

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

Parties to Dispute: { International Brotherhood of Firemen & Oilers  
Consolidated Rail Corporation

Dispute: Claim of Employees:

V. A. Shaw, Firemen & Oiler, Laborer, Locomotive Repair Altoona Shops, Altoona, Pennsylvania, Consolidated Rail Corporation, unjustly dismissed for:

- "1. Excessive absenteeism from May 24, 1978 to August 1, 1978.
- "2. Failure to appear at Conrail Medical Department as directed on July 26, 1978."

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.

Claimant, V. A. Shaw, is a laborer in carrier's Altoona, Pa., Locomotive Repair Shop. He was discharged from service on September 12, 1978, for excessive absenteeism and failure to report to carrier's Medical Department as directed.

A review of the record reveals that claimant, in his term of employment with Carrier, had a poor work record. He was a chronic absentee from the beginning of his employment in 1976 to his discharge in September 1978. He had been disciplined on two previous occasions, once for sleeping on the job and once for being away from his work area.

This Board is of the opinion that carrier is not required to continue such an employe in its employ.

Carrier cannot operate its business in an efficient manner if it cannot count on its employes showing up for work on a regular basis. Every employe in the railroad industry should be aware that absenteeism is a serious offense and excessive absenteeism is grounds for termination from service.

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Award No. 8797  
Docket No. 8681  
2-CR-FO-'81

A W A R D

Claim 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 28th day of October, 1981.