

INLAND STEEL COMPANY

-and-

UNITED STEEL WORKERS  
OF AMERICA  
Local Union 1010

ARBITRATION AWARD No. 357

Appeal No. 31  
Grievance No. 18-F-14

PETER M. KELLIHER  
Arbitrator

APPEARANCES:

FOR THE COMPANY:

MR. DONALD L. ARNOLD, Attorney  
MR. WILLIAM F. PRICE, Attorney  
MR. W. A. DILLON, Assistant Superintendent, Labor  
Relations Department  
MR. WILBERT JERNDT, Assistant to Superintendent,  
Transportation  
MR. JOHN HERLIHY, Superintendent, Industrial Engineering  
MR. HERBERT H. CUMMINS, Supervisor, Industrial  
Engineering  
MR. LAWRENCE N. PORTER, Superintendent, Transportation  
Department  
MR. LOUIS T. LEE, Industrial Engineer, Engineering  
Department  
MR. RUSSELL C. EMERSON, Transportation, Yardmaster  
MR. R. J. STANTON, Labor Relations, Divisional  
Supervisor

FOR THE UNION:

MR. CECIL CLIFTON, International Representative  
MR. FRED GARDNER, Chairman, Grievance Committee  
MR. JOSEPH WOLANIN, Secretary, Grievance Committee  
MR. MARTIN CONNELLY, Grievance Committeeman

## THE ISSUE

The grievance reads:

"The Clerks and Weighmasters of the Clerical Sequence in the Transportation state that they are now on a frozen bonus of .078 per hour, and that they are denied participation in the incentive plans as established by Contract."

Relief sought:

"To be placed on a working incentive plan."

## DISCUSSION AND DECISION

In Arbitration Award No. 104 the Arbitrator had before him a request that a frozen bonus be changed to active incentive rates. The Award in that case reads in part as follows:

"This difference of opinion does not seem material since, to this Arbitrator, the contract contains authority for it as noted above under the heading 'Historical background', and on that basis alone the rates may be considered valid. If the rates are valid, they do not become inappropriate since the earnings are not affected by changing conditions of the work; and the contract grants to the Company permissive judgment as to when conditions are appropriate for the introductions of plans relating earnings to performance."

The Union has referred to Arbitration #153. In that case, the Award does not clearly indicate the matter involved a conversion of a frozen bonus to an active incentive plan, where a new job was not created. Based upon the evidence presented in this particular case, the Arbitrator must conclude that the Union has failed in any event to show that an increase in job duties and workload did occur which was not balanced by an

increase in the working force. The testimony is that the same number of empty cars of all kinds were going through the plant in 1951 "as of today". (Tr 157) During 1952 the total carloads handled per man-hour of work was 4.5. For the year of 1958, when the grievance was filed, there were only 3.0 handled per man-hour of work. The changes according to the Union testimony were made gradually over a period of some eight to ten years. In 1948, there were twenty (20) men per job occupation, while during the period from 1955 to the present, there are twenty-seven (27) men per occupation in the clerical group. The testimony does show that some job duties have been transferred and others have been completely eliminated. (Tr 74, 79, 86 and 94 - 99)

The Grievants are concerned with rail transportation, and do not have any responsibility or job duties with reference to transportation by truck. The company records, which may be verified by the Union, indicate that there has been an overall drop in the level of activity in the Railroad Transportation Department because of the utilization of other means of transportation.

The evidence does not permit a finding that there has been an increase in workload and job duties.

AWARD

The grievance is denied.

(signed) Peter M. Kelliher  
PETER M. KELLIHER

Dated at Chicago, Illinois  
this 22nd day of August, 1960