



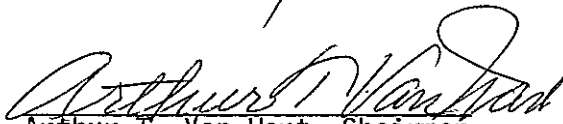
The discipline in view of his record is not deemed unreasonable. He had been warned previously on three different occasions. He was given letters of conference about excessive absenteeism. He waived his right to an investigation once and received 15 days deferred for excessive absenteeism. Claimant gives the appearance of one

who does not desire to work for the Carrier and is not a dependable employee. In the circumstances, this claim will be denied.

Award: Claim denied.


S. A. Hammons, Jr., Employee Member


Kathy Alexander, Carrier Member


Arthur T. Van Wart, Chairman
and Neutral Member

Issued May 22, 1993.