

The Second Division consisted of the regular members and in addition Referee Rodney E. Dennis when award was rendered.

Parties to Dispute: (System Federation No. 6, Railway Employees'
(Department, A. F. of L. - C. I. O.
((Firemen & Oilers)
(
(Belt Railway Company of Chicago

Dispute: Claim of Employees:

1. That Floyd T. Bowen, Laborer on the Belt Railway Company of Chicago, with a seniority date of January 22, 1953, has not been given a fair opportunity to qualify as a Stationary Engineer.
2. That accordingly, the Belt Railway Company of Chicago be ordered to qualify Laborer Floyd T. Bowen as a Stationary Engineer, also allow him to work all relief work and allow him to accept the next permanent job as Stationary Engineer.

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 employees 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.

Claimant, a laborer with a seniority date of January 22, 1953, alleges that he has not been allowed by carrier to qualify for the position of Stationary Engineer, while less senior employees have been granted that right.

Carrier states that claimant was given a ten-day break-in period and did not qualify. Claimant was not, however, permanently disqualified from receiving the promotion. Carrier states that if claimant embarks on a self-study program to increase his knowledge of steam boilers and the responsibilities of the Stationary Engineer's position, he will be given a further opportunity to qualify. If he does qualify, he will be given the next available position.

The organization requests that this Board declare the claimant qualified as a Stationary Engineer, allow him to perform all relief work, and give him the opportunity to accept the next permanent Stationary Engineer's position.

The record in this case does not support the contention that this Board should declare the claimant as a qualified Stationary Engineer. It does, however, contain the facts supporting a decision to give claimant another opportunity to qualify as a Stationary Engineer. The record reveals that the claimant was allowed to work by himself in the power house on two occasions. It also reveals that the Chief Engineer felt that claimant, with a little more training, could qualify for this position. We therefore believe that a proper decision in this case is to provide claimant a further opportunity to qualify.

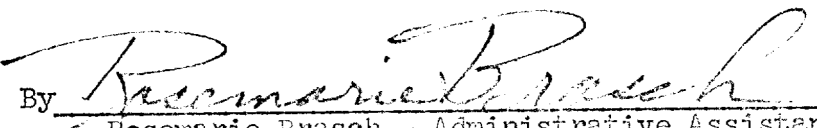
Carrier provided Claimant with suggested reading materials necessary to learn the details and technical aspects of this job, and Claimant should recognize that he has the responsibility to help himself become proficient and should cooperate with carrier supervision, reading and studying this suggested material. When the next permanent position as stationary engineer becomes available, Claimant, consistent with his seniority, should be permitted to bid and be assigned that position (that is, if his seniority permits). Carrier is directed to give Claimant a break in period of up to thirty (30) days in accordance with Rule 25, and, of course, if he qualifies, he shall then be awarded the position.

A W A R D

Claim sustained, as per findings.

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 24th day of October, 1979.