

**Memorandum of Agreement**  
December 1, 1994  
(Thirty (30) Day Pass Up Rule)

**It Is Agreed** the following will apply to the employees on the former Missouri Pacific Gulf Coastlines:

Any employee holding a position thirty (30) days or more, may pass up such position and exercise seniority to any position held by a junior employee with the understanding that in the event said employee is holding an assignment for which the vacancy is bulletined, said employee must ride the bulletin before displacing a junior employee. When exercising option under this agreement, employee must declare what position he/she is exercising seniority to and OK for same.

If during the life of the bulletin, an employee changes his/her mind, the bulletin may be cancelled and employee may remain on his original assignment.

Employee must exercise his/her seniority on a new regular assignment on the day the bulletin expires.

If a seniority district does not wish to be covered by this Agreement upon implementation date, the General Chairman and Carrier must be notified of same ten (10) days prior to the effective date of this Agreement. Ten (10) days advance notice must also be given should a seniority district desire to be included under this Agreement subsequent to the effective date.

This Agreement signed this 23 day of November, 1994, becomes effective December 1, 1994. This Agreement shall remain in effect until cancelled by either party signatory hereto by serving ten (10) days written notice upon the other.