

Parties to Dispute: (Brotherhood Railway Carmen of the United States
(and Canada
(
(Burlington Northern Railroad Company

(g) Employees will be given cooperation by the carrier in qualifying for positions secured in the exercise of seniority. When new jobs are created or permanent vacancies occur in the respective crafts, the senior employee applying shall be given preference in filling such new jobs and permanent

"vacancies. In the event such employe is not disqualified within thirty (30) days because of incompetency, he shall be considered qualified for such position."

The record of this case reveals that claimant properly bid and was awarded the job of painting the interiors of air slide cars on the 4 to 12 shift. It also reveals that the task of properly painting these cars under artificial light as is required on the 4 to 12 shift is very difficult. The record states that only two of about 18 painters at the Havelock Shop could properly paint the interior of an air slide car. It also reveals that carrier did not give claimant any training or instruction on how to perform properly the very difficult task of painting the interior of these special cars.

Rule 13(g) clearly implies that carrier will work with an employe in order to help him or her qualify for a bid job that has been awarded. In the instant case, the record is barren of any probative evidence to indicate that carrier supervisory personnel instructed claimant in the proper methods to be used in painting the inside of these cars.

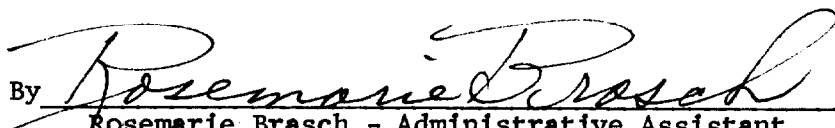
It is the opinion of this Board that carrier did not do all it could to help claimant qualify for the job in question. It is also the opinion of this Board that claimant should receive another chance, if she chooses to accept it, to qualify as a painter of the interiors of air slide cars. Carrier is therefore directed to give claimant another chance to obtain the job if it again comes up for bid and to give her 30 days to qualify, with the understanding that carrier gives claimant the proper instruction in how to achieve the standards of painting required by carrier and the government.

A W A R D

The claim is sustained per findings of the Board.

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 30th day of September, 1981.