

Agreement
Between
The Indiana Harbor Belt Railroad Company
And
Its Maintenance of Way Employees
Represented by
The Brotherhood of Maintenance of Way Employes Division
Of
The International Brotherhood of Teamsters

This Agreement is made on this 10th day of July 2020, by and between the Indiana Harbor Belt Railroad Company, hereinafter referred to as the IHB, and its Employees represented by the Brotherhood of Maintenance of Way Employes Division, hereinafter referred to as BMWED.

Article I – Wages

Section 1 – General Wage Increases

(A) Effective January 1, 2015, all hourly, daily, weekly, and monthly rates of pay in effect on December 31, 2014 for employees represented by the BMWED were increased by three (3) percent pursuant to Article I, Section 6 of the April 25, 2012 National BMWED Agreement. This 3% general wage increase was mutually negotiated to apply as the first-year increase of this five-year Agreement, the term of which runs from January 1, 2015 through December 31, 2019.

(B) Effective July 1, 2016, all hourly, daily, weekly, and monthly rates of pay of employees covered by this Agreement in effect on June 30, 2016 shall be increased in the amount of two (2) percent applied so as to give effect to this increase in pay irrespective of the method of payment.

(C) Effective July 1, 2017, all hourly, daily, weekly, and monthly rates of pay in effect on June 30, 2017 for employees covered by this Agreement shall be increased in the amount of two (2) percent applied so as to give effect to this increase irrespective of the method of payment.

(D) Effective July 1, 2018, all hourly, daily, weekly, and monthly rates of pay in effect on June 30, 2018 for employees covered by this Agreement shall be increased in the amount of two (2) percent applied so as to give effect to this increase irrespective of the method of payment.

(E) Effective July 1, 2019, all hourly, daily, weekly, and monthly rates of pay in effect on June 30, 2019 for employees covered by this Agreement shall be increased in the amount of two (2) percent applied so as to give effect to this increase irrespective of the method of payment.

(F) Rates of pay resulting from application of paragraphs (A) through (E) above which end in fractions of a cent shall be rounded to the nearest whole cent. Fractions less than one-half cent shall be dropped, and fractions of one-half cent or more shall be increased to the nearest full cent.

Section 2 – Retroactive pay

A. The IHB agrees that it will make all reasonable efforts to pay the retroactive portion of such general wage increases as soon as possible and no later than sixty (60) days after the effective date of this Agreement. If the IHB finds it impossible to make such payments by that date, the IHB shall notify the BMWED in writing explaining why such payments have not been made and indicating when the payments will be made.

B. The wage increase as outlined hereinabove shall be applied only to employees who have an employment relationship with the Carrier on the effective date of this Agreement or who retired or died subsequent to June 30, 2016.

Article II – General Provisions

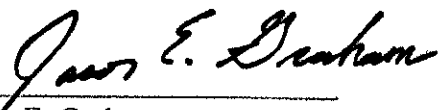
Section 1 – Effect of this Agreement

(A) The purpose of this Agreement is to settle the disputes growing out of the notices served upon the BMWED by the IHB, on or subsequent to November 1, 2014 and the notices served by the BMWED upon the IHB, on or subsequent to November 1, 2014.

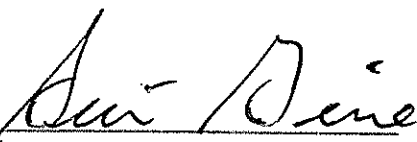
(B) The IHB will be a participating carrier under the NCCC and therefore the IHB and the BMWED will accept the national freight agreement terms and conditions in the round of bargaining that commences immediately after this agreement becomes amendable as per the Railway Labor Act.

(C) This Agreement is effective on August 24, 2020.

For the Organization:

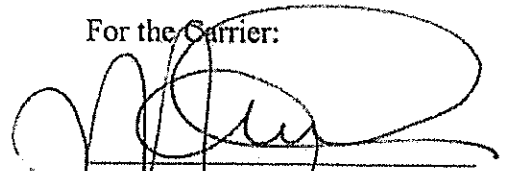


Jason E. Graham
General Chairman-BMWED



Sean Geric
Vice President-BMWED

For the Carrier:



Nicole Moore-Parchem
Director of Human Resources and
Labor Relations