

SPECIAL BOARD OF ADJUSTMENT NO. 1122

**BROTHERHOOD OF MAINTENANCE)
OF WAY EMPLOYES)**

and)

**NORTHEAST ILLINOIS REGIONAL)
COMMUTER RAILROAD CORP.,)
(METRA))**

AWARD NO. 52

CASE NO. 52

Carrier File No. 8-7-542

STATEMENT OF CLAIM:

**Appeal of Claimant Trenidale Evans' suspension for violation of Metra
Employee Conduct Rule 'N.'**

FINDINGS:

Special Board of Adjustment No. 1122, upon the whole record and all the evidence, finds that the parties herein are Carrier and Employees within the meaning of the Railway Labor Act, as amended, that this Board is duly constituted, and that the Board has jurisdiction over the dispute herein.

Claimant is employed by the Carrier as a B & B Mechanic at the 19th Street facility in Chicago, Illinois. He began his employment with the Carrier on September 10, 1992.

On March 20, 2007, Claimant and co-worker C. Streeter were removed from service after an incident occurred at the facility. By notice dated March 21, 2007, Carrier charged both employees with engaging in a verbal altercation in violation of Metra Employee Conduct Rule N. They were instructed to attend a formal investigation in connection with the charges on March 30, 2007.

The investigation was held as scheduled, and Claimant subsequently was suspended from his job assignment for the period March 20, 2007 through April 18, 2007. In accordance with the Agreement, the discipline has been appealed to this Board for expedited handling.

The transcript of the investigation has been carefully reviewed. The record shows that Carrier was in the process of addressing a previous incident that took place on March 15, 2007 between these same two employees. A meeting had been scheduled on the morning of March 20, 2007 to attempt to resolve the matter. As the employees were preparing to leave for the meeting, Mr. Streeter said to those present, "All this because of this punk." Claimant admittedly responded by saying, "You see a punk, slap a punk." Foreman R. Bowsky, who was present in the room,

testified that Claimant "came up in [Mr. Streeter's] face" and said "we can do this right here." B & B Foreman E. Sanders, who was also present, testified that Claimant and Mr. Streeter then began arguing, using loud angry voices. Foreman Sanders stopped the argument. Claimant summoned the police, and Mr. Streeter was arrested.

Claimant and Mr. Streeter both blame each other for starting the incident. Each insists that he did not accelerate the verbal exchange into an altercation. However, the credible evidence from the witnesses who were present suggests otherwise. Claimant was not an innocent bystander, but an active participant in what could have resulted in serious harm to either or both employees. Notwithstanding the Organization's contention to the contrary, his participation in this exchange went far beyond what might be considered "shop talk" or harmless banter.

We find that there is substantial evidence to support the finding that Claimant violated Rule N, which provides as follows:

Rule N: Courteous deportment is required of all employees in their dealing with the public, their subordinates and each other.

Employees must conduct themselves in such a manner and handle their personal obligations in such a way that their railroad will not be subject to criticism or loss of good will.

Employees must not be:

- 1) Careless of the safety of themselves and others.**
- 2) Negligent.**
- 3) Insubordinate.**
- 4) Dishonest.**
- 5) Immoral.**
- 6) Quarrelsome or otherwise vicious.**

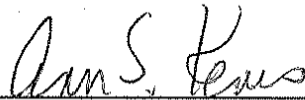
Once the Board has determined that there has been a violation of Carrier rules, we next turn our attention to the type of discipline imposed. This Board will not set aside Carrier's imposition of discipline unless we find its actions to have been arbitrary or capricious.

No such finding is warranted in this instance. The discipline imposed was proportionate to the proven offense. Carrier has an obligation to provide a safe work place. It has the right to impose discipline when an employee engages in a serious verbal altercation, particularly one in which there are threats exchanged on

Carrier property. Although the Organization argues that Carrier should have averted this incident by taking action through the EAP, it must be remembered that Carrier was in the process of trying to resolve the earlier problem between these two employees when this altercation broke out. Equally important, it is ultimately the employee's responsibility to maintain control of his behavior on the job. Here, Claimant showed a willingness to engage in a confrontation by getting in Mr. Streeter's face and hurling remarks that indicated he was itching for a fight. The Claimant's loss of control, particularly in the presence of supervisors and other employees, was a serious breach of conduct. There is no basis for disturbing the Carrier's ultimate decision and penalty. Claim denied.

AWARD

Claim denied.


ANN S. KENIS
Neutral Member

Dated this 30th day of May, 2007.