

INLAND STEEL COMPANY
Indiana Harbor Works

and

UNITED STEELWORKERS OF AMERICA
Local Union 1010

Grievance No. 15-E-15
Docket No. IH-25-25-5/31/56
Arbitration No. 182

Opinion and Award

Appearances:

For the Company:

W. L. Ryan, Assistant Superintendent, Labor Relations Department
L. E. Davidson, Assistant Superintendent, Labor Relations
Department

For the Union:

Cecil Clifton, International Staff Representative
Fred Gardner, Chairman, Grievance Committee
Joseph Wolanin, Assistant to International Representative
Alberto Garza, Secretary, Grievance Committee

The grievance was filed by "Inspectors" in the 44" Hot Strip Mill who objected to the Company posting job openings in the Single Job Sequence of Inspector. The aggrieved claim there were no permanent job openings on the sequence, and request future compliance with the Agreement.

When job vacancies developed due to "extended operations" the Company posted the vacancies, five employees bid, and three were accepted. The Union does not contend that the men chosen were the wrong men but that the jobs should never have been posted because the vacancies, resulting from "extended operations" were of a temporary rather than a permanent nature. The Company maintains that vacancies in single sequences are always to be filled in accordance with Section 1 of Article VII (departmental length of service) but posted the vacancies because it regarded them to be permanent in character. The Union regards them as temporary. During the course of the hearing there was considerable discussion as to the respects in which the Agreement calls for different procedures in filling vacancies in single-job sequences and those in multi-job sequences. The considerations advanced, however, do not appear to me to be pertinent to the disposition of this case.

It has already been held (Arbitration Nos. 167, 178 and 179) that vacancies created by "extended operations" in the circumstances described in this case are temporary vacancies to be filled under the procedure outlined in the first part of Marginal Paragraph 102. Accordingly, no posting or listing such as is provided in Marginal Paragraph 105 or 106 is called for.

AWARD

The grievance is granted.

Peter Seitz,
Assistant Permanent Arbitrator

Dated: July 19, 1957