

The Second Division consisted of the regular members and in addition Referee James F. Searce when award was rendered.

Parties to Dispute: (System Federation No. 7, Railway Employees'
(Department, A. F. of L. - C. I. O.
((Boilermakers)
(Burlington Northern Inc.

Dispute: Claim of Employees:

1. That, in violation of the current agreements, Boilermaker W. B. Breakey was unjustly dealt with, when on date of October 19, 1976, the Carrier assessed a ten (10) day disciplinary suspension from the service of the Carrier.
2. That, accordingly, the Carrier be ordered to make the Claimant whole, compensate him for all lost time as a result of the unjust suspension, and the record of the suspension be removed from his personal record.

Findings:

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

The carrier or carriers and the employe or employes involved in this dispute are respectively carrier and employe 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 waived right of appearance at hearing thereon.

The record shows that on September 10, 1976, Claimant left his assignment as Boilermaker Welder at 8:30 a.m. after being on duty for an hour and a half in response to a call alerting him to the illness of his sister. His immediate supervisor not being readily available, Claimant "left word" with a fellow employee, although other members of supervision were in the area. He cited the emergency nature of the situation as the impetus for his abrupt departure. An investigation was held and thereafter the Claimant was assessed a ten-day suspension for absenting himself from work without proper authority.

The Union contends the investigation was pro forma, since the Carrier had already determined the Claimant's guilt, and that the Carrier's basis for discipline -- the Claimant's failure to receive proper authority -- was a "mere technicality", considering the emergency nature of the situation.

We find nothing untoward in the conduct of the investigation to support the Organization's claim. It is clear that the Claimant left his assignment without notification to supervision of his need to do so and without approval in that regard. Adherence to proper and, in this case, clearly reasonable notification procedures hardly qualifies as a mere technicality. The entire superior/subordinate relationship of the industrial process is predicated upon proper communication.

Having determined the Carrier's decision to issue discipline is proper here, we find no reason to upset the level of such discipline.

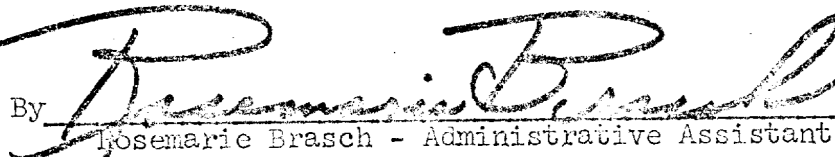
A W A R D

Claim is denied.

NATIONAL RAILROAD ADJUSTMENT BOARD
By Order of Second Division

Attest: Executive Secretary
National Railroad Adjustment Board

By


Rosemarie Brasch - Administrative Assistant

Dated at Chicago, Illinois, this 29th day of November, 1978.