

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:

R. L. Hunter, Firemen & Oiler, Fort Wayne Diesel Terminal, Fort Wayne, Indiana, Consolidated Rail Corporation, was unjustly dismissed for:

1. Leaving company property without permission on November 8, 1978 and on November 28, 1978.
2. Excessive absenteeism.

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 R. L. Hunter was a laborer at carrier's Fort Wayne Diesel Terminal. He was discharged from service on December 15, 1978, for leaving company property on two occasions without permission and for excessive absenteeism.

A review of the record reveals that claimant was afforded a full and fair hearing and received all substantive and procedural rights required by agreement. That record also reveals that claimant did leave the company property on November 8 and 28, 1978, without permission or informing anyone of his whereabouts. It also reveals that claimant left work early on many occasions and that he had been counseled previously about his attendance record.

This Board has repeatedly commented on the detrimental effect of absenteeism upon the operation of the railroads. We need not do so again in this award. Suffice it to say that at this stage in the Board's history and given the level of sophistication present in railroad labor relations, all railroad employes should be aware that if they do not report for work on a punctual and regular basis, they will be subject to discipline. In the instant case, carrier chose to terminate claimant. This Board sees no reason why that action should not stand.

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Award No. 8796
Docket No. 8680
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.