

In the Matter of Arbitration Between:

THE INLAND STEEL COMPANY

ARBITRATION AWARD NO. 444

- and the -

Grievance No. 20-F-91

UNITED STEELWORKERS OF AMERICA,
Local 1010

Appeal No. 314

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

W. A. Dillon, Assistant Superintendent, Labor Relations
R. H. Ayres, Assistant Superintendent, Labor Relations
R. J. Stanton, Assistant Superintendent, Labor Relations
G. A. Jones, Supervisor, Industrial Engineering
J. J. Matusek, Assistant Superintendent, Mechanical Dept.
A. J. Radtke, Machine Repair Foreman, Mechanical Dept.
D. L. Gott, Job Analyst, Wage & Salary Administration
H. S. Onoda, Labor Relations Representative, Labor Relations
A. T. Anderson, Division Supervisor, Labor Relations

For the Union:

Cecil Clifton, International Representative
Al Garza, Secretary, Grievance Committee
James Balanoff, Griever

STATEMENT

Pursuant to notice, a hearing was held in Gary, Indiana, on August 17, 1961.

THE ISSUE

The grievance reads:

"Aggrieved employees, Shop Equipment Repairmen, Index No. 24-0178, allege that their description and classification is improperly described and classified under the procedures of the aforesaid W.R.I.A.

Aggrieved request that the Company conform to the provisions of the W.R.I.A. and issue a higher classification."

DISCUSSION AND DECISION

With reference to the factor of ACCIDENT EXPOSURE, it is the Union's contention that the present coding of 3-B-4 must be raised to 3-D-10. The Union has cited as being comparable various occupations which have the higher coding. The Company principally relies upon a comparison with the Fitter job. Arbitrator Merle Smid made the following statement in his award:

"Any Factor in a job classification plan that has two or more rating scales modifying each other gives rise to a condition where at times several ratings are possible for one job.

With the accident exposure factor as well as all other factors having this characteristic, the proper application of Inland's classification manual is to rate for that condition which combines a level and degree to give the highest point rating.

Example: new construction pipe fitter is exposed both to fall from overhead position (2-D-6) and struck by tools or materials (3-C-7). Since the latter condition is a more frequent exposure, a higher point rating results even though the probable seriousness of injury is less than the "fall from overhead position" hazard.

In the above case and in all similar cases this factor should be coded for that condition that gives the highest numerical point rating."

There is a dispute in the testimony as to the frequency of exposure to falling from cranes on this particular job. It is the Company's essential position that the employees in this classification of Shop Equipment Repairman are required to be on the Overhead Crane only about 8 per cent of the time. (Tr. 66). It is the Union's claim that the total amount of time on the Overhead Crane would be closer to 25 per cent. The evidence in this case, however, shows that the Union's estimate based upon inspections on Sunday and during the noon hour fails to give weight to the fact that much of this work is performed at floor level. The evidence clearly is that since approximately 1952, Fitters have been up in the Cranes performing this work. The Union Witness concedes this. (Tr. 87). The evidence also is that Machinists are up in the air repairing Cranes as often as the Shop Equipment Repairman. (Tr. 70). Fitters are still going up with Machinists on the other two shifts. (Tr. 53).

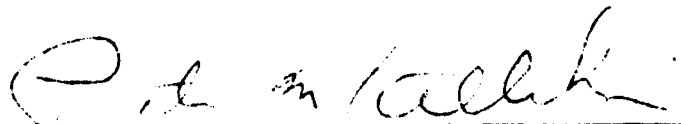
The Arbitrator must find that the Fitter occupation which bears the same coding for this factor must be considered the most comparable job. With reference to the relative frequency of exposure, the jobs cited by the Union involve a major portion of the time on Crane repairs. If the Company were to rate this job solely on the frequency of exposure, it would be coded 1-D-2. Other classifications where the employees also spend a great majority of their time on the floor are coded 3-B-4 and this represents the "highest value which applies". The Arbitrator must find, therefore, that the coding of 3-B-4 is proper.

With reference to the Factor of AVOIDANCE OF SHUT-DOWNS, the Arbitrator must note that the testimony is that miscellaneous handling equipment is also available and that in this particular case, unlike the situations in the jobs cited by the Union, there is no direct effect on production. The evidence is that the Fitter does frequently work on these Cranes and that at least since 1952, the factor for the Fitter has been coded 1-B-0. The Arbitrator must find that this coding of 1-B-0 is proper.

With reference to the Factor of SAFETY OF OTHERS, it must be noted that the Union witness testified that it has always been possible to push the Crane to the end of the Shop before commencing Crane work. Other employees are then warned by signs that overhead repair work is being performed. Considering the fact that only a minor portion of the job involves work on Overhead Cranes and also the fact that Fitters have for many years performed this work at the same coding, the Arbitrator must find that the coding of 2-C-2 is proper.

AWARD

The codings are proper. The grievance is denied.



Peter M. Kelliher

Dated at Chicago, Illinois

this 23 day of January 1962.