

BEFORE

ROBERT O. BODEN

ARIBTRATION NO. 144

IMPARTIAL ARBITRATOR

INLAND STEEL COMPANY)

and)

UNITED STEELWORKERS OF AMERICA)
LOCAL UNION 1010)

Grievance No. 20-D-29

ARBITRATOR'S AWARD

Question To Be Decided

Whether or not the Company was in violation of Article V, Section 6, of the 1952 Collective Bargaining Agreement and related agreements when it denied the Union's request for a new description and higher classification for the craft occupation of Pipefitter-Refrigeration, Index No. 27-0408, of the Mechanical Department.

Decision of the Arbitrator

The Company was not in violation of the July 30, 1952, Agreement when it denied the Union's request for a new description and classification for the occupation of Pipefitter-Refrigeration, Index No. 27-0408.

Respectfully submitted,


Robert O. Boden, Impartial Arbitrator

OPINION

Summary of Facts of the Case

The occupation of Pipefitter (Standard)-Pipefitter, Refrigeration-Pipe Shop, Refrigeration Division, Index No. 27-0408, was described in January, 1946. It was classified during the Wage Rate Inequity Program, January, 1947. In Section II-A of the Supplemental Agreement, August 4, 1949, the occupation "Pipefitter-Refrigeration and Air Conditioning" is listed as a craft occupation.

The job description for the occupation of Index No. 27-0408 has remained in effect and unchanged since January, 1946. On December 2, 1953, however, the "Details and Examples of Basic Requirements" for Pipefitter-Refrigeration were revised by the Company.

On March 19, 1954, the Union filed the instant Grievance No. 20-D-29 alleging that the duties and equipment of the occupation of Pipefitter-Refrigeration, Index No. 27-0408, had been changed so as to affect the classification of the job.

Arbitrator's Opinion

This Grievance No. 20-D-29 is arbitrable under Article V, Section 6, of the July 30, 1952, Collective Bargaining Agreement and involves the Supplemental Agreement of August 4, 1949, relative to mechanical and maintenance occupations.

It appears from the submissions and rebuttals that both parties are in agreement that the occupation in question, Index No. 27-0408, is a craft occupation and has been treated as such since its description in January, 1946, and classification in January, 1947.

Sections I and II of the Supplemental Agreement of August 4, 1949, read, in part:

" . . . Job descriptions thus developed shall reflect the range of skills and duties which a properly qualified workman in the occupations covered herein may be called upon to perform. It is understood that such job descriptions shall be for the purpose of illustrating the general class of work to be performed by employees classified in the respective occupations. "

" . . . It is understood that each craft journeyman occupational classification established in accordance with Section I hereof takes into account the variations in skill, effort, responsibility, etc., which employees classified therein may be called upon to perform and the working conditions they may encounter and that such variations also exist between the various craft journeymen occupational classifications. In addition, the corresponding qualifications and abilities required of individual employees assigned to these occupations shall be taken into consideration in the determination and elimination of intra-plant wage-rate inequities. "

This is to say that this occupation (Index No. 27-0408) has a daily and possibly an hourly variation in the range of duties to be performed and responsibilities to be assumed. As in other craft jobs, "properly qualified journeymen" receive a standard rate ". . . at a level two (2) job classes below the "Standard Rate" or ". . . at a level four (4) job classes below the "Standard Rate"--this in accordance with Section II of the Supplemental Agreement of August 4, 1949. This variation in rate indicates somewhat the ability of an employee to accept the inherent responsibilities of the job and to perform qualitatively the duties according to the job description of that particular craft job.

The Union's grievance (No. 20-D-29) indicates that the classification for five factors should be raised. These are listed as follows:

| <u>Factor</u> | <u>Present Code</u> | <u>Union's Recommended Code</u> |
|------------------|---------------------|-------------------------------------|
| Mental Stability | 6-B-1 | 6-C-2 |
| Education | 3-C-8 | 3-D-9 |
| Experience | 3-C-12 | 3-D-14 |
| Mental Exertion | 4-A: 3-C-9 | 4-B: 3-B-10 |
| Material | 2-C-6 | 3-C-9 |

In reviewing the job descriptions submitted by both the Union and the Company for factor comparisons on specific jobs, it would seem from the submissions of the parties that the duties and equipment as they exist on Index No. 27-0408 at present (disregarding the question of whether or not they have changed since January, 1946) would in all probability not affect the classification because of the ". . . variations in skill, effort, responsibility, etc., which employees classed therein may be called upon to perform . . ." (Section I of the Supplemental Agreement of August 4, 1949).

The additional duties and equipment alleged by the Union include:

1. A new absorption-type refrigerating unit in newly constructed office.
2. Automatic defrosters.
3. Automatic compressor unloading devices.
4. Gas coolers.
5. Servel-type absorption machines.
6. The work load has increased, and the Company has taken men from the crew, forcing more work on the men left on the crew.

The first five items are of the type which affect almost all craft jobs as processes are improved, new metals and materials discovered, new tools and machines of the trade advance in design and construction, and the like. In some degree all trades have been affected by these factors without disturbing their relationships one with another in the matter of job classification. Likewise, they should not affect the relative value of a Pipefitter-Refrigeration, Index No. 27-0408, to all other craft jobs. There is no clear indication from the evidence that the addition of the new equipment actually requires higher skills, experience, more education, or greater mental exertion than the equipment previously serviced. At any rate, the changes would seem to lie in the same general area of skills already required of a qualified journeyman. The Arbitrator believes that it requires a major change in duties and requirements, comparable to the difference between a machinist and a toolmaker, to justify taking one phase of a craft out of line with the basic craft.

The sixth item involves work load. This involves mainly other articles in the Agreement--Article V, Section 6, and Article VI, Section 11; however, to a limited degree, work load is involved in one of the factors in the job classification plan--Mental Exertion. This was one of the factors on which the Union recommended a raise in classification. However, it is a question which has been raised many times in the past as it related to other craft jobs, and its effect on the classification of the particular craft job is negligible.

The Arbitrator is, therefore, of the opinion that the Company was not in violation of Article V, Section 6, of the July 30, 1952, Agreement in denying the subject Grievance No. 20-D-29. Maintaining the same job description and classification is justified because, in the judgment of the Arbitrator, the new duties and requirements assigned to the Pipefitter job fall within the range of skill, effort, responsibility, etc., which employees may be called upon to perform.

March 27, 1956