

SPECIAL BOARD OF ADJUSTMENT NO. 986

Case No. 46  
Docket No. NEC-BMWE-SD-1720D

PARTIES: Brotherhood of Maintenance of Way Employes  
TO :  
DISPUTE: National Railroad Passenger Corporation (Amtrak)

FINDINGS:

On November 21, 1986, Claimant R.L. Robinson was notified to attend a hearing in connection with the charge:

For excessive absenteeism, in that on the following dates you were absent in whole or in part:

10/24/86 - 4 hours 20 minutes  
11/04/86 - 4 hours 23 minutes  
11/10/86 - 3 hours 30 minutes

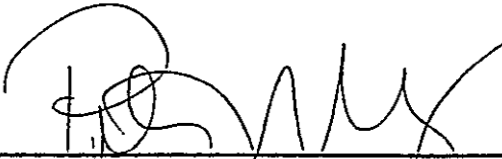
The hearing was held on December 30, 1986, and as a result, Claimant was assessed a suspension of ten working days. The Organization thereafter filed a claim on Claimant's behalf, challenging the suspension.

This Board has reviewed the evidence and testimony in this case, and we find that there was sufficient evidence in the record to support the finding that the Claimant was guilty of excessive absenteeism.

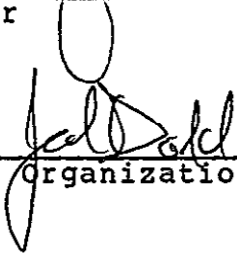
Once this Board has determined that there is sufficient evidence in the record to support the guilty finding, we next turn our attention to the type of discipline imposed. The record reveals that the Claimant had received a warning letter for absenteeism in September 1986, and this new incident of excessive absenteeism resulted from his behavior in October and November 1986. Therefore, the 10-day suspension was consistent with the employer's policy. We find nothing unreasonable about that discipline.

Award:

Claim denied.

  
\_\_\_\_\_  
Neutral Member

  
\_\_\_\_\_  
Carrier Member

  
\_\_\_\_\_  
Organization Member

Date: 4-12-88