

NATIONAL RAILROAD **ADJUSTMENT BOARD**

THIRD DIVISION

Award Number 20476
Docket Number TD-20458

Joseph A. Sickles, Referee

PARTIES TO DISPUTE: (American Train Dispatchers Association
(Louisville **and** Nashville Railroad Company

STATEMENT OF CLAIM: Claim of the American Train Dispatchers Association
that:

(a) The **Louisville &** Nashville Railroad (hereinafter referred to as "the Carrier"), violated the effective **Agreement between the parties, Article V(b) 1** thereof in **particular, when** it refused to **permit** Claimant regularly assigned Night Chief Train Dispatcher N. Stamper to temporarily transfer to a temporary vacancy on the third trick train dispatcher position in Carrier's Latonia, **Kentucky** train dispatching office June 23 through June 27, 1972, inclusive.

(b) Because of said violation, the Carrier shall now be **required** to compensate Claimant N. Stamper one (1) day's compensation at the **pro-rata** rate of **pay** applicable to train dispatchers for June 23, 24, 25, 26 and 27, 1972, respectively.

OPINION OF BOARD: **On** June 23, 1972, an employee in **Carrier's Latonia, Kentucky** dispatching office was relieved for one week for vacation.

Claimant requested, on June 21, 1972:

"Please allow me to advance to J. D. **Cummins** vacancy 3rd trick dispatcher **Latonia beginning** Friday, June **23rd.**"

Carrier did not **allow Claimant** to advance to the position as requested.

Article V(b) **(1)** provides:

"(b) Temporary Vacancies:

1. Temporary vacancies resulting **from** sickness, Leave of absence for six (6) months or Less, vacations, etc., **will** not be bulletined. Regularly assigned train dispatchers in the seniority district will be permitted to temporarily transfer to such **temporary vacancies, or to positions made temporarily vacant** by such transfers, **in** accordance with their respective **seniority.**"

The record contains arguments concerning availability of qualified employees and Carrier's responsibilities in that regard. The Board concludes that **it** is not necessary to explore those **con-**tentions. It is clear that Claimant had a right to transfer temporarily, and that no one senior to him pre-empted his request. Article V(b) (1) is mandatory in its terms and thus, Carrier violated the Agreement when it refused Claimant's request.

The **claim** for compensation **for the** breach, however, is Less clear. Claimant seeks one **(1)** day's compensation at the pro-rata rate of pay for the five (5) days in question. Carrier points out that the Claimant worked at his regular assignment during the time, and that he earned a higher rate than he would have if he had transferred.

We have fully reviewed all of the cases cited by the parties concerning the question of damages, and have again noted the sharp divergence of view when Claimants have not suffered a monetary loss. This Referee has noted, in a number of prior Awards, that full employment is not a deterrent to an award of damages, certainly in a Scope Rule violation, because of a loss of work opportunity, as long as the claim is not speculative. The issue before us, however, is **not** as clear, and suggests that reasonable minds might differ in reaching a determination.

In addition to reliance upon Awards 5685 and 15614, Claimant **has** invited our attention to two recent Awards of this Division. Award 20311 rejected a result (concerning a similar damage issue) which would merely reprimand Carrier, and amount to a condonation of the violation. Rather, it required compensation as reparation for a breach. Conceding that the measure of damages was a difficult question in this type of case, the Board in Award 20311, concluded that a claim **similar** to the one in this Docket, be sustained. See also, Award 20228.

We do agree that no hard and fast rule can be dictated; but that each case must be considered on its own merits. Our review of the record convinces us that if the Carrier had properly applied Article V(b) **(1)**, certain monetary payments would have resulted in order to provide proper coverage. Thus, a sustaining award cannot be considered as speculative, or unrelated to the breach.

Award Number 20476
Docket Number TD-20458

Page 3

FINDINGS: The Third Division of the Adjustment Board, upon the whole record and all the evidence, finds and holds:

That the parties waived oral hearing;

That the **Carrier** and the **Employees** involved in this dispute are respectively Carrier and **Employees** within the meaning of the Railway Labor Act, as approved **June** 21, 1934;

That this Division of the Adjustment Board has jurisdiction over the dispute involved herein; and

That the Agreement was violated.

A W A R D

Claim sustained.

NATIONAL RAILROAD ADJUSTMENT BOARD
By Order of Third Division

ATTEST:

A. W. Pauls
Executive Secretary

Dated at **Chicago**, Illinois, this 25th day of October 1974.