

In the Matter of Arbitration
Between:

INLAND STEEL COMPANY

-and-

THE UNITED STEELWORKERS OF AMERICA,
Local Union 1010

Arbitration Award No. 384

Grievance No. 6-F-36

Appeal No. 124

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

William A. Dillon, Assistant Superintendent, Labor
Relations Department
R.J. Stanton, Assistant Superintendent, Labor Relations
Department
H. S. Onoda, Labor Relations Superintendent, Labor
Relations Department
P. Thanos, Assistant Superintendent, Power, Steam
and Combustion Department
T. Mulligan, General Foreman, Steam and Combustion
Department
D. Gott, Job Analyst, Wage and Salary Department
G. Applegate, Job Analyst, Wage and Salary Department

For the Union:

Cecil Clifton, International Representative
Albert Garza, Secretary of Grievance Committee
Ed. Urbanik, Grievance Committeeman
John Bierman, Witness
William Carson, Witness
John Graham, Witness

STATEMENT

A hearing was held in Gary, Indiana, on November 16, 1960

THE ISSUE

The grievance reads:

"The aggrieved employees, Water Tenders, Index No. 37-0422, at #4 Slabbing Mill allege the job of Water Tender is improperly described and classified under the procedures of the Wage Rate Inequity Agreement. Aggrieved request the Company present a new description and higher classification for the occupation."

DISCUSSION AND DECISION

The evidence does show that certain conditions make the work of the Water Tender in the No. 4 Slabbing Mill more difficult than most Waste Heat Water Tender Jobs. The No. 4 Slabbing Mill Water Tender is required to work with three types of fuel, and must make the adjustments necessary in going from one type of fuel to another. He must have knowledge of the reaction of each type of fuel on the boiler and apply appropriate safety precautions. No other Water Tender Classification is concerned with these three types of fuel in the Steam Department. The Slabbing Mill Water Tender must assist the Boiler Engineer in feed water treating duties. The evidence is that in the No. 4 Slabbing Mill there is an external system of water treating and that this requires work above and beyond that required in the internal system. Because the external system is somewhat more complicated this would make the job more difficult.

While it is true that the Power Generating Boiler Houses require the maintenance of a more narrow range of pressures and

consequent instantaneous action, the evidence is that the Boiler Engineer in the No. 4 Slabbing Mill has less time in which he is able to direct the work of the WaterTender. The testimony presented by both Parties indicates that the Boiler Engineer in the No. 4 Slabbing Mill devotes the greater part of his time to the water treating phase of the work. The unrefuted testimony of a Water Tender in the No. 4 Slabbing Mill is that when he gets into "trouble" the Boiler Engineer is also in trouble and is not in a position to direct him. He is, therefore, required to be alert to a high degree under circumstances where he may not be able to call upon the Boiler Engineer.

With reference to the factor of "Education," there is simply no basis on which this Arbitrator could base a finding that the Water Tender is entitled to a higher level in this factor than the Boiler Engineer who exercises at least some direction over him. This is true even though the Boiler Engineer may not know which particular boiler is not functioning properly or specifically which register is sticking closed. The Boiler Engineer, however, is responsible for the overall operation and functioning of the boilers.

For the same reasons the Arbitrator cannot find that the Water Tender in the No. 4 Slabbing Mill is entitled to the same "Experience" level rating as the Boiler Engineer. Considering, however, the fact that he frequently functions without the direct guidance of the Boiler Engineer he is entitled to a higher level than that in effect for other Waste Heat Water Tenders. The testimony would

indicate that in other areas the Boiler Engineer "is a roving Engineer." Because of the distinguishing work requirements between the No. 4 Slabbing Mill Water Tender and other Waste Heat Water Tenders he is entitled to a higher level for the factor of Experience and it is the Arbitrator's finding that this properly evaluates at the 2-D-8 level .

Considering the necessity of working with three types of fuel each having varying reactions on the boiler and the equipment and the need to assist the Boiler Engineer in a more complicated external water treating system, it is the Arbitrator's finding that under the factor of Mental Exertion the requested 3-D-8 level is proper. Consideration is given to the need for greater alertness because he does not have the direct assistance of the Boiler Engineer when trouble develops. The arbitrator notes the uncontroverted testimony that several employees refused this job and that the "willingness" of employees to qualify is a relevant consideration under this factor.

The Arbitrator can find no persuasive evidence that would warrant a change in job title because many other job descriptions bearing the title of Water Tender also make frequent reference to the requirement of assisting the Boiler Engineer.

AWARD

The level and degree for the factor Education should remain the same. For the factor of Experience the level and degree should be 2-D-8 and for the factor of Mental Exertion 3-D-8. This addition of 3 points raises the total point value to 63 and requires placing the Water Tender in the No. 4 Slabbing Mill in job class 11.


Peter M. Kelliher

Dated at Chicago, Illinois
this 5th of January 1961