

INLAND STEEL COMPANY

and

UNITED STEELWORKERS OF AMERICA
Local Union 1010

Grievance No. 11-F-59
Appeal No. 253
Arbitration No. 426

Opinion and Award

Appearances:

For the Company:

Gordon Talanian, General Foreman, Plate Mill Department
W. E. Dillon, Assistant Superintendent, Labor Relations Department
R. J. Stanton, Assistant Superintendent, Labor Relations Department
Joseph Borbely, Divisional Supervisor, Labor Relations Department
D. L. Gott, Job Analyst, Wage and Salary Administration Department
G. H. Applegate, Job Analyst, Wage and Salary Administration Department

For the Union:

Cecil Clifton, International Representative
Pete Calocci, Staff Representative
Al Garza, Secretary, Grievance Committee
Joseph Sowa, Griever
Joe Cortney, Witness
G. Hamilton, Witness

This grievance was filed by three Cranemen Shipping who work on the No. 8 Shipping Crane in the Plate Mill Department. Until 1959 there were only three Shipping Cranes in use in this department, the No. 4, 5, and 6 Shipping Cranes. When the storage and shipping area was expanded by 360 feet the Company added the new No. 8 Shipping Crane, and grievants assert that their job content has been changed calling for a new job description and classification. In the grievance the factors which are claimed to have been changed are muscular coordination, judgment, initiative, mental stability, experience, mental exertion, equipment, and safety of others.

At the Third Step hearing, the Union dropped its claims of change to all factors except judgment, experience, and material, and at the hearing the Union withdrew the request for a new job description, confining itself to the evaluation of these three factors, as to which it maintained judgment should be raised from 5-B-1 to 5-B-2, experience from 2-B-4 to 2-C-6, and material from 1-B-1 to 2-B-3. This would add five points and raise the present Job Class 6 to Job Class 8.

It should be noted that shortly before this grievance was filed, one was filed on behalf of all the Cranemen Shipping in this department, including those who operate the No. 4, 5, and 6 Shipping Cranes, alleging that the job content of all of them had been changed by the extension of the shipping area, and requesting a new job description and higher classification. After the Third Step hearing this grievance was dropped, and the Union restricted itself to the grievance on behalf of the Cranemen on the No. 8 Crane, insisting that this is a new job. At the hearing, however, the Union dropped its request for a new job description.

The three factors in dispute were analyzed and discussed in great detail at the hearing. The overriding considerations, it seems to me, are the following. Material: the mill tonnage has not been increased, -- four Shipping Cranes now handle the same amount of production previously handled by three; the enlargement of the warehousing and shipping areas has tended to make the Crane Operators' jobs easier with less likelihood of damaging material because there is less stacking, more room to maneuver in, and four cranes to do the work previously done by only three. Experience: the operation of the new No. 8 Crane is very similar to that of the other three, it being much easier in fact to handle plates with its three magnets than it formerly was when two cranes in tandem had to move the larger plates (and still do occasionally); the controls on the new crane are more positive and reliable, and the new type of rack is helpful in this regard; the training period required is no different from that for operating Shipping Cranes No. 4, 5, or 6. Judgment: the greater space makes spotting easier, rather than harder, and, contrary to the grievants' claim, the No. 8 Crane actually travels at a somewhat lower speed than the other three formerly did. The testimony seemed to support the Company's contention that the most senior Cranemen Shipping prefer the No. 8 to the other three cranes.

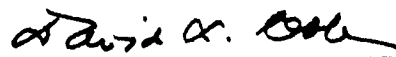
One could go into a very detailed discussion of the factors remaining in dispute, but it would add little. It is significant that the employees' first approach was to insist that the operators of all four cranes should have higher classifications, then that the No. 8 Shipping Crane Operator alone has a new job in which eight factors were changed, then that only three of these eight factors have been changed, and finally that no new job description is needed.

This history, together with the facts, leads to the conclusion that the operation of the No. 8 Crane is not a new job, within the meaning of "new job" as set forth in the manual, and that if the job class were raised above that of the operators on the No. 4, 5, and 6 Cranes, which was settled many years ago as part of the Wage Rate Inequity Program, there would indeed be a new inequity created, because the No. 8 job does not in any material sense or measurable degree call for greater training, skill, responsibility, effort or inferior working conditions. The mere fact that it is a heavier crane is of no bearing, -- throughout the plant the classifications of Cranemen make it perfectly clear that their job class is not dependent on size or tonnage of the crane.

AWARD

This grievance is denied.

Dated: September 27, 1961



David L. Cole
Permanent Arbitrator