

C O P Y

SPECIAL BOARD OF ADJUSTMENT NO. 173

Award No. 6  
Case No. 14

Parties to Dispute: Brotherhood of Railway and Steamship Clerks,  
Freight Handlers, Express and Station Employees  
  
Union Pacific Railroad Company

Statement of Claim: "Claim of the System Committee of the Brotherhood of Railway  
and Steamship Clerks, Freight Handlers, Express and Station  
Employees that

"1. Carrier violated Article 1, Section F of Agreement dated Chicago, Illinois,  
August 21, 1954, when they refused to allow Elizabeth C. Clavin vacation for the  
year of 1955.

"2. Carrier shall now allow Mrs. Elizabeth C. Clavin ten days' pay in lieu of  
vacation earned but not granted for the year 1955."

Findings: The Board, upon the whole record and all the evidence, finds that:

The Carrier or Carriers and the Employee or Employees involved in this  
dispute are respectively Carrier and Employee within the meaning of the Railway  
Labor Act, as approved June 21, 1934.

The Board has jurisdiction over the dispute involved herein. The parties  
to said dispute were given due notice of hearing thereon.

A normal pregnancy, completely free from complications, is not a "sickness"  
within the meaning of the use of that word in Article I, Section 1 (f) of the  
August 21, 1954 Agreement. Accordingly, the extended absence from work attributable  
to claimant's pregnancy, was properly excluded, in this instance, from the computation  
of her credits toward vacation eligibility.

Award: Claim denied.

Special Board of Adjustment No. 173

/s/ Harold M. Gilden, Chairman

/s/ A. J. VanDercreek, Carrier Member

/s/ C. F. Bignall, Organization Member

Omaha, Nebraska  
December 26, 1957