

NATIONAL RAILROAD ADJUSTMENT BOARD

THIRD DIVISION

Award Number **23873**  
Docket Number **CL-23218**

George E. **Larney**, Referee

(Brotherhood of Railway, Airline and Steamship Clerks,  
( Freight Handlers, Express and **Station** Employees

PARTIES TO DISPUTE: (Chesapeake and Ohio Railway Company

STATEMENT OF CLAIM: Claim of the System Committee of the Brotherhood (**GL-8912**) that:

(a) Carrier violated Rule 27 and others of the Agreement when as a result of investigation held December **28, 1977** they arbitrarily Assessed Mr. Willie B. Harris with thirty (**30**) days actual suspension.

(b) Carrier now be required to compensate **Mr. Harris** for all wages lost as a result of this suspension and that his record be made clear.

OPINION OF BOARD: Claimant, Willie B. Harris entered service of the Carrier on October **19, 1976**, and was assigned a clerical **position** in the Transportation Department at Flint, Michigan. In a notice dated December **19, 1977**, Claimant was directed to present himself before a Board of Inquiry on December **28, 1977**, in connection with the following charges:

"(Claimant's) responsibility in connection with altercation with Assistant **Trainmaster** R. L. **Homan**, conduct unbecoming an employee and insubordination, which occurred at approximately **10:00 p.m.**, Thursday, December **8, 1977**, during your tour of duty as Yard Clerk, Position **C-48**, **McGrew** Yard, **Flint**, Michigan."

In a written **communication** dated January **6, 1978**, Claimant was advised by the **Trainmaster** he had been adjudged guilty as charged and accordingly a discipline of thirty (**30**) days actual suspension was imposed.

The record reflects that on the evening in question, December **8, 1977**, Claimant and Clerk Paul Knox, a trainee at the time, were seated at two desks in an area outside the Lead Clerk's Office making out cards, when, at approximately **9:45 p.m.**, Assistant **Trainmaster**, R. L. **Homan** reminded the Claimant he needed him to check on cars in the yard, specifically the Fishers and top ends located at the north end of the tracks. According to **Homan's** testimony at the investigation this reminder was a follow-up to an earlier instruction he had given the Claimant at **8:30 p.m.**, that the yard needed to be checked by **10:15 p.m.** At about **10:10 p.m.**, **according** to evidence of record, **Homan** again instructed Claimant to make a check of the tracks, directing him to cease what he was then doing. **Homan** testified Clerk Knox responded to this directive by rising from his chair only to be told by the Claimant to sit down,

that when he (the Claimant) was ready he would show him (Knox) what to do. **Homan** recounted he proceeded into the Lead Clerk's Office to seek additional information on the cars he was searching for and when he came back out he observed the Claimant and **Knox** still sitting at the desks. The record reflects that upset by Claimant's apparent disregard of his earlier directives to check the yard, **Homan** in a loud nearly screaming tone of voice instructed **Claimant** and **Knox** to "get up off (their) dead asses and to get the checks". At this juncture in the interchange, the principal participants each relate a different version of what then ensued.

**Homan** contends the **Claimant** jumped up out of his chair and put his bearded face right up against his face and said, "no one raises their voice to me", to which he (**Homan**) shoved the **Claimant** away from him with his right hand. **Homan** then maintains the Claimant **came** back at him like a "wild man" hitting him six (6) to seven (7) **times** in and around the head, face, chest, shoulder, and back and **knocking** his glasses off in the process. The altercation ended according to **Homan** when a third **employe**, Rick **Gradowski** entered the area and broke up the fight. As a result of this incident, **Homan** stated, he needed to be treated at the Industrial Medical Center. At the Medical Center it was determined **Homan** had suffered multiple contusions requiring him to return for a checkup three (3) days later.

Claimant relates that when **Homan** emerged from the Lead Clerk's Office he walked over to him and began yelling at **him**, 'get off your dead ass, you've been sitting there all night, go out and get the checks.' Claimant recounted that at first he thought **Homan** was joking but that as he started to get up out of his chair, **Homan** shoved him over the chair and in doing so he fell over the chair and over the top of the desk. Claimant contends that as he shoved **Homan** away, bumping himself **and** **Homan** against the wall, whereat Claimant maintains, the **two** of them continued tussling with each other. Claimant denies hitting **Homan** with a closed fist and asserts he would under no circumstances fight with a man of **Homan's** age.

The Organization argues that **Homan** and not the Claimant was the aggressor in this encounter and that whatever measures Claimant opted to employ can only be viewed as constituting those of self-defense. Thus, such actions by the Claimant cannot be construed as either conduct unbecoming an employe or insubordination. Carrier argues in the direct opposite, that Claimant and not **Homan** was the aggressor in the subject incident and that thirty (30) days actual suspension is realistically a quantum of discipline less than what is warranted by this very serious offense of a subordinate employee physically abusing a supervisor.

A close scrutiny of the entire record by this Board reveals Claimant was indeed insubordinate by his ignoring three separate instructions issued by his **immediate** Supervisor **Homan**, to make the yard check by a certain time. In addition, while **Homan's** conduct to wit, losing his temper, uttering an obscenity and yelling in the Claimant's face, is anything but exemplary behavior, still and all, this does not, in any way, grant license to Claimant to simply dispose of all restraint on his part and unleash a physical barrage on a man senior to himself in rank. Given the simple dictionary definition of an aggressor as "one who begins hostilities", certainly the preponderance of the

evidence supports the proposition Claimant was, in fact, the aggressor when he provoked **Homan** by not obeying his directives to make the checks and when additionally he countermaned **Homan's** directive to Clerk Trainee **Knox**. It is inescapable that **great** force was inflicted by the **Claimant** upon **Homan** simply by the fact **Homan** required medical treatment and that such treatment revealed **Homan** had sustained multiple contusions. The Board, upon reflection of all the evidence concludes Carrier succeeded in its burden of proof in demonstrating that Claimant was guilty of all the accusations set forth in the notice of charges. We also concur in the position of Carrier that the thirty **(30)** day actual suspension was a measure of discipline less severe than was warranted by Claimant's very serious offense in the instant case. In accordance with the foregoing rationale we find we must deny the subject claim.

**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 Employes involved in this dispute are respectively Carrier and Employes 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 not violated.

A W A R D

Claim denied.

NATIONAL RAILROAD ADJUSTMENT BOARD  
By Order of Third Division

Attest: Acting Executive Secretary  
National Railroad Adjustment Board

By Rosemarie Brasch  
Rosemarie Brasch - Administrative Assistant

Dated at Chicago, Illinois, this 13th day of May, 1982.