

In the Matter of Arbitration Between:

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

ARBITRATION AWARD NO. 436

Grievance No. 23-F-33
Appeal No. 291

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

Richard E. Allen, General Foreman, No. 3 Cold Strip Mill
William A. Dillon, Assistant Superintendent, Labor Relations
Department
Raymond J. Brozovich, Job Analyst, Wage and Salary Adminis-
tration Department
David L. Gott, Job Analyst, Wage and Salary Administration
Department
Earl G. Mullen, Industrial Engineer, Industrial Engineering
Department
James L. Federoff, Divisional Supervisor, Labor Relations
Department.

For the Union:

Cecil Clifton, International Representative
Peter Calacci, President, Local 1010
James Tharp, Grievance Committeeman
John Duran, Aggrieved
Edgar Hitt, Aggrieved
James Ludwig, Aggrieved

STATEMENT

Pursuant to notice, a hearing was held in Gary, Indiana, on
July 13, 1961.

THE ISSUE

The grievance reads:

"Aggrieved employees, Coil Pickler Stockers, Index
No. 87-0223, allege that their description and
classification is improperly described and classi-
fied 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

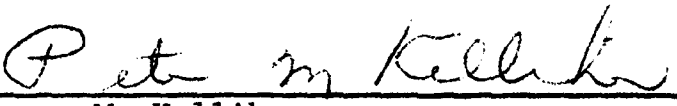
The Union withdrew its request for a change in the job description.

With reference to the factor of "Physical Strength" the evidence does show that the Stocker on the No. 3 Line did receive a coding of 1-C-2 based upon the fact that he handles scrap coil ends and is required to burn off the ends. The Company testimony was that this involved less than two hours of work. The Union presented a Stocker on the No. 4 Coil Pickler, who testified that he had been directed by the Foreman to burn off tin plate. This testimony was not refuted by the Company. The Arbitrator must find that the No. 4 Continuous Pickler Stocker is required to do this work, in addition to changing Hooking equipment and that the correct coding for this factor should be 1-C-2.

With reference to the factor of "Avoidance of Shut-Downs", the Arbitrator believes that the characterization "Shut-Downs Insignificant" is proper for the Coil Pickle Stocker on the No. 4 Continuous Coil Pickler in the No. 3 Cold Strip Mill because the equipment he operates is not attached to the Pickle Line. This is definitely a "float" situation with an intermediate point. If the down-ender is not functioning, it does not have the effect of shutting down this line and if storage is low, the material can be trucked. The equipment that is operated by this Coil Pickle Stocker could not immediately cause a shut down because it is not directly related to the Pickle Line. There is a large inventory and the situation described where this Coil Pickle Stocker was involved in a Shut-Down was due to low inventory.

AWARD

The factor "Avoidance of Shut-Downs" is properly coded at 1-B-0. The factor "Physical Strength" should be coded at 1-C-2.


Peter M. Kelliher

Dated at Chicago Illinois
this 9th day of August 1961.