

SPECIAL BOARD OF ADJUSTMENT NO. 279

Award No. 515

Docket No. 515
File 910024

Parties Brotherhood of Maintenance of Way Employees
to and
Dispute Union Pacific Railroad Company
(Former Missouri Pacific)

Statement
of Claim: (1) Carrier violated the Agreement, especially Rule 12,
when Trackman N. G. Minor was dismissed on October 4, 1990.

(2) Claim on behalf of Mr. Minor for wage loss suffered,
until reinstated with seniority, vacation and all other
rights unimpaired.

Findings: The Board has jurisdiction of this case by reason of the
parties Agreement establishing this Board therefor.

The Claimant, Trackman N. G. Minor, following a formal
investigation, ultimately held on October 1, 1990, on the
charge:

"Your alleged conduct unbecoming an employee when you were
dishonest in cashing both the original and the requested
duplicate payroll voucher for wages earned during the first
half of June, 1990."


Carrier concluded Claimant to be culpable and he was
dismissed from service as discipline therefor.

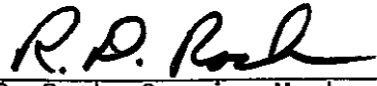
Claimant was accorded the due process to which entitled
under his discipline Rule 12.

There was sufficient evidence adduced, including the
admissions of Claimant, to support Carrier's conclusion of
culpability. The Claimant admitted that he had requested
duplicate payroll checks for the last half of May and the
first half of June and that he then cashed both the original
check as well as the duplicate of same.

The discipline of dismissal in cases of proven
dishonesty is consistent with the normal application of
proven cases of dishonesty. In the circumstances, the
discipline is not deemed unreasonable. This claim will be
denied.

Award: Claim denied.


S. A. Hammons, Jr., Employee Member


R. O. Rock, Carrier Member


Arthur T. Van Wart, Chairman
and Neutral Member

Issued March 24, 1992.