

**Award No. 4113**  
**Docket No. 3869**  
**2-GN-CM-'63**

**NATIONAL RAILROAD ADJUSTMENT BOARD**  
**SECOND DIVISION**

The Second Division consisted of the regular members and in addition Referee Howard A. Johnson when award was rendered.

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**PARTIES TO DISPUTE:**

**SYSTEM FEDERATION NO. 101, RAILWAY EMPLOYES'**  
**DEPARTMENT, A. F. of L. — C. I. O. (Carmen)**

**GREAT NORTHERN RAILWAY COMPANY**

**DISPUTE: CLAIM OF EMPLOYES:**

1. That the Carrier violated Article V of the August 21, 1954 Agreement, and accordingly claim should be allowed as presented.

2. That under the current agreement the Carrier on July 13, 1959 improperly furloughed from the service 35 carmen, 7 helpers and 1 carman painter at Allouez, Wisconsin.

3. That the Carrier be ordered to compensate the 35 carmen, 7 helpers and 1 carman painter for each day, July 15 and 16, 1959 account not giving proper notice of force reduction as provided in Rule 5 (b) of the current agreement. Names and time claimed by claimants are listed as follows:

Men listed below request payment of 8 hours pay for July 15 and 16, 1959, totaling 16 hours pay each:

<b>Carmen</b>	<b>Carmen Helpers</b>
Stanley Gall	Arthur Guist
Anthony LaBoy	Oscar Benson
Horace L. Brown	Joseph Odlevak
Robert J. Sislo	Mame A. Ahistus
Thomas Ritsche	Alice J. Brochu
Edgar Hesselgrave	Antoinette Carr
Robt. H. Van Damme	Elsie E. Hesselgrave
Hjalmer J. Ramstad	

**Carmen (cont.)**  
Alphonse Heirman

**Carman Painter**  
Henry Juno

Thomas W. Gage  
Patsy J. Bozzo  
James Carroll  
Glenn A. Johnson  
Leo Daniels  
Stephen Hapy  
Clifford Niva  
Vern Oaks  
Russell McNamara  
Mike Onifer  
Frank J. Homick  
Elmer Williams  
Oswald Sather  
Benhart W. Toya  
Edwin A. Neman  
Douglas O. Harty  
R. Guschinski  
A. Dolsen

Men listed below request payment of 8 hours pay for July 16, 1959:

**Carmen**

Frank Paulus  
Charles Heirman  
Joe Ligman  
Joe Ritsche  
Gust Rass  
Frank Carlson  
Thomas Glonek  
John Matesky

**EMPLOYEES' STATEMENT OF FACTS:** The 35 carmen, 7 helpers and 1 carman painter, hereinafter referred to as the claimants, are employed by the Great Northern Railway Company, hereinafter referred to as the carrier, at Allouez, Wisconsin.

The carrier on July 13, 1959 abolished all jobs in the Allouez Department and furloughed all employes effective with the closing of their shift July 14, 1959. The National Steel Strike, the alleged emergency causing the furlough, did not take place until July 15, 1959.

The carrier recalled 12 carmen on July 14, 1959 for inspection work in the yards. The carrier had sufficient bad orders cars to employ the remainder of the men for the two days July 15 and 16, 1959.

posted until after the officially publicized strike deadline if the carrier's operations are in fact suspended prior to that time.

3. There is nothing in Article VI of the August 21, 1954 National agreement which prevents a 16-hour notice of force reduction for the majority of employees merely because a small amount of work is performed later.

4. There is no merit to the new general chairman's contention that the carrier did not properly decline the claims on December 7, 1959.

For the foregoing reasons, the carrier respectfully requests that the claims of the employees be denied.

**FINDINGS:** The Second Division of the Adjustment Board, upon the whole record and all the evidence, finds that:

The carrier or carriers and the employee or employees involved in this dispute are respectively carrier and employee within the meaning of the Railway Labor Act as approved June 21, 1934.

This Division of the Adjustment Board has jurisdiction over the dispute involved herein.

Parties to said dispute were given due notice of hearing thereon.

By its express terms the applicability of Article VI of the Agreement of August 21, 1954, requiring only sixteen hours' notice of force reductions, is limited by provisos, one of which is as follows:

"provided further that because of such emergency the work which would be performed by the incumbents of the positions to be abolished or the work which would be performed by the employees involved in the force reductions no longer exists or cannot be performed." (Emphasis ours.)

While the continuance of the strike might well result in making the work non-existent or in preventing its performance, the emergency resulting from its being called did not do so.

The record shows that over one hundred bad order cars were on hand. The carrier did not deny this, but stated that there would be no need for ore cars until the strike was over; that some or all of them might never be needed again; that it was for management to decide what, if any, cars to repair; and that "the number on hand, if any, certainly would have been insufficient to keep the entire force busy for 4 days." (Emphasis ours.) This certainly does not constitute an allegation that over one hundred bad order cars would not have kept eight of the claimants busy for one day, July 16th, and the others for two days, the 15th and 16th. On the contrary, the carrier stated:

"Obviously, a majority of the claimants would not have been employed in the first place if there were not a normal number of bad order cars on hand."

In other words, since bad order cars are a normal occurrence, and it is management's responsibility to operate efficiently, the normal size of the

force is obviously determined by the normal flow of this work. Although management has the prerogative to decide whether under given circumstances current work need be performed, the question under Article VI of the August 21, 1954 Agreement, is not whether "because of such emergency" the work can wisely be postponed, but whether because of it the work "no longer exists or cannot be done". Awards 2195 and 2196.

#### AWARD

Claim sustained.

NATIONAL RAILROAD ADJUSTMENT BOARD  
By Order of SECOND DIVISION

ATTEST: Harry J. Sassaman  
Executive Secretary

Dated at Chicago, Illinois, this 6th day of February 1963.