

PUBLIC LAW BOARD NO. 4615

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES

vs

CONSOLIDATED RAIL CORPORATION

CASE NO. 77

AWARD NO. 77

DOCKET NO.: MW-24

CLAIMANT: W. GARRARD

STATEMENT OF CLAIM: "Claim of the System Committee of the Brotherhood that:

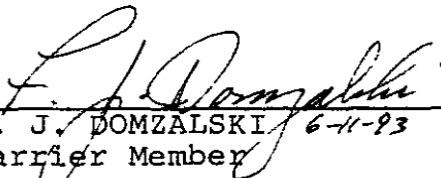
1. The dismissal of Mr. W. L. Garrard for alleged '... failure to comply with the Conrail Drug Testing Policy as you were instructed in letter dated April 9, 1987, and subsequent letter dated April 28, 1987, from Medical Director G. R. Gebus, M.D., in that you failed to refrain from the use of prohibited drugs as evidenced by the urine sample you provided on August 1, 1988 testing positive.' was without just and sufficient cause, arbitrary, capricious, on the basis of unproven charges and in violation of the Agreement (System Docket MW-24).
2. As a consequence of the violation referred to in Part 1 above, the Claimant shall be reinstated with seniority and all other rights unimpaired, including overtime and benefits, his record shall be cleared of the charges leveled against him and he shall be paid for all wage loss suffered."

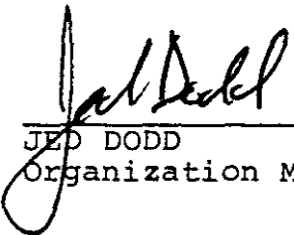
4615-77
CASE NO. 77

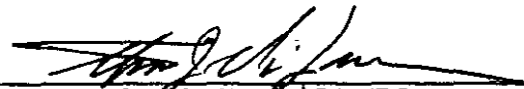
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AWARD

The Claim is sustained in part and denied in part. The Claimant is to be reinstated immediately without back pay or benefits but with seniority unimpaired.


F. J. DOMZALSKI 6-11-93
Carrier Member


JED DODD
Organization Member


THOMAS J. DiLAURO
Neutral Member
JUN. 1 1993