

award # 110

ARBITRATORS DECISION

GRIEVANCE NO. 14-D-13

BETWEEN

INLAND STEEL COMPANY

AND

UNITED STEELWORKERS OF AMERICA

LOCAL 1010

BEFORE

PHILIP H. WEBER, ARBITRATOR

MARCH 3, 1954

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DECISION OF THE ARBITRATOR

Before Philip H. Weber	)	
	)	
Inland Steel Company	)	
	)	
and	)	Grievance 14-D-13
	)	
United Steelworkers of America	)	
	)	
Local Union 1010	)	

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1. Calendar

Step 3 Answer to Grievance was made November 3, 1953.

Letter concerning the grievance was submitted to Arbitrator on January 15, 1954 asking him to serve.

Letter setting the date of hearing for March 3, 1954 was sent to the Arbitrator on January 24, 1954.

Hearing was held on Wednesday, March 3, 1954 at the Inland Steel Company, Indiana Harbor, Indiana.

Plant Visit March 16, 1954.

According to letter of May 7, 1954, sent to the Arbitrator there would be no post hearing statements.

Decision was rendered by the Arbitrator on July 15, 1954.

2. Appearances

For the Company

Mr. W. T. Hensey, Jr. Asst. Supt.  
Labor Relations Department  
Mr. L. R. Barkley, Divisional Supervisor  
Labor Relations Department  
Mr. R. L. Smith, Assistant Superintendent  
Industrial Engineering  
Mr. E. R. McGaughey, Assistant Superintendent  
No. 3 Blooming Mill  
Mr. H. Cummings, Industrial Engineer  
Steel Productions  
Mr. D. Dillman, Job Analyst, Wage & Salary  
Industrial Engineering  
Mr. R. Grebey, Job Analyst, Wage & Salary  
Industrial Engineering

For the Union

Mr. Joseph B. Jeneske, International Representative  
Mr. Joseph Wolanin, Grievance Committee  
Mr. Peter Colacie, Grievance Committee  
Mr. Roy Robley, Aggrieved  
Mr. William Adams, Aggrieved

Arbitrator

Mr. Philip H. Weber

### 3 History of the Case

In October, 1946 the Company described and classified the occupation of Pit Recorder No. 3 Blooming Mill (Index No. 74-0401). The description and classification were approved by the union and installed at the conclusion of the Wage Rate Inequity Program June 30, 1947.

Since June 30, 1947 until December, 1951 there were no serious changes in operating conditions and practices in the No. 3 Blooming Mill. In December, 1951 an expansion program was started to provide additional production facilities. No change was made in the job classification as of December, 1951 and the Union was so notified.

On December 16, 1952 when the incentive plans for the No. 3 Blooming Mill were presented, the Union was advised that the Pit Recorder Job No. 74-0401 of the No. 3 Blooming Mill would require further review when contemplated additional equipment would be installed which would affect the Job Classification.

On January 16, 1953, the Company installed pneumatic tubes, and on March 23, 1953 installed a telautograph system. In light of the installation of this new equipment the Pit Recorder occupation was reviewed again to determine the effect upon the occupational description and classification. The job description and classification were changed and the evaluation increased two job classes (from 10 to 12) and on June 18, 1953 the new classification and description were presented to the Union and subsequently installed on July 25, 1953 in conformity with the provisions of Article V Section 6 of the Collective Bargaining Agreement. The base rate resulting from the classification was applied retroactively to January 16, 1953 the day the pneumatic tubes were installed.

The Union filed Grievance #14-D-13 on August 18, 1953 and refiled on August 31, 1953 and October 2, 1953.

The Step 1 Answer was made October 5, 1953

The Step 2 Answer was made October 19, 1953

The Step 3 Answer was made November 2, 1953

No satisfactory settlement was reached in these three steps so the grievance comes before this Arbitrator in accordance with Article VIII, Section 2, Step 4, and Article V, Section 9, of the Collective Bargaining Agreement.

#### 4. Submission of Grievance to Arbitrator

Under date of January 15, 1954 the following submission was received:

"The Management of the Indiana Harbor Works of the Inland Steel Company and Local Union 1010 of the United Steelworkers of America, CIO, have been unable to settle the above numbered grievance, and in accordance with step number 4, under Section 2 of Article VIII, of the Agreement between the Company and the Union, dated July 30, 1952, the matter is now to be submitted to an impartial umpire for final determination.

The question to be decided by the Arbitrator is whether or not the Company was in violation of Article V, Section 6 of the Collective Bargaining Agreement when it denied Grievance No. 14-D-13, filed August 18, 1953, which stated the Union's request for a revision of the coding of the following factors in the job classification for the No. 3 Blooming Mill Pit Recorder occupation (74-0401):

Quickness of Comprehension  
Initiative  
Mental Stability  
Education  
Mental Exertion  
Material

A copy of the Collective Bargaining Agreement is enclosed so that you might familiarize yourself with its provisions as regards this particular dispute."

#### 5. Statement of Union

The Union submitted a 33 page statement together with 18 exhibits in support of its position in the above numbered grievance. The Union appealed the company's decision denying the Union request for a higher job classification of the Pit Recorders occupation in the No. 3 Blooming Mill. (74-0401)

#### 6. Statement of the Company

The Company submitted a 47 page statement together with 14 exhibits.

The Company contends that the Pit Recorder #3 Blooming Mill occupation is properly classified under the procedure of the Wage Rate Inequity Agreement and denies that there has been a violation of Article V Section 6 of the Collective Bargaining Agreement.

#### 7. Question to be Decided by Arbitrator

The question to be decided by the Arbitrator is whether or not the Company was in Violation of Article V, Section 6, (A) (B) (C) and (D) and does the newly installed description and classification for the No. 3 Blooming Mill Pit Recorder occupation, conform to the provisions of the Wage Rate Inequity Agreement when it denied Grievance No. 14-D-13 filed August 18, 1953, which stated the Union's request for a revision of the coding of the following factors in Job Classification for the No. 3 Blooming Mill Pit Recorder occupation:

Quickness of Comprehension  
Initiative  
Mental Stability  
Education  
Mental Exertion  
Material

#### 8. Written and Oral Evidence at Arbitration Hearing

During the hearing held March 3, 1954, representatives of both parties presented a considerable amount of both written and oral testimony. There were many carefully prepared exhibits together with supplementary explanatory material bearing on the six factors in question.

The material presented at the meeting, which was transcribed covered 227 pages. This information was reviewed and compared with the exhibits and the information obtained during the plant visit.

#### 9. Plant Visit to View Activities of Pit Recorders Job

As there was no time available after the Meeting on March 3rd, 1954 a plant visit was made on the afternoon of March 16, 1954.

The customary activities of the jobs of the Pit Recorders in the No. 1, No.2, and No. 3 Blooming Mills were viewed and studied together with the jobs of those with whom the Pit Recorders have contact in carrying out their various duties.

Additional material and information was obtained in these visits which was taken into consideration in arriving at the decisions for each factor and for the final decision.

#### 10. Basis of Arbitrator's Decisions

Provisions in the Collective Bargaining Agreements governing the area within which the decision of the Arbitrator must be made

#### Collective Bargaining Agreement - July 30, 1952

"Article V-Section 6. Description and Classification of New or Changed Jobs. The job description and classification for each job as agreed upon under the provisions of the Wage Rate Inequity Agreement of June 30, 1947, and the Supplemental Agreement relating to Mechanical and Maintenance Occupations dated August 4, 1949, shall continue in effect unless (1) the Company changes the job content (requirements of the job as to training, skill, responsibility, effort, or working conditions) so as to change the classification of such job under the Standard Base Rate Wage Scale or (2) the description and classification is changed by mutual agreement between the Company and the Union.

"When and if, from time to time, the Company at its discretion establishes a new job or changes the job content of an existing job (requirements of the job as to training, skill, responsibility, effort or working conditions) so as to change the classification of such job under the Standard Base Rate Wage Scale, a new job description and classification for the new or changed job shall be established in accordance with the following procedure.

- A. The Company will develop a description and classification of the job in accordance with the provisions of the aforesaid Wage Rate Inequity Agreement.
- B. The proposed description and classification will be submitted to the grievance committee of the Union for approval.
- C. If the Company and the grievance committee are unable to agree upon the description and classification, the Company may, after thirty (30) days from the date of such submission install the proposed classification and such description and classification shall apply in accordance with the provisions of the aforesaid Wage Rate Inequity Agreement, subject to the provisions of sub-paragraph D below.
- D. The employee or employees affected may at any time within thirty (30) days from the date such classification is installed file a grievance alleging that the job is improperly classified under the procedures of the aforesaid Wage Rate Inequity Agreement. Such grievance shall be processed under the grievance procedure set forth in Article VIII of this Agreement and Section 9 of this Article. If the grievance be submitted to arbitration, the arbitrator shall decide the question of conformity to the provisions of the aforesaid Wage Rate Inequity Agreement, and the decision of the arbitrator shall be effective as of the date when the disputed job description and classification was put into effect.

"Article V-Section 9. Should a grievance as to the meaning and application of any provision or provisions of this Article V be processed to arbitration under Article VIII hereof, the arbitrator shall be a recognized industrial engineer and shall be selected by mutual agreement between the Industrial Engineering Department of the Company and the Research Division of the International Union. The arbitrator's decision shall be final and binding upon both parties, and his compensation and expenses shall be borne equally by the Company and the Union. Such an arbitrator shall have jurisdiction and authority only to interpret, apply or determine compliance with the provisions of this agreement, and he shall have no power to add to, detract from or alter in any way the provisions of this agreement."

#### 11. Correctness of Job Description

As pointed out in both the Union and Company briefs submitted to the Arbitrator and as brought out in later testimony, there is no question concerning the accuracy of the Job Description.

#### 12. Original Point Value, Revised Point Values and Union's Requested Point Values

As determined from the exhibits the ratings for the contested factors are as follows:

	<u>October 1946</u> <u>Original</u> <u>Rating</u>	<u>June 1953</u> <u>Company</u> <u>Revision</u>	<u>Union</u> <u>Requested</u> <u>Coding</u>
Quickness of Comprehension	3C2	3C2	3D3
Initiative	4B1	4C2	4D3
Mental Stability	6C2	6C2	6D3
Education	3C8	3C8	3D9
Mental Exertion	4B	4C	
	3B10	3A11	4D12
Material	3C9	3C9	3D14

### 13. Additional Information Presented at Arbitration Hearing

At the time of the Hearing, it was immediately apparent that both parties were presenting a considerable amount of data that had not been discussed and checked before going to arbitration. The presentation of this data at the Arbitration Meeting for the first time put the burden of reviewing, analyzing, classifying and deciding many of these items on the Arbitrator. A number of these items could probably have been cleared up in the grievance steps leaving only the unadjusted items in dispute for the Arbitrator to settle. This procedure has been very time consuming for the Arbitrator and expensive for the Company and the Union.

### 14. Description of Job Evaluation and Classification

In the Job Classification Manual given the arbitrator, the outline of the job evaluation system is provided; the job attributes to be used in comparing one job to another or to the rest of the jobs in an organization are clearly spelled out and their use explained. These job attributes are listed as Principal Factors and are given below:

#### Job Prerequisites:

Physical and Mental Requirements  
Educational Requirements  
Experience

#### Job Conditions:

Environmental Deterrents  
Physical Exertion  
Mental Exertion  
Accident Exposure  
Health Exposure

#### Job Responsibility:

For Material Cost Control  
For Equipment Conservation  
For Avoidance of Shut-Downs  
For Maintenance of Operating Pace  
For Safety of Others

Job Evaluation is an attempt at orderly consideration of the requirements of certain tasks that are normally assigned under a job title. Its successful use is dependent not so much upon the correct evaluation of one job but upon the correct evaluation of each job with respect to each



other job in the entire group. To evaluate a job too low with respect to other jobs in the group, is unfair to the persons assigned to that job; to evaluate a job too high with respect to other jobs in the group is unfair to the persons assigned to all those other jobs in the mill or factory. It behooves both the Company and the Union to exercise great care that all jobs are treated alike especially at a time when one job is under examination after the job requirements have been changed with respect to the original requirements as is the case in the present instance.

#### 15. List of Changes in Duties of Pit Recorder #3 Blooming Hill

Items shown in quotation marks are statements not in both Job Descriptions.

##### In Old Description:- (Not in New Description)

Maintains pit foreman's report ..... "their position in the pits and the sequence in which they are to be rolled"

"Checks variations in specifications of steel with the Laboratory and obtains instructions on dispositions."

Records ---- "stickers in mould yard, stickers on bank"

"Maintains delay reports in pit office and at roller's pulpit"

"Furnished 40" Mill Provider with orders for rolling on 76" and 44" Strip Mills."

##### In New Description: (Not in Old Description)

Maintains Pit Report - - - - - "drawing time of each pit, start and finishing charging time of each pit, delivery time and start charging time of each heat."

Keeps the roller - - - - "heater, second heater" - - - -.  
Advised of all changes affecting their operations - - - .

"Reproduces rolling tickets received from Central Providing on a duplicating machine. Checks rolling tickets for errors prior to reproducing."

"Keeps roller informed of section changes."

"At start of each turn sends Central Providing report showing previous turns production, delays, number of heats outside, and cold steel charged. Sends Central Providing a report of stickers charged."

"On completion of charging sends heat card to Central Providing noting any deviation from normal charging procedure."

"Maintains current tapping schedule of Open Hearth heats."

Receives and tabulates - - - "delay information."

"Posts hourly tonnage on tonnage board"

"Directs movements of delivery engines where necessary."

"Advises Mill Foreman of any breakdowns or operating emergencies at Open Hearth Shop."

In general, practically all of the duties on the old description and the new description are concerned with recording of operating items of information or of relaying information to the various operators; such information usually being obtained from the records or from some outside source. Several new items have been added to the new description, some of which are continuations or restatements of items on the old description not included in the new description.

#### 16. General Analysis of Factors by Arbitrator

A thorough study was made of the Inland Steel Company Job Classification Manual in order to understand the factors that are used. It was necessary also to determine exactly what duties, responsibilities, job conditions, etc. belonged under each factor and the method of rating the values for each of these items.

In the manual, the plan, scales, and bench mark examples of ratings given for each of the degrees, are primarily intended for shop occupations. Since the job in question in this grievance is a clerical job it was necessary to study carefully the ratings for the clerical jobs furnished as examples to get bench mark jobs for the various degrees. In comparing the grieved job to other jobs in checking ratings greater weight was given to these clerical bench marks as they are more comparable than the bench marks for the manual jobs.

In reviewing and rating the positions, a combination rating according to the scale definitions and job comparison to the bench marks furnished was used, in order that this job would fit into its logical place in the overall structure.

Every effort was made to carry out the analysis and rating in accordance with the general plan followed in the rating and comparison of the original 2350 jobs of the Inequity Agreement.

#### 11. Arbitrator's Analysis of the Factors of Grieved Job of Pit Recorder #3 Blooming Mill

In his analysis of this case, the Arbitrator compared all of the jobs given to him during the hearing not only on the factors in question but also on the other factors. All of the job attributes were studied in comparison with each other to be sure that the various duties, responsibilities, conditions, etc. were considered under the appropriate factor.

Particular attention was given to the statements and the testimony given that applied to the six factors that were questioned. In some cases the Arbitrator considered that information given did not apply to the factor as stated but applied to some other factor where due credit was given.

The statements and ratings for each factor questioned have been checked in detail and a decision shown for each such factor.

### 18. Quickness of Comprehension

Oct. 1946	June 1953	Oct. 1953
Company Coding	Company Coding	Union Requested Coding
3C2	3C2	3D3
Detect variations in pit charging, drawing and identification	Detect variations in pit charging, drawing and identification	Recognize and respond quickly and accurately to any change in pit charging and drawing, rolling, and identification

Statements of the Union with respect to this factor listed a number of duties and responsibilities of the position most of which were contained in the old job description. The new duties that were applicable to this factor were of the same general recording or reporting nature as the previous duties and therefore would not increase the need for Quickness of Comprehension.

The Union contended that the job required the ability to size up emergencies not covered by specific instructions and to act quickly or give instructions to others. This was not shown in any of the exhibits or testimony as the job requires only the furnishing of information and not of issuing orders.

The Union referred to three jobs, two of which were not clerical in nature and one clerical job which was comparable with a 3C2 rating.

The Company referred to three other clerical occupations which were comparable and which were rated 3C2.

Taking into consideration the data above which was presented at the hearing and the information obtained in the plant visit it is the decision of the Arbitrator that the code value of 3C2 as defined is correct for the grieved job classification and the request for an increase to 3D3 is denied.

### 19. Initiative

Oct. 1946	June 1953	Oct. 2, 1953
Company Coding	Company Coding Revision	Union Requested Coding
4B1	4C2	4D3
Prepare Rolling sequence of ingots	Determine movements of delivery engine and prepare rolling sequence of ingots	Plan and direct movement of delivery engine. Initiate procedure when direct rolling or hot connecting. Prepare rolling sequence of ingots

Statements of the Union with respect to this factor listed a number of duties and responsibilities of the positions, the important ones of which are as follows:

Advise Slab Expediter in some phases of his work.  
 Plan and direct movement of delivery engine.  
 Prepare rolling sequence of ingots.  
 Must plan complex tasks when Direct Rolling or  
 Hot Connecting

The testimony brought out at the hearing and from information obtained during the plant visit, it was evident that the initiation and planning of most of the work to be done by the delivery engine and the work of Direct Rolling and Hot Connecting is done by the Mill Foreman or others with the Pit Recorder, in most cases transmitting their orders to the persons concerned. In the case of the Slab Expediter, the Pit Recorder furnishes information to aid the Slab Expediter to carry out his work but does not in any way plan or direct his operations. There has been some added duties due to the determining of some of the movements of the Delivery Engine and to revising some of the rolling sequences.

The Union referred to only one job, the Slab Expediter with a rating of 4D3. This is not an applicable job to use for comparison on this factor as the primary function of the Slab Expediter is to "Plan and direct" which in itself indicates initiative whereas the primary function of the Pit Recorder is to "Record and maintain proper identification" in most cases of items already initiated by others.

The company referred to eight jobs of which three were of a clerical nature with two directly comparable with a 4C2 rating.

With the above information concerning the duties and responsibilities together with the comparable rating of similar jobs it is the decision of the Arbitrator that a rating of 4C2 is correct for this job and the request for an increase to 4D3 is denied.

## 20. Mental Stability

Oct. 1946	June 1953	Oct. 2, 1953
Company Coding 6C2	Company Coding Revision 6C2	Union Requested Coding 6D3
Unperturbed during charging and drawing discrepancies	Unperturbed during charging and drawing discrepancies	Dependability in action, as operations demand, either in- dividually or in di- recting actions of others

The Union contends that the job requires dependability in action either individually or in directing actions of others. The testimony brought out for this factor, as was the case for several other factors, showed that the Pit Recorder does not direct the work of others but in most cases is transmitting the orders of others.

The Union referred to three jobs which were clerical in nature and were very comparable which had a rating of 6C2.

The Company contended that for this factor there had not been any substantial change in responsibility.

The Company referred to eleven jobs of which five were of a comparable clerical nature. These five clerical jobs were all rated 6C2.

With all of the evidence presented and with reference to the ratings of the comparable clerical jobs it is the decision of the Arbitrator that the rating of 6C2 is correct for this job and the request for an increase to 6D3 is denied.

## 21. Education

Oct. 1946	June 1953	Oct. 1953
Company Coding	Company Coding	Union Requested
	Revised	Coding
3C8	3C8	3D9
Check, record date, understand complicated instructions pertaining to charging, drawing, or rolling.	Check, record date, understand complicated instructions pertaining to charging, drawing, or rolling.	Understand technical Rolling Problems and charging and drawing procedures.

## Union Contents

The Union contends that there were fifteen new facilities added which required fifteen Job Content changes. Of these fifteen new items eight were changes or additions of equipment in the plant which would not directly affect the educational requirements of the job, six were changes in office equipment or methods such as Central Providing, Telautograph, Ditto Mach., Radio, etc. which would tend to make the job easier to perform rather than more difficult, and one which was a change in shifts, which would not affect job content but only hours worked. There was no evidence to support the Union's contention that the job required an understanding of technical rolling problems.

The Union referred to one job, Scarfing Machine Operator, which was not a clerical job and not directly comparable.

The Company contends that there is nothing in the revised job that requires an additional Educational Degree of significance. They also point out the relationship of the Job of Pit Recorder to Job of Heater for the #1 and #2 Blooming Mills with the Pit Recorder one degree lower in each case.

The Company referred to seven positions, two of which were the clerical jobs of Pit Recorder in #1 and #2 Blooming Mills. Both these jobs had a rating of 3C8.

As no evidence was presented to justify a change in rating it is the decision of the Arbitrator that the code value of 3C8 is correct for the grieved job classification and the request for an increase to 3D9 is denied.

## 22. Mental Exertion

Oct. 1946	June 1953	Oct
Company Coding	Company Coding Revised	Union R Codi
4B 3B-10	4C 3A-11	4D-12
Very close attention to charging and drawing sequence. Close attention to other duties	Very close attention to ingot deliveries, charging and drawing sequences, etc. Close attention to other duties	Plan and direct ingot delivery. close attention o Direct Rolling and Hot Connection procedures, charging and drawing sequences, etc. Close attention to other duties

The Union listed several duties and responsibilities for the job, which later testimony brought out was always a part of the job such as "must cooperate with Roller, Heater and 2nd Heater in closer scheduling on transportation and processing, also the duties concerning rolling sequences.

Three exhibits were presented as bearing on this factor -

- a. Waivers of Promotion
- b. Reprimands
- c. Production Comparison

In Job Evaluation the rating is determined by the Job Conditions existing for the particular job being rated. The opinion of an employee not in the job who has signed a waiver of promotion or the Reprimand of an employee who has made an error in another job, cannot be a valid measure for rating a job. These waivers may indicate difficulty of filling the chain of jobs but would not measure the value of the job. An analysis of the production comparison shows data as follows:

### Ingots per Turn

#1 Blooming Mill - 208  
#2 Blooming Mill - 167  
#3 Blooming Mill - 198

Since the number of records, transactions, etc. would be somewhat more proportional to the number of ingots handled than tons produced it would seem from the above that the volume of work of the #1 and #3 Blooming Mills would be approximately the same per turn.

The Union also contended that there was additional work due to several sequences, the detail movement of the delivery engine, prepare rolling of Hot Ingots and closer scheduling involving #3 open hearth, #3 stripper and High line. Also additional records for Pit report on drawing time, start and finish time, delivery time and start charging time. These are additional items and credit should be given for them.

The Union referred to two jobs, the #3 Heater and #3 Manipulator. These are manual jobs and are not applicable comparisons.

The Company contended there has been additional work added due to the coordinating activities between the open hearths and #3 Blooming Mill as related to the charging and drawing of ingots etc. also the direction of the delivery of the ingots.

The Company referred to seven jobs, three of which were clerical as follows:

Pit Recorder #1	3A - 4C11	208 ingots/turn
Pit Recorder #2	3B - 4B10	167 ingots/turn
Coordinator #1	3B - 4B10	

A review of all the information above shows that there has been added work so that added credit above the original rating in Oct. '46 is due. The Union comparison to the Manipulator is not an acceptable comparison since it is not a clerical job. However, at the time of the plant visit considerable time was taken to study the Manipulator job, to be thoroughly familiar with its requirements on this factor. Taking into consideration the data above, concerning the number of ingots per turn for #1 and #3 Pit Recorders, the general similarity of their duties and responsibilities and the lack of comparability to the Manipulator job, it is the decision of the Arbitrator that the rating of 4C - 3A11 is correct for the grieved job classification and the request for an increase to 4D12 is denied.

### 23. Material

Oct. 1946	June 1953	Oct. 1953
Company Coding	Company Coding Revised	Union Requested Coding
3C9	3C9	3D-14
Considerable discretion in furnishing rolling information to prevent rolling off size slabs.	Considerable discretion in furnishing rolling information to prevent off size slabs. Value of steel scrapped or cost to reapply under \$5,000.00.	Exercise extensive control of an operation determining the size, shape, finish or analysis of product where damage to materials is difficult to avoid and responsibility for performing duties requiring the exercise of wide discretion in the control of operations
Value of steel scrapped or cost of reapplying over \$1,000.00.		

The Union contends that on the basis of the above statement and the job description the Pit Recorder performs and meets the requirement of a 3D-14 rating.

The Union refers to six jobs of which only one, the Shear Recorder, is a clerical job having a rating of 2C6. All the other jobs have a rating less than the requested rating.

The Company contends that the Pit Recorder is limited in his duties and responsibilities to the identification of ingots and to inform or advise others. This has not been changed by the revision in the content of the job. The Pit Recorder does not exercise wide discretion in the direction of others or determine what size or shape will be rolled. The information supplied to prevent rolling off size slabs is obtained by the Pit Recorder from various sources. The discretion required by the Pit Recorder to compile and transmit this information determines the degree of rating required.

The Company referred to seven jobs of which three were clerical jobs.

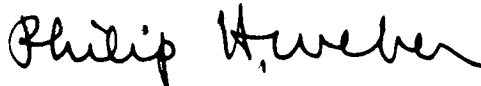
Pit Recorder #1 Blooming Mill	3C9
Pit Recorder #2 Blooming Mill	3B5
Coordinator #1 Open Hearth	3C9

The data presented above indicates that the Union is basing its rating on the Pit Recorder "Exercising extensive control of an operation" and "Exercise of wide discretion in the control of operations". These contentions are not borne out by the Job Description nor by any evidence presented for this or any of the other factors. The comparisons to other jobs also do not in any way indicate that the rating should be increased.

With the above information concerning the duties and responsibilities together with the study of ratings of the comparable clerical jobs it is the decision of the Arbitrator that a rating of 3C9 is correct for this job and the request for an increase to 3D-14 is denied.

#### 24. Conclusion

The Arbitrator denies in its entirety the Union Claims that the Job of Pit Recorder #3 Blooming Mill (74-0401) is not properly classified in Job Class 12 and rules that the Company did comply with the provisions of Article V, Section 6 (A) (B) (C) and (D) of the Collective Bargaining Agreement.



PHILIP H. WEBER

Arbitrator