

In the Matter of Arbitration Between:

ARBITRATION AWARD

THE INLAND STEEL COMPANY

- and -

UNITED STEELWORKERS OF AMERICA,  
Local Union No. 1010

Grievance No. 14-F-97

Appeal No. 156

Arbitration Award No. 398

PETER M. KELLIHER  
IMPARTIAL ARBITRATOR

### Appearances

#### For the Company:

W. A. Dillon, Asst. Superintendent, Labor Relations Dept.  
R. J. Peterson, Asst. Superintendent, No. 3 Bloomer  
A. W. Grundstrom, Supervisor, Wage & Salary Dept.  
R. L. Smith, Superintendent, Wage & Salary Dept.  
S. Zatkoff, Asst. Superintendent, No. 4 Slabbing Mill  
D. L. Gott, Job Analyst, Wage & Salary Dept.  
T. R. Tikalsky, Divisional Supervisor, Labor Relations Dept.  
H. S. Onoda, Labor Relations Representative, Labor Relations

#### For the Union:

Cecil Clifton, International Representative  
Sylvester Logan, Vice Chairman, Grievance Committee  
Ted Holom, Grievance Committeeman

### STATEMENT

A hearing was held in Gary, Indiana, on January 12, 1961.

### THE ISSUE

The grievance reads:

"Aggrieved employees, Cranemen Pit, Index No. 84-0225, allege that their description and classification is improperly described and classified under the procedures of the aforesaid Wage Rate Inequity Agreement.

Aggrieved request that the Company conform to the provisions of the Wage Rate Inequity Agreement and issue a higher classification."

### DISCUSSION AND DECISION

At the hearing the Union did not press its demand that the job was improperly described for the stated reason that the requested changes in the description could not at this time have any effect on the coding factors. It is the Union's claim that the factor of temperature--wetness should be coded 1-B-1.

The Pit Craneman in the No. 4 Slabbing Mill is a new job in a newly created department. It is true that the Pit Craneman job in the No. 3 Blooming Mill has the higher coding here requested by the Union. This job was evaluated in 1946 shortly after air conditioning was installed in the cab. It is the Company's claim that if air conditioning were/<sup>not</sup>in the cab the temperature would be approximately 120 degrees and that this would be Degree "D". It is the Company's contention that Degree "C" was proper for the Pit Cranemen in the Blooming Mills in 1946 because air conditioning was then in an experimental stage, the cab had not been built and

insulated for air conditioning, there were moving parts which prevented adequate insulation, there were frequent break-downs in the air conditioning system and because water was used there was a high degree of "wetness". About 1955, according to the Company testimony, it began to observe that because some of the inefficiencies in the air conditioning were being corrected that many employees were seeking jobs in air conditioned cranes and pulpits. It is the Company's argument that this made for a Degree "B" situation, i.e., "Unexceptional working conditions in comparison with other occupations for which the usual applicants might as readily qualify.

Conditions of this sort neither attract nor repel the worker in acceptance<sup>of</sup>/employment."; rather than a Degree "C" situation, i.e., "Distinctly unfavorable conditions in comparison with occupations for which the applicant might as readily qualify. Tending to create worker preference for other jobs and probably accompanied by a rate of labor turnover above normal." In the Blooming Mills under the same job description some Pit Cranemen operate cranes that have been designed and built by the manufacturer for air conditioning. Other employees under the same job description work in cranes that have the old inefficient method of air conditioning. The Company indicated that it did not believe that it was justified in changing the coding for the Pit Cranemen in the Blooming Mills as long as under the same job description some Cranemen were required to work

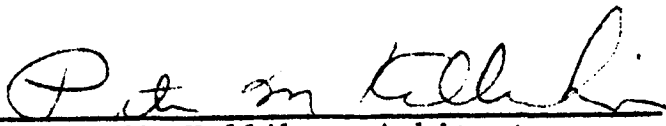
with inefficient water type air conditioning systems. When, however, this new job of Pit Craneman in the No. 4 Slabbing Mill was created with a cab designed for air conditioning, the Company then believed it should use the "B" Degree in coding this job. During the grievance procedure the Company cited a comparison with Craneman, Slab, Index No. 76-0410. The testimony is in dispute as to the heat encountered the in/operating area of the Slab Crane in the No. 2 Slab Yard as compared to that in the Pit Craneman job in the No. 4 Slabbing Mill. The Company testimony is that the Slab Craneman is required to handle hot slabs off the Blooming Mill and that the temperatures in the area are the same as those encountered by the Pit Craneman here involved. The Union testimony is that the Pit Craneman spends more time over the pit and he carries less cold steel. The Union witness, however, conceded that both Cranemen spend about the same amount of time outside the cab of the crane. The Company testimony stands uncontroverted that the temperature inside the cab of the crane in the No. 4 Slabbing Mill averages 75 degrees Fahrenheit.

While comparison with bench mark jobs and related occupations are often highly significant, in this particular case the description of the degree of significance itself affords a clear distinction. One of the principal considerations is the determination of how the environment affects the "willingness" of a worker to qualify for the job. It is difficult to find that an employee who spends most

of his time in a cab with the temperature averaging 75 degrees Fahrenheit is faced with environmental conditions which are "distinctly unfavorable" in comparison with other occupations for which he might qualify. It appears evident that this type of condition might be termed an "unexceptional" working condition, which neither attracts nor repels the worker in accepting employment in the job. The uncontroverted testimony is that the air conditioning in the cab in the No. 4 Slabbing Mill is thermostatically controlled and this, therefore, should result in adjustments in the inside temperature as required. Certainly the grievants are not confronted with the conditions of "wetness" encountered under water air conditioning systems and they have the protection of superior insulation. The comparison with the Blooming Mill Pit Cranes constitutes a mixed criteria because both types of air conditioning are used. This Arbitrator believes that good reason exists for the Company's retaining the "C" Degree in the Blooming Mill Pit Cranes as long as these jobs are covered by the same job description.

AWARD

The grievances are denied.

  
Peter M. Kelliher, Arbitrator

Dated at Chicago, Illinois

this 21 day of March 1961.