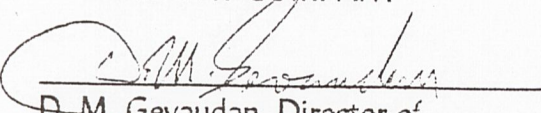


MEMORANDUM OF AGREEMENT
BETWEEN THE
ELGIN, JOLIET AND EASTERN RAILWAY COMPANY
AND
BROTHERHOOD OF LOCOMOTIVE ENGINEERS

Engineers in pool freight service may take one day off per week, subject to the following terms and conditions:

1. Each week, employees may select a day to be off during the following workweek (Sunday through Saturday). Employees will be assigned their choice of a day off based on seniority, recognizing that days off must be distributed over the entire week. Requests for days off must be received in writing in the Superintendent's office no later than 11:59 p.m. on Wednesday for the following week. Days off will be assigned by 5:00 p.m. on Friday for the following week.
2. An employee's day off will begin at 7:00 a.m. on the day selected and end at 6:59 a.m. the following day. If an employee ties up after 7:00 a.m. on his scheduled day off, his rest day will be the 24-hour period beginning when he ties up. If an employee is called to report for work after midnight on the day preceding his scheduled day off, he may elect to start his rest day early and be off for 24 hours from his call time.
3. Employees have no obligation to protect calls on their day off and will not be censured or disciplined in any manner for not being available on their day off, nor does the carrier have any obligation to call employees on their day off.
4. Employees who accept calls on their day off will be paid at the applicable straight time rate.
5. Employees who do not select a day off for the following week will remain on the pool for the entire week and be called in their regular turn.

ELGIN, JOLIET AND EASTERN
RAILWAY COMPANY


D.M. Gevaudan, Director of
Labor Relations

BROTHERHOOD OF LOCOMOTIVE
ENGINEERS


D. L. Hall, General Chairman

Date: 3/30/01