

In the Matter of Arbitration Between:

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

ARBITRATION AWARD NO. 443

Grievance No. 23-F-38  
Appeal No. 626

PETER M. KELLIHER  
Impartial Arbitrator

APPEARANCES:

For the Company:

W. A. Dillon, Assistant Superintendent, Labor Relations  
R. C. Allen, General Foreman, Tandem and Continuous Pickling,  
No. 3 Cold Strip Department  
R. Brozovich, Job Analyst, Wage and Salary Administration  
R. J. Stanton, Assistant Superintendent, Labor Relations  
J. L. Federoff, Divisional Supervisor, Labor Relations  
E. G. Mullen, Industrial Engineer, Engineering Department  
H. S. Onoda, Labor Relations Representative, Labor Relations

For the Union:

Cecil Clifton, International Representative  
Al Garza, Secretary of Grievance Committee  
James Tharp, Griever  
G. Butte, Witness  
R. Kolbert, Witness

STATEMENT

Pursuant to notice, a hearing was held in Gary, Indiana, on  
August 16, 1961.

THE ISSUE

The grievance reads:

"Aggrieved employees, Feeders, Index No. 87-0261,  
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

At the Third Step Meeting, the Union agreed that the description as revised was correct.

PHYSICAL STRENGTH. With reference to this factor, the Union contends that the Company's coding of C-2 is improper and requests a coding of D-3. The Feeders on the 54-inch Tandem Mill and the Feeder Wiper on the 40-inch Tandem Mill are coded D-3 for this Factor. The Stand Operator on the 56-inch Tandem Mill is coded C-2. This factor is a measure of a maximum lift of equivalent force required by usual conditions of the job. Unusual conditions requiring additional strength are not to be considered if it is possible for the worker to obtain help at these times. The basis of the rating in this factor of physical strength for the Feeder on the 56-inch Tandem Mill is that he is required to "assist to remove cobbles and handle scrap". This matter of removing cobbles and handling scrap cannot be considered an unusual or infrequent condition. It is the Union's testimony that sometimes this Feeder is required to exercise an amount of effort equivalent to over one hundred pounds in removing cobbles. While two employees are required to cut off the cobbles, it is feasible for more than one employee to lift and remove the cobbles. The Feeder on this Mill is required to move a wiper board that is water soaked. It must be fitted in. The evidence also is that on one out of ten coils it is necessary to manually guide the Strip. In removing the material that is damaged, it is frequently necessary to twist it and pull it out of the equipment. There can be no question that the basis of the rating of D-3 rests largely on the handling of coil ends in feeding the charger. The Feeder here is required to do this on one out of ten coils. While there may be more sliding than lifting in this Feeder's performance of this function, this definitely entails heavy work. When the Feeder removes scrap from the area, it may be true that he partially drags it, but it nevertheless requires lifting. The Feeder testified that it is equivalent to over one hundred pounds.

The Arbitrator must find that the weight of the evidence is that the higher coding of D-3 is warranted.

PHYSICAL EXERTION. The Stand Operator does have the "B" Degree because he must manually lift and thread each coil end. The Feeder is required to manually insert only one out of ten coils. The testimony is that the Feeder pulls the same amount of Cobbles as the Stand Operator.

The clear weight of the evidence is that the Feeder is rolling 80.5/10 per cent of the time. For this type of work the Level 2 is appropriate. He can be engaged in this type of physical exertion only 19.5/10 per cent of the time.

MENTAL EXERTION. The Union witness expressly agreed that the Stand Operator has the same amount of mental exertion as he does. The Stand Operator in the 56-inch Tandem Mill has a coding of 3-D for this factor. This is the same coding that the Feeder has been granted. The Feeder in the 54-inch Tandem Mill which the Union would use as a basis of comparison has a lower coding. The entry end speed in the 56-inch Tandem Mill is about the same as the speed on the 40-inch Tandem Mill. Although considerable differences exist in the testimony as to the number of feet in which the Parties can observe the strip, the Arbitrator does not consider this to be of great significance, in view of the clear admission by the Union witness that the Stand Operator exercises the same degree of mental exertion.

#### AWARD

The proper coding for the factor of Physical Strength is D-3. The factors of Physical Exertion and Mental Exertion are properly coded.

  
Peter M. Kelliher

Dated at Chicago, Illinois

this 3 day of October 1961.