

In The Matter Of:

INLAND STEEL COMPANY

And

UNITED STEELWORKERS OF AMERICA  
LOCAL UNION NO. 1010, C.I.O.

GRIEVANCE NO. 1536

ARBITRATION NO. #13

### REPORT AND AWARD OF THE ARBITRATOR

#### Introduction

In response to a request from the parties that an arbitrator be appointed to decide a number of grievances, the War Labor Board, in a letter dated August 27, 1945, informed the parties that the undersigned had been appointed and that his award was to be final and binding upon them. Pursuant to this authorization, the arbitration hearing was held in the offices of the plant at East Chicago on September 24, 1945. Following the hearing, additional data were filed with the arbitrator as authorized by him.

#### The Grievance

76" Hot Strip Mill Motor Inspector Helpers request Second Operator's pay for work done in motor room.

#### UNION'S CONTENTIONS

The Union requests the Second Operator's rate of pay for work done in the motor room by 76" Hot Strip Mill Motor Inspector Helpers because when they do such work they are performing the same duties as the Second Operators. The Union has submitted a description of the job done by these helpers in order to show the truth of this assertion. If the job content is the same, there is no valid reason for withholding the same rate of pay as the Second Operators receive.

#### COMPANY'S CONTENTIONS

The Company rejects the Union's request because it means that a man coming into the motor room on occasion as a helper and learner with a limited amount of experience should receive a rate of pay equal to that of a higher classification where experience, skill, and responsibility are substantially greater. The Company uses these helpers in the motor room on occasion in order to train them to qualify as Second Operators eventually. The Union's demand, if granted, would mean the breakdown of the promotional sequence in this department.

#### DISCUSSION

The testimony of the employee who works occasionally in the motor room as helper and learner brought out the fact that while he is working in this room the First or Second Operator exercised responsibility and a supervisory relation to his work. It was made clear also that the knowledge of

circuits and wiring possessed by the First and Second Operators was essential for meeting emergencies and was not in the possession of the helper. In other words, the full content of the Second Operator's job includes a greater amount of skill and experience than that demanded of the helper, even though this Operator may perform certain duties which are identical with those performed by the helper.

THE AWARD

The Union's request as embodied in this grievance is herewith denied.

Respectfully submitted,

/s/

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OTTO J. BAAB  
ARBITRATOR

November 3, 1945.