and will remain in effect until thirty days' written notice has been given by one party to the other of its desire to change same.