

In the Matter of Arbitration Between:

INLAND STEEL COMPANY

- and -

UNITED STEELWORKERS OF AMERICA,
Local Union No. 1010

ARBITRATION AWARD NO. 446

Grievance No. 23-F-39

Appeal No. 293

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

W. A. Dillon, Assistant Superintendent, Labor Relations Department
R. C. Allen, General Foreman, No. 3 Cold Strip
R. J. Brozovich, Wage Analyst, Wage & Salary Department
D. L. Gott, Wage Analyst, Wage & Salary Department
R. J. Stanton, Assistant Superintendent, Labor Relations Dept.
H. S. Onoda, Labor Relations Representative, Labor Relations Dept.

For the Union:

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

STATEMENT

Pursuant to notice, a hearing was held in Gary, Indiana, on August 18, 1961.

THE ISSUE

The grievance reads:

"Aggrieved employees, Feeder Helpers, Index No. 87-0267, 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

With reference to the factor of "ACCIDENT EXPOSURE", it is the Union's claim that this coding should be raised from 3B--4 to 3C--7. The Union did present testimony that as part of the "changing and adjusting equipment" referred to in the Feeder Helper's job description, he is required to set up the wiper box on the No. 2 stand principally in major changes, but also in what has been defined as minor changes. Mr. Kolbert, a Feeder Helper, testified that in doing this he could have his hands crushed to about the same extent as a Feeder could. (Tr. 4). The Feeder Helper is required to widen out boards about every third day and also to change after wrecks and where bad edges occur. (Tr. 9). Two Union witnesses testified that they were instructed by named Supervisors that it was part of their job duties to change Wiper Boards. The Company in its testimony concedes that the Feeder Helpers are required to make these changes in major situations, but they are not "normally" required to do it where minor changes are to be made. It is the testimony of the Union that these employees are required to do the full job required in these changes with reference to the No. 2 Stand. (Tr. 18). It is the Union's claim that in addition to the major changes, the Feeder Helpers also do some of the work on what can be considered minor widening. The Union has defined a major widening as anything over one inch. Mr. Kolbert testified that the Feeder Helper does twelve to fifteen set ups on these wiper boards on a turn. (Tr. 74). It is his claim that these wiper boards could come down on his hands and on one occasion they did. The boxes drift and if the handle should be turned by a negligent act of another employee, injury could result.

The Union presented testimony that in situations occurring three or four times a night where the coil will not roll off that the Grievant must "pinch bar it into the hole". (Tr. 14). If it telescopes in the hole, it is necessary to use a hook to bring it into the entry guide. This happens very frequently on light bands. (Tr. 14). In pushing the strip into the guides manually, injury can result to the employee's hands. (Tr. 21). When the Helper is assisting the Feeder in cutting off the head end, it is possible to get his hands hurt in the pinch rolls. (Tr. 21-22). The rolls are moving if the strip is being backed up out of the mill. The motion is then toward the pinch rolls. (Tr. 23). When the Feeder Helper is attempting to get the material into the guide manually, it would be possible for him to slip and fall into the hole or into the moving coil. (Tr. 24-25). If the wrong order gets in the mill, it is necessary to back the strip out. The Helper is the person who would be expected to help the Feeder. It is possible for the Feeder Helper to slip while on the ledge while attempting to get the head end into the guides. The testimony also is that the Feeder Helper could get his hands into the roll while on the other side of the strip. If the "head end should slip from the Feeders pinch rolls and fall into the hole",

then it is necessary to pull it up by hand and pull it under the pinch roll. (Tr. 86). The Union testimony on this point reads:

"We take these nippers, and one or two men, considering the size of the coil or the width of the sheet, have to reach under the pinch roll and pull it under, and as soon as they get it past enough that they think they can grab it with the pinch roll, the other fellow has to lower the pinch roll. That is one instance where you could get your hand caught in the pinch roll." (Tr. 87).

The testimony is that a need for this type of work could occur about twice a week. (Tr. 88).

In reviewing the evidence in the record the Arbitrator does find that considering the variety of situations in which the Feeder Helper can be injured and his close work in assisting the Feeder when he is not at his control station, the Arbitrator must find that he is entitled to the same coding of 3C--7 as the Feeder. Giving effect to both frequency and the severity of possible injuries, it must be found this higher coding is justified by the evidence in this record.

With reference to the factor of "MATERIAL", in reviewing the record, it is clear that the Coil Stocker and the Feeder have the primary responsibility with reference to watching for defects in material. The Feeder Helper only verifies the gauge and width as written on the coil against the schedule that he has. The weight of the evidence is that the only cost would be in terms of labor on coil head ends while the Feeder can lose a part of a coil. The Union has not sustained its burden of proof to show that the coding for this factor is improper.

With reference to the factor of "EQUIPMENT", the Feeder Helper does not work on one of the four stands. It is not possible for him to damage the rolls as is true in the case of the Stand Operators (Feeder--Stocker and Catcher). The equipment utilized by the Feeder Helper cannot be considered as that used in producing, processing, or installing material. It is not of the type that is generally accorded the 3B--5 coding. The Union has failed to present specific testimony that the damage would be "over \$200". The fact that this 56" Tandem Mill operates at greater speed does not directly relate to the probable cost of damage. The Arbitrator must find that the present coding is proper.

AWARD

The factor "ACCIDENT EXPOSURE" should be coded 3C--7. The present codings for the factors of "MATERIAL" and "EQUIPMENT" are proper.

Dated at Chicago, Illinois
this 24th day of February 1962.


Peter M. Kelliher