

In the Matter of Arbitration Between:

INLAND STEEL COMPANY

- and -

UNITED STEELWORKERS OF AMERICA,
Local Union 1010

ARBITRATION AWARD NO. 477

Grievance No. 1-G-54
Appeal No. 480

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

William A. Dillon, Assistant Superintendent, Labor Relations Dept.
C. B. Sheets, General Foreman, Sinter Plant
D. Anderson, Industrial Engineer, Industrial Engineering Dept.
E. O'Connell, Industrial Engineer, Industrial Engineering Dept.
T. Peters, Divisional Supervisor, Labor Relations Dept.

For the Union:

Cecil Clifton, International Representative
Alexander Bailey, Grievance Committeeman

STATEMENT

Pursuant to notice, a hearing was held in Miller, Indiana, on February 12, 1962.

THE ISSUE

The grievance reads:

"The aggrieved, W. Kelly, #18818, contends that since the removal of one Feederman per turn from the new Sintering Plant, the force is not adequate for the amount of work to be done.

That the Company replace this Feederman and pay all moneys lost due to this inadequate force."

DISCUSSION AND DECISION

The issue to be determined in this matter is whether the Company has scheduled "forces adequate for the performance of the work to be done" under Article VI, Section 8. The evidence in this case does show

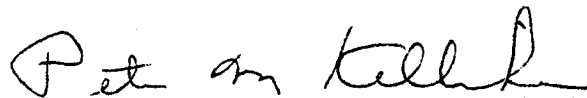
that the Sintering operations commenced in the No. 3 Sintering Plant on December 6, 1959. At that time only one Feederman per turn was scheduled. The Union must have understood that only one Feederman was being scheduled per turn because only one was listed on the sequence seniority list for this occupation. When difficulties were encountered with the V--3 Vibrating Conveyor, the Sinter Cooler and other equipment in this work area an additional Feederman was assigned in order to reduce the number of delays and increase efficiency until the "bugs" were worked out. The delay as percentage of operating time caused by equipment in the Feederman's work area decreased from about 13 per cent before the second Feederman was added to about 2 per cent after the adding of the second Feederman. It is noted, however, that the V--3 Vibrating Conveyor and other equipment was taken out of service in about April according to the testimony of the General Foreman of the Sintering Plant. The additional Feederman was taken off this job in June of 1960. The total delay in the No. 3 Sintering Plant decreased after the equipment was removed to a point below that which existed when two Feedermen were assigned. (Co. X D). The testimony is that there have been no failures since the V--3 Vibrating Conveyor was taken out and a second Tripper was put on. This equipment was replaced by a Hot Fines By-Pass Bin and the Cooler was modified.

The evidence does show that a General Laborer did perform work in cleaning spillages even during the period when two Feedermen were assigned. A General Laborer has been working in this area since the No. 3 Sintering Plant started. It is part of his job description to clean up "spillage throughout the department". This reference to cleaning spillages is found in several job descriptions and cannot be considered work that belongs exclusively to the Feederman. The work load calculation based on a four-turn study in the week commencing January 14, 1962, shows a work load of 35 per cent. The record does show that the combined work load of the two Feeders was 56 per cent from studies in February and March of 1961. This decrease in total work load was brought about due to changes in equipment and the development of skill and experience on the part of the crew. This would tend to indicate there were less instances where spillages occurred requiring clean-up.

Considering the evidence in this case, it must be noted that the only Union testimony is that the Grievance Committeeman reported that a Feederman that he interviewed was of the opinion that this was "too much for one man to handle". The Company presented detailed studies by observers who are familiar with the operations as a result of repeated studies which indicate that the employees are not being required to work "beyond normal or reasonable endurance". The Arbitrator is unable to find that there has been any increase or expansion in the area to be covered that would increase the work load to the extent claimed. The uncontroverted testimony is that the additional Feederman assigned was "very stationary" and that he worked almost entirely in the area of the V--3 Vibrating Conveyor which has now been eliminated.

AWARD

The grievance is denied.

A handwritten signature in cursive script, appearing to read "Peter M. Kelliher", written above a horizontal line.

Peter M. Kelliher

Dated at Chicago, Illinois

this 20th day of March 1962.