

DMIR ORE Dock Protective Agreement

This Memorandum of Agreement by and between the Duluth, Missabe and Iron Range Railway Company and its Ore Dock employees represented by the Transportation Communications Union.

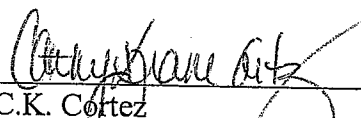
It is agreed:

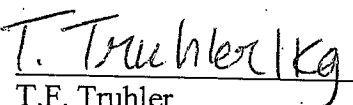
Upon the effective date of this agreement, the February 7, 1965, Job Stabilization Agreement (Mediation Agreement, Case No. A-7128) as amended between the Duluth, Missabe and Iron Range Railway Company and the Transportation Communications Union is further amended as hereinafter provided.

Supplement 3-A A and B are amended as follows:

- A. Present employees with a seniority date prior to January 1, 2003, who do not already have a protected status, will become protected employees as of the effective date of this agreement.
- B. Present employees with a seniority date after December 31, 2002 and prior to January 1, 2007, will become protected employees upon the March 15th immediately following the fifth anniversary of their seniority date. Present employees with a seniority date after January 1, 2007, will become protected employees upon the March 15th immediately following the eighth anniversary of their seniority date.

Signed this 28th day of July 2008.


C.K. Cortez
Senior Manager - Labor Relations


T.F. Truhler
International Representative