

CREW CONSIST AGREEMENT

PART TWO

The Parties to this Agreement recognize the necessity of providing efficient and competitive transportation service to Indiana Harbor Belt Railroad Company customers and that the future success of this Company and its ability to provide employment opportunities and job stability is directly related to the ability of the Indiana Harbor Belt Railroad Company to meet this requirement. The parties also desire to provide greater benefits for Yardmen who now benefit from the existing Crew Consist Agreement.

Therefore, by mutual agreement as provided for in the October 1, 1992 Crew Consist Agreement, Crew Consist PART TWO, Side Letters, and Appendixes as contained in the October 1, 1992 Agreement between IHB and UTU(y) and the modifications to ARTICLE 9, ARTICLE 11, and ARTICLE 16 signed on December 7, 1994, effective January 1, 1995 between IHB and UTU(y) are hereby abrogated in their entirety and the following shall apply in substitution thereof, finalizing Crew Consist except as provided for in ARTICLE 25 as contained herein.