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NATIONAL RAILROAD ADJUSTMENT BOARD

THIRD DIVISION

Award Number 24604  
Docket Number SG-24792

Paul C. Carter, Referee

PARTIES TO DISPUTE: ( (Brotherhood of Railroad Signalmen  
(Louisville a&Nashville Railroad **Company**)

STATEMENT OF CLAIM: Claim of the General Committee of the Brotherhood of Railroad Signalmen on the Louisville & Nashville Railroad Company:

That the Signal Department seniority of Mr. P. N. Phillips be fully restored. [Carrier file: 15-55(81-1004)]

OPINION OF BOARD: The record shows that Claimant was employed by Carrier as an assistant signalman on November 4, 1980. He was furloughed from the Signal Department on January 12, 1981. The Carrier contends that Claimant then transferred from the Signal Department to the Maintenance of Way Department and commenced work in that Department on March 31, 1981.

There is no evidence in the record of any bona fide transfer of Claimant from the Signal Department to the Maintenance of Way Department. The fact that Claimant may have gone to work in the Maintenance of Way Department while furloughed from the Signal Department, had no effect upon his seniority in the Signal Department. It would have had an effect if he had stood to be recalled to work in accordance with the Agreement covering Signal Department employees and decided to continue in the Maintenance of Way Department.

While working in the Maintenance of Way Department, Claimant was terminated in accordance with that part of the discipline rule covering Maintenance of Way Department employees reading:

RULE 27 - DISCIPLINE AND INVESTIGATION

"27(a) **Employees** disciplined, demerited, or **dismissed** will be informed of the cause for such **action** in writing if requested.

27(b) An employe disciplined, shall, upon making a written request to the Division Engineer, within 10 days from date of information, be given a fair and impartial hearing within 10 days thereafter. Decision will be rendered within 30 days from date investigation is completed. The **employe** shall have a reasonable opportunity to secure the presence of necessary witnesses and may be represented by the elected **committee** of the employees or fellow employees of his own choosing."

Claimant did not request a hearing, to which he would have been entitled under Rule **27(b)**, if desired. It must be accepted, therefore, that his termination in the Maintenance of Way Department was proper. In the notice of dismissal, Claimant was advised:

"... this **is** to advise you that you are dismissed from the service of the Louisville & Nashville Railroad **Company.**"

With his service having been terminated by the Carrier and the termination accepted by the Claimant, we do not consider that he had further rights with the Carrier, in the Maintenance of Way Department or the Signal Department. In First Division Award No. 13322 it was held:

"The claimant's right to exercise seniority as a **switchman** vanished at the moment he conceded his discharge as Assistant Yardmaster to be for justifiable cause. When, as a consequence of such a discharge, he ceased to be an **employee** of the **D&RGW**, he also ceased to be among those included within the scope rule of the prevailing Switchmen's Agreement. Therefore, he was not entitled to the investigation provided in Article **XVI** of **that** contract."

In Third Division Award No. 18426 it was held:

"The right of the Claimant to **exercise** his seniority rights under any agreement depends on there being in **existence** an **employee-employer** relationship between the claimant and the Carrier. A procedurally correct and substantively well based dismissal of Claimant effectively severed that relationship. A condition precedent to the right to invoke the discipline rules of the Clerks' Agreement was extinguished with said dismissal."

See also Award No. 12104.

The claim herein will be denied.

**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 **Employee** 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.

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Claim denied.

NATIONAL RAILROAD ADJUSTMENT BOARD  
By Order of Third Division

Attest:

  
Nancy J. Dover - Executive Secretary

Dated at Chicago, Illinois this 13th day of January 1984.