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In the Matter of:

UNITED STEEL WORKERS OF AMERICA,
C.I.O., LOCAL UNION 1010

and

INLAND STEEL COMPANY
INDIANA HARBOR, INDIANA.

GRIEVANCE NO. 14-D-6

The Hearing was held in the Labor Relations Meeting Room,
Plant 1 Clockhouse, of the Indiana Harbor Works Plant of the Inland
Steel Company, East Chicago, Indiana, on July 10, 1953 at ten o'clock
in the morning, before C. Robert Eery as Arbitrator.

PRESENT WERE:

MR. JOSEPH B. JENESKE, International Representative,
MR. PETER CALACCI, Chairman, Grievance Committee,
MR. JOE WOLLANIN, Grievance Committee,
MR. STEVE BRANDT, Aggrieved,
MR. MIKE MAMULA, Secretary, Grievance Committee,

Appearing on behalf of the Union.

and

MR. W. T. HENSEY, Jr., Assistant Superintendant Labor Relations
Department,
MR. E. R. McGAUCHEY, Assistant Superintendent No. 3 Blooming Mill,
MR. A. W. GRUNDSTROM, Senior Wage Analyst, Industrial Engineering
Department,
MR. D. DIILMAN, Job Analyst, Industrial Engineering Department,
MR. C. R. GREEBEY, Jr., Industrial Engineering Department,

Appearing on behalf of the Company.

Both parties presented typed briefs, with exhibits, and added
verbal statements, regarding the particular issues in this case.

The transcript of this case was received from Mr. Peter J.
Klein on July 29, 1953. The Union's Post Hearing Statement was

received on August 11, 1953 and the Company's Post Hearing Statement was received on August 25, 1953.

Questions to be decided:

Does the newly installed description and classification for the No. 3 Blooming Mill Scarfing Machine Operator occupation Index No. 74-0422, conform to the provisions of the Wage Rate Inequity Agreement and Article V, Section 6 of the Collective Bargaining Agreement, and was the Company in violation of Article V, Section 6 (D) of the Collective Bargaining Agreement when it denied the Union's request for revision of the coding of the following factors in the Job Classification:

1. Physical Strength?
2. Quickness of Comprehension?
3. Initiative?
4. Environment?
5. Physical Exertion?
6. Equipment?

Nature of the Case:

The above named Union, The United Steel Workers of America, C.I.O., Local No. 1010, filed grievance 14-D-6 on January 16, 1953 stating:

"Aggrieved employees on Scarfing Machine allege that the job is improperly classified under the procedures of the aforesaid Wage Rate Inequity Agreement."

The Relief sought:

"Request higher classification and all or any back pay due these employees."

The Issue:

Before the Arbitrator comes the issue of decision as to the coding of the six factors of the job (Index No. 70-0422) Classification as mentioned before under Questions to be decided; and whether or not "all or any back pay" is due the employees of the No. 3 Blooming Mill Scarfing Machine Operator Group.

Summary of the Facts:

1. Physical Strength factor of Job Requirements. (Reference "Inland Steel Company Job Classification Manual, Basic Steel Operations (Feb. 1952 issue) pp. 1 and 2)

"This element is a measure of the maximum lift or equivalent force required by usual conditions of the job. Infrequent conditions that require additional strength are not to be considered if it is possible for the worker to obtain help at those times."

I select degree "B" with the value of 1 pt. since weights lifted alone, by consent of both Company and Union, would not be more than 50 lbs., and if heavier would be handled by more than one man, including this operator if necessary, using bars, hoists, trolleys or special devices having good leverage and mechanical advantage. While the operator is required to help the mechanical and repair crews, he is not required to do the heavy lifting and repairs by himself, he does assist.

Insofar as I was able to ascertain, there are no "heavy manual controls" that the operator need concern himself with, so this attribute of the factor need not be applied in the determination of the factor value.

Further, the established "Bench Marks" indicate this choice to be a correct one.

The element should read B-1

2. Quickness of Comprehension factor of Job Requirements (Reference Inland Steel Company Job Classification Manual, Basic Steel Operations (Feb. 1952 issue) pp. 3 and 4.)

"This element is a measure of the mental alertness and quickness of comprehension required by conditions of the job."

I select degree "C" with a value of 2 points, since the "ability to recognize minute differences quickly and precisely" is all that is required of this scarfing machine operator. In case of an emergency he has to move either the machine or the burners away from the blooms - and thereby not perform the scarfing operations. This he can readily do by the quick acting, easily controlled levers and handles at his operating pulpit. Comparison with other job ratings shows this degree to be fair and equitable.

The element should read C-2

3. Initiative factor of Job Requirements. (Reference Inland Steel Company Job Classification Manual, Basic Steel Operations (Feb. 1952 issue) pp. 5 and 6.)

"This element is a measure of the ingenuity, originality, inventiveness, or self-initiated activity required by conditions of the job."

I select degree "C" with a value of 2 points, since the "ability to recognize involved cause and effect relationships in established operations; to tear down, build up, and adjust complicated machinery, or operating sequences to new situations" more than covers the job requirements. The operator does not "initiate original work" nor does he "analyze and plan complex non-repetitive tasks" - hence he could not be rated degree "D".

The element should read C-2

4. Environment factor of Job Conditions (Reference Inland Steel Company Job Classification Manual, Basic Steel Operations (Feb. 1952 issue) pp. 11 and 12.)

I select under the first environmental deterrent (Heat, Cold, Wetness or Inclement weather) the factor degree of "B" with a value of 1 point, because degree "B" - "Unexceptional working conditions in comparison with other occupations for which the usual applicants might as readily qualify. Conditions of this sort neither attract nor repel the worker in acceptance employment." - is the more applicable of all the factor degree significance explanations. Degree "C" could not be acceptable in any manner.

Under the second environmental deterrent, namely "Exposure to noise, glaring, or poorly lighted work place" I select degree "D" with a value of 2 points and since there is no greater value, and since neither the Company nor the Union object to this coding we will presume it entirely acceptable.

Under the third environmental deterrent of "exposure to dust, grease, dirt and fumes" I select degree factor "C" even though the new control and operating pulpit is further from the operation than before and therefore the probability of more exposure to dust and grease and fumes has been reduced, repair to the machine requires the operator

to be without the pulpit protection fans etc.

Totalling for this element then is

1-B-1
2-D-2
3-C-2
5

5. Physical exertion factor of Job Conditions (Reference Inland Steel Company Job Classification Manual, Basic Steel Operations (Feb. 1952 issue) pp. 13 and 14)

"Below normal exertion; i.e. operate light controls, walk, handle light weight material at intervals."

"Normal exertion, i.e. operate heavy controls, work with light tools, handle light weight material."

"Above normal exertion, i.e. work with heavy tools, handle medium weight material at moderate pace or light weight material at sustained pace or fast speed, perform some heavy work at intervals."

I select level 2 degree "C" with a value of 3 points and level 3 degree "A" with a value of 2 points totalling 5 points, which agrees with the established "Bench Mark" for this operation. The operation does require level 2 degree "C" exertion rather than degree "B" exertion and since occasionally the operator assists with repairs level 3 degree "A" is quite adequate.

The element then should be coded

2-C-3
3-A-2
5

6. Equipment (Responsibility of Equipment Conservation) factor of Job Responsibilities (Reference Inland Steel Company Job Classification Manual, Basic Steel Operations (Feb. 1952 issue) pp. 23 and 24.)

"Responsibility for performing duties requiring the exercise of some discretion and initiative within limits provided by general operating and maintenance instructions, i.e. operate machines on repetitive work where damage to equipment is fairly easy to avoid, or perform routine mechanical adjustments or maintenance tasks."

"Responsibility for performing duties requiring exercise of considerable discretion and initiative within limits provided by general operating and maintenance instructions, i.e. reason through variations within routine not closely supervised as in operating machinery under exacting conditions where damage to equipment is somewhat difficult to avoid."

I select level 4 degree "B" with a value of 7 points because the requirement "reasonable care in setting nozzle selectors and speed of the machine to prevent damage to burning nozzles. Damage over \$1000.00 but less than \$5000.00." Attention to responsibility under degree of responsibility "B" as above, shows this to characterize the job very well.

The element should be coded

4-E-7

Summary of Findings:

1 - Physical Strength - Coding should be	B-1
2 - Quickness of Comprehension - Coding should be	C-2
3 - Initiative - Coding should be	C-2
4 - Environment - Coding should be	1-B-1 2-D-2 3-C-2
5 - Physical Exertion - Coding should be	2-C-3 3-A-2
6 - Equipment - Coding should be	4-E-7

This summary of Findings should now be used in a revised Job Classification to alter the coding as above recommended, namely -

"Initiative" point value changed to C-2

"Environment" point value changed to 1-B-1
2-D-2
3-C-2

which should increase the total point value to 70.

Reference to the Wage Rate Inequity Agreement dated June 30, 1947 allocates a 70 point job classification to Job Class No. 12 (page 61) and as such the occupation "Scarffing Machine Operator No. 3 Blooming Mill Department" shall be classified.

Since the Job Class No. 12 is the same as before there should be no change in the basic earning schedule and our decision must be that the Job classification was incorrect, since several elements were changed by your Arbitrator and that the Company did violate their agreement with the Union, to this extent.

Further, since there is no pay differential, no back pay is due the employees, nor is any Job Class change necessitated.

Discussion.

The excellently prepared briefs introduced in this case were a real productive aid to your Arbitrator and although some extraneous material was presented, it was not considered in making the decision.

Thanks to all for your cooperation.


C. Robert Eger

Sole Arbitrator