

In the Matter of Arbitration Between:

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

ARBITRATION AWARD NO. 437
Grievance No. 23-F-31
Appeal No. 301

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
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, Feeders, Index No. 87-0219,
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 convorm to the provisions of the Wage Rate Inequity Agreement and issue a revised description and higher classification."

DISCUSSION AND DECISION

The Union stipulated that the job description for the Feeder on the No. 4 Continuous Coil Pickler in the new No. 3 Cold Strip Mill was correct. In the No. 1 and No. 2 Cold Strip Department there is a combination Feeder job on the Continuous Pickling lines. The employees there, as a matter of personal preference, may rotate on the job duties and stations. The Arbitrator must find that the Company's motivation for having three different occupations in the new No. 3 Cold Strip Mill on the No. 4 Continuous Coil Pickler was for a bona fide business reason due to the difference in equipment and procedures. On the No. 4 Continuous Coil Pickler all of the controls with reference to the preparation and entry of coils into the Pickling Line are operated by the Feeder.

With reference to the factor of "Material", the Arbitrator must note that the Union cited only one instance where the damage could be in an amount in excess of \$1,000. No showing was made that the Feeder had any responsibility for the twist in the steel that developed. The Union has failed to sustain its burden of proof with reference to its claim that the coding should be increased for this factor. Of the five occupations in the sequence here considered, the only occupation that has a higher coding for this factor is that of the Coiler and this is based upon the fact that he must contend with side trimmers. The Feeder has the same coding for the factor of "Material" as the Welder Operator who must exercise overall direction of this line.

With reference to the factor of "Equipment", the Union witness agreed the damage would be under \$1,000. The Union failed to show that the Feeder is required to exercise anything more than reasonable care at the entry end. The coding of 3-B-5 is proper.


In connection with the factor of "Avoidance of Shut-Downs" the Arbitrator cannot find from the evidence that the Feeder has any higher degree of responsibility than the Coiler, the Coiler Helper and the Welder Operator Helper. No evidence was entered that would permit a finding that his responsibility in this matter is equal to that of the Welder Operator who has overall responsibility for the line.

The evidence with reference to the factor 'Maintenance of Operating Pace' does show that the Welder Operator, who has a coding of 3-C-6, simply "takes out as fast as the Feeder puts in". The Welder Operator must have the assistance and the team work of the Feeder. The Welder Operator lets the Feeder decide as to when he will use the slow button on damaged coils. The Feeder signals the end of the coil where there are damaged centers. The "B" degree indicates a situation where the employee would have "little control over operating pace". The Operator here does not exercise merely control over his 'own pace'. The language describing the "C" degree is more appropriate. The Feeder does have "definite control over operating pace in co-operation with other workers". He is required to take part in "teamwork" along with the Welder Operator. He definitely does "exercise control of considerable importance over pace of others for part-time". He "enters the coils into the Pickling Line". The Arbitrator must find that the requested coding of 3-C-6 is proper for this factor.

With reference to the Factor of "Safety of Others", the uncontroverted testimony of the Union is that an Electrician was hit while working in this area and that the Inspector is required to work in the immediate area adjacent to the Feeder in checking the gauge. It is necessary for him to be present in this area so that he will not slow operations. The Company did not show this same situation is equally true in the No. 1 and No. 2 Cold Strip Department on the Continuous Pickler Lines there. The Company has not shown that injury to others, i.e., the Inspector, can be avoided by complying with known safety rules because the Inspector may not at all times, particularly when he is bending down, be within the vision of the Feeder. The Feeder in this case must exercise "considerable care" and the requested coding of 3-C-3 is proper.

AWARD

The assigned coding for the Factors "Material, Equipment, and Avoidance of Shut-Downs" is proper. The coding for the factor of "Maintenance of Operating Pace" should be 3-C-6 and for "Safety of Others" 3-C-3.


Peter M. Kelliher

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