

IN THE MATTER OF THE ARBITRATION BETWEEN:

Discharge of Joseph Aldana


An Investigation was held, and the Grievant admitted that he had been ill on December 9, 1996, and did not work that day. He indicated that he intended to show that he was off ill on his time card, but did not know the proper "code" to indicate illness. He made no attempt to determine the


proper code or otherwise advise his supervisor of the problem. With respect to the charge relating to December 10, 1996, the Carrier asserts that the Grievant left work early, but claimed 10 hours pay on his time card nonetheless.

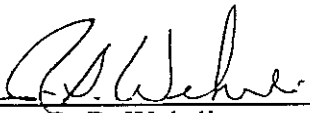
There is insufficient evidence that Grievant left work early on December 10, 1996, and was not working in the motor pool as he asserted. That charge is dismissed. However, Grievant's admission that he did not work on December 9, 1996, and that he claimed pay for such time is sufficient to establish his guilt of that charge. Falsification of time cards - claiming pay for time not worked - is tantamount to theft. This and other Boards have long held that violations of this nature are major offenses, and are grounds for discharge from the service. The discharge was appropriate.

AWARD:

Claim denied.


James R. Johnson
Neutral Member


Thomas W. Fleming
Carrier Member


R. B. Wehrli
Employee Member

Dated: April 6, 1998