

PUBLIC LAW BOARD NO. 3542

Parties
to the
Dispute

Pennsylvania Federation Brotherhood of
Maintenance of Way Employees

vs.

Consolidated Rail Corporation

AWARD No. 15
Case No. 16

STATEMENT OF CLAIM

(a) That R. B. Smith, employed for 18 years, be compensated for the two days loss of wages due to being suspended unjustly and without due cause.

(b) That R. B. Smith's record be cleared of all charges brought against him.

OPINION OF THE BOARD

Claimant R. B. Smith, a Track Foreman at Enola, Pennsylvania, was charged with failure to follow instructions, which resulted in a work delay. A full hearing was held September 29, 1982, at which Claimant was found guilty and assessed a two-day suspension. The transcript of that hearing has been made a part of the record of this case.

This Board has carefully reviewed that record and concludes that there is no reason to believe that Claimant received an unfair

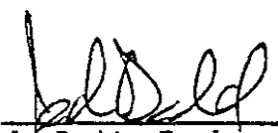
hearing.

As to the merits of the case, it is clear that Claimant failed to follow instructions properly. If Claimant was in any way confused or uncertain about his duties on the day in question, it was his responsibility to take time to ask for clarification before leaving for the work site. In a complex work environment requiring the coordinated interaction of people and machinery, there is little room for uncertainty. It is crucial to organizational efficiency that instructions be followed. This Board can find no basis upon which to modify the penalty imposed.

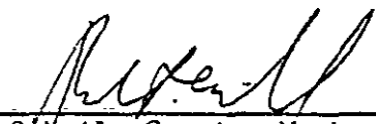
AWARD

The claim is denied.


R. E. Dennis, Neutral Member


J. Dodd, Employee Member

6-17-85
Date of Adoption


R. O'Neil, Carrier Member