

In the Matter of Arbitration Between:

THE INLAND STEEL COMPANY

ARBITRATION AWARD NO. 412

- and the -

Grievance No. 23-F-36

UNITED STEELWORKERS OF AMERICA,  
AFL-CIO, Local No. 1010

Appeal No. 234

PETER M. KELLIHER  
Impartial Arbitrator

APPEARANCES:

For the Company:

W. A. Dillon, Asst. Superintendent, Labor Relations  
S. Dailey, Asst. Superintendent, No. 3 Cold Strip Department  
R. J. Brozovich, Job Analyst, Wage & Salary Administration Dept.  
S. Onado, Labor Relations Representative, Labor Relations Dept.  
J. Federoff, Divisional Supervisor, Labor Relations Dept.  
D. Gott, Job Analyst, Wage & Salary Administration Dept.

For the Union:

Cecil Clifton, International Representative  
Regis Kennedy, Grievance Committeeman  
Al Garza, Secretary, Grievance Committee  
Peter Calocci, International Representative

STATEMENT

A hearing was held in Gary, Indiana, on April 11, 1961.

THE ISSUE

The grievance reads:

"Aggrieved employees, Mill Cranemen, Index No. 87-0281, 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 revised description and higher classification."

### DISCUSSION AND DECISION

The Parties are not presently in dispute with reference to the accuracy of the job description. The Union conceded that the job description was correct in the Third Step Grievance meeting.

It is the Union's claim that the Company incorrectly coded the Experience Factor as 2-C-6. The Union asserts that the proper coding should be 2-D-8. There can be no question that much of the work performed in the Mill Craneman occupation, Index No. 87-0281 in the Number 3 Cold Strip Mill and the Roll Crane Operator Occupation, Index No. 77-0413 in the No. 1 and No. 2 Cold Strip is substantially the same. The significant difference is that under the Work Procedure provisions, the Roll Crane Operator No. 17 must use a roll hoisting equalizer and "a large roll extractor" in assisting "Millrights change back-up rolls". The Mill Cranemen in the No. 3 Cold Strip Mill is not required to do this work of assisting Millrights in changing back-up rolls. The evidence clearly shows that where Cranemen in several occupations are required to perform this specific function, that they receive the higher 2-D-8 coding on the Experience Factor. Although it may be conceded that these Cranemen are required to do this work relatively infrequently, they are nevertheless required to have the experience to perform this work. The testimony is that many skilled Cranemen simply are unable to perform this precision type crane work which requires very minute movements. They must

move a roll of great size under movements involving small tolerances. The Guide listed in the Job Classification Manual at page 9 clearly shows that both twelve months' experience and eighteen months' experience are listed under Level 2.

Based upon all the evidence, the Arbitrator must find that the distinguishing skilled work does rate a higher coding for the factor of Experience only when Cranemen are required to assist in changing back-up rolls by use of a Roll Extractor. Because the Mill Craneman here does not perform this work, the assigned coding of 2-C-6 for the factor of Experience is correct.

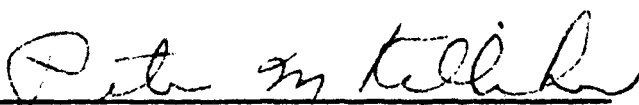
With reference to the factor of Exposure to Noise, the Company has assigned the rating of 2-A-0, the Union requests the coding of 2-B-1. The testimony of the Grievance Committeeman is largely uncontroverted that this crane is required to perform some work in the area of the Pickle Line. The Grievance Committeeman, who worked in this area, stated that when he was pulling scrap, it was necessary for him to use ear plugs. There is a Hallden Shear near the area where this crane operates and the Company concedes that it is not enclosed in a separate building. The Union Witness states that it is only about a column over and it is in an open area. This shear makes considerable noise. In the next bay east of the area, coils are loaded on trucks which also adds to the noise in this area. The cabs of the crane are not air conditioned and Cranemen do leave

windows open at times. It is the Union's testimony that the conditions on this job are more comparable to the Benchmark Hot Bed Operator Job which has the degree B than to the Tool Keeper and Radia Drill Press Operator jobs which have the degree A. The Arbitrator must observe that while it may be true as a Company Witness stated that this Craneman does not spend a large amount of time near the Pickle Line, which is concededly quite noisy, that this irregular exposure to loud noises can be discomforting. Certainly, there is considerably more noise than that involved in the two Benchmark jobs mentioned above that are under degree A. If employees working down on the floor are required to use ear plugs, the crane is not of such a height that the Cranemen would not be exposed to almost the same degree of noise. It cannot be said, therefore, that these conditions are "relatively favorable" and that they tend to "attract applicants".

Based upon the evidence, the Arbitrator must find that these must be considered "unexceptional" working conditions and warrant the degree B.

AWARD

The coding of the Experience Factor 2-C-6 is correct. The coding of the sub-factor under environment, noise and eyestrain should properly be coded 2-B-1.

  
Peter M. Kelliher

Dated at Chicago, Illinois

this 5th day of May 1961.