

NATIONAL RAILROAD ADJUSTMENT BOARD

THIRD DIVISION

Award Number 20432  
Docket Number CL-20575

David P. Twomey, Referee

PARTIES TO DISPUTE: (Brotherhood of Railway, Airline and Steamship  
( Clerks, Freight Handlers, Express and  
( Station Employees  
(  
(Western Weighing and Inspection Bureau

STATEMENT OF CLAIM: Claim of the System Committee of the Brotherhood  
(GL-7476) that:

- (a) The Bureau violated and continues to violate the rules of the current Clerks' Agreement when on or about June 8, 1972, it refused to permit Frank P. Santillan to exercise displacement rights on position of Inspector held by a junior employee.
- (b) That Claimant, F. P. Santillan, shall immediately be assigned to the position of Inspector; and
- (c) That Mr. Frank P. Santillan be paid a day's pay at the Inspector's rate of \$35.93 per day for each and every day he is being withheld from the Inspector's position, commencing June 10, 1972 and continuing until assigned to said position.

OPINION OF BOARD: The Organization contends that the Bureau violated and continues to violate Rules 6, 9 and 12 of the current Clerks' Agreement when it refused to permit the Claimant to exercise displacement rights on Position No. 304, held by a junior employee.

The Bureau maintains that it has not violated the Agreement and that it has treated the Claimant in a fair and equitable manner.

Claimant Santillan exercised his displacement rights on Position 304, entitled "Inspector", held by a junior employee. The Bureau's District Manager administered tests to help determine the Claimant's fitness and ability to perform the duties of Position No. 304. On one test the Claimant answered one out of sixteen questions, without any correct answers. On the other test Claimant answered thirteen questions out of twenty-one, with three answers out of twenty-one correct.

The duties of Position No. 304 require the employee to write detailed and at times complicated reports and on numerous occasions, the Inspector is required to determine percentages, as well as make and report

numerous measurements which means he must have some fundamental knowledge of basic arithmetic. One of the tests given to the Claimant is composed of basic arithmetic problems and has been given to all potential employees entering the Transit Department of the Bureau in the Kansas City District.

It is important to note, notwithstanding the tests and results, that the Claimant offers no evidence whatsoever of his adequate fitness and ability for Position No. 304.

Notwithstanding the tests and results, the Bureau's District Manager made two separate efforts to place Claimant on Position No. 304 for a week under the tutelage and guidance of the Chief Inspector, so that the Claimant could demonstrate his potential to fulfill the duties of Position 304. This offer was later broadened so that the General Chairman of the Organization would have an equal voice in determining the fitness and ability potential of the Claimant. These offers were rejected.

We find that none of the pertinent Agreement rules were violated.

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 not violated.

A W A R D

Claim denied.

NATIONAL RAILROAD ADJUSTMENT BOARD  
By Order of Third Division

ATTEST:

A.W. Paulsen  
Executive Secretary

Dated at Chicago, Illinois, this 27th day of September 1974.