

In the Matter of Arbitration Between:

INLAND STEEL COMPANY
- and the -
UNITED STEELWORKERS OF AMERICA,
Local 1010

ARBITRATION AWARD NO. 434

Grievance No. 8-F-50
Appeal No. 285

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

W. A. Dillon, Asst. Superintendent, Labor Relations Dept.
Robert A. Senour, General Foreman, 28" Mill
Raymond J. Brozovich, Job Analyst, Wage and Salary
David L. Gott, Job Analyst, Wage and Salary

For the Union:

Cecil Clifton, International Representative
Peter Calacci, President, Local 1010
William Young, Grievance Committeeman
Joe Schab, Aggrieved

STATEMENT

Pursuant to notice, a hearing was held in Gary, Indiana, on July 12, 1961.

THE ISSUE

The grievance reads:

"The employees occupied as Builder-up claim that the job of Builder-up, due to changed and added duties, requires a new job description and classification as well as a new rate of pay. Failure to do so on the part of the Company is a violation of Article V, Section 6, of the Agreement.

The grievants request a new description and classification and to be paid any monies lost due to the alleged violation."

DISCUSSION AND DECISION

In 1955 the Company installed a Wide Flange Beam Mill. Three new rolling stands were installed for the purpose of rolling wide flange beams, i.e., the 44" Universal Mill, 40" Finishing Mill, and the 34" Edging Mill. When this new equipment was installed, the classification title was changed from Builder-Up to Roll Builder. After the Roll Builder job description was prepared, no change was made in the classification. On October 21, 1955, Grievance No. 8-E-28 was filed alleging that this occupation was improperly described and classified. After considerable discussion throughout the steps of the grievance procedure, this grievance was appealed to arbitration, but subsequently withdrawn by the Union. The evidence shows that all of the factors for which the Union now requests a coding change were fully reviewed and discussed during the processing of the grievance with the exception of the factors "Dirt and Fumes" and "Avoidance of Shut-Downs".

In 1958 the Company purchased another set of three rolling stands for the three mills listed above. These were duplicates of the units previously referred to. The evidence is that the only changes that were made resulted in making it easier and simpler to disassemble the housings. The principal change was the elimination of the necessity for using certain blocks. Under the changes that were made, the Roll Builder was not required to reach under the housing with a block because jacks were placed in the housing which were pneumatically controlled.

In analyzing the Inter-Company Memorandum of June 6, 1960, the Arbitrator must find that this document simply emphasized a responsibility that had always been placed upon the Roll Builder. He was not required to direct the performance of the Pipe Fitter, but simply to report to the Foreman whether the work had been completed. The Arbitrator is unable to find that the degree of "Responsibility" of the Roll Builder has been increased since the review that was made of the wide flange method in August of 1955. Before the job of Head Build-Up became obsolete, the employee in that occupation merely worked on the day turns. Foremen also worked only on the day turns. This meant that the employees in the capacity of Roll Builders were required to contact the Roll Shop to prevent delays at the mill during the 4 to 12 and 12 to 8 turns. The job description contemplates that he will locate these rolls. He is not required to transport them from the Roll Shop. With reference to the electrical system, the evidence is that there were Electrical Controls in 1955 and the only change has been in their location. At the present location it is more convenient for the Roll Builder to operate these controls and "to see what is going on".

While it is true that there was no hydraulic system on the 40" Finisher, this same hydraulic system was in existence prior to 1958 on the 44" Mill. This, therefore, did not represent a significant change of what might be considered the "Education" factor in 1958. These employees were required to have this experience before 1958 in working on the 44" Mill.

The weight of the evidence is that the 32" stand is located in Department 28. It is under the supervision of the Department 28 General Foreman. The 28" and 32" are simply different stands in the 28" Department. When the Roll Builder goes down to work on the 32" stand, he is simply assisting the 28" crew. Both the 28" and 32" stands are in a common sequence. The Roll Builder has always been required to assist the Mill Crew and to go down in this area on wrecks. The Arbitrator cannot find that the Roll Builder is now doing the work of a Millright. In carefully reviewing the evidence, the Arbitrator must find that the Union has not sustained the burden of proof to warrant any change in the factor "Avoidance of Shut-Downs". The number of build-ups would not effect the degree. This job is coded for eight hours of work.

With reference to the factor "Health Exposure", the Arbitrator believes that the following quotation from the second step minutes, page 5, is significant:

"A review of the occupation, Roll Builder, was made in light of the installation of the Wide Flange Mill. The results of the review indicate that although the new mill is equipped with a Farval lubricating system, the amount of time spent on this unit on a per turn basis is negligible. This is based on the fact that at present two to four turns out of eighteen are spent on the new housings. Furthermore, during this insignificant amount of time the exposure to dermatitis, by the employee, is very infrequent." (Co. X D)."

There can be no question that in August of 1955 that the amount of time "spent on this unit on a per turn basis" was negligible based upon the fact that only three or four turns out of eighteen turns was on Rolling Wide Flange Beams. There has been a gradual build-up, however, since that time to where now fourteen out of eighteen turns involve work on the Wide Flange Beams. Because Wide Flange Beams are admitted by the Company to be more greasy and dirty, there is a far greater frequency of "exposure to infectious injuries to health". Considering this change in conditions that occurred after August of 1955, the Arbitrator finds that the proper coding for this factor is 2-B-1.

The factor of "Dirt and Fumes" was not reviewed during the grievance procedure subsequent to the description and classification of the Roll Builder occupation in August of 1955. Based upon a full view of the operation, the Arbitrator must find that this warrants the degree "D" as being "exceptionally repellent conditions of work creating distinct distaste for the job". This is not simply a matter of "exposure to noise, glaring, or a poorly lighted work place". There is a high degree of exposure to "grease and dirt". A higher coding of 3-D-4 is fully warranted.

AWARD

The job description is proper. The correct coding for the factor of "Dirt and Fumes" is 3-D-4. The correct coding for the factor "Health Exposure" is 2-B-1. All other factors referred to were properly coded by the Company.


Peter M. Kelliher

Dated At Chicago, Illinois
this 9th day of August 1961.