

In the Matter of Arbitration Between:

INLAND STEEL COMPANY

- and -

UNITED STEELWORKERS OF AMERICA,
Local Union No. 1010

ARBITRATION AWARD NO. 499

Grievance No. 13-G-17
Appeal No. 437

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

Mr. W. A. Dillon, Assistant Superintendent, Labor Relations
Mr. H. Ayres, Assistant Superintendent, Labor Relations
Mr. T. R. Tikalsky, Divisional Supervisor, Labor Relations
Mr. J. Hollis, General Electrical Foreman, 44"-76" Hot
Strip Departments
Mr. D. Dillman, Job Analyst, Wage and Salary Department

For the Union:

Mr. Cecil Clifton, International Representative
Mr. James Baker, Assistant International Representative
Mr. William Bennett, Secretary, Grievance Committee
Mr. Ralph Hutchinson, Grievance Committeeman
Mr. John Patrohay, Witness

STATEMENT

Pursuant to proper notice a hearing was held in Gary, Indiana,
on August 6, 1962.

THE ISSUE

Grievance No. 13-G-17 reads:

"The aggrieved employees Motor Inspector Leader Index
No. 76-2008 contend that they are being required to
service units outside of their jurisdiction, such as
the 44" Slab Yard area. It has always been a tradi-
tional practice to assign these leaders to the confines
of the 76" Mill.

Request that the aggrieved employees be assigned to
service only units within their confined jurisdiction,
mainly the 76" Mill."

DISCUSSION AND DECISION

For a period of many years the Company operated with only one Slab Yard, known as the 76" Slab Yard, referred to herein as the No. 1 Slab Yard. When the No. 2 Slab Yard herein referred to also as the 44"--76" Slab Yard, was placed into operation, two 76" Mill Motor Inspectors were regularly scheduled to cover both the No. 1 and No. 2 Slab Yard. They were directed by a 76" Hot Strip Motor Inspector Leader during the period 1957 to November 6, 1960. The Union witness conceded that during this period if the Motor Inspector had trouble in the 44" Slab Yard or part of that Slab Yard, he would have contacted the 76" Motor Inspector Leader. He would not have contacted the 44" Motor Inspector Leader. (Tr. 26 and 27). The No. 2 Slab Yard was an entirely new area that was created early in 1957. During the period when only the No. 1 Slab Yard was in existence, the 76" Motor Inspector Leader did work in this area. A Motor Inspector Leader, a Union witness, testified that he now spends less time in the Slab Yards than when there was only one Slab Yard in existence. (Tr. 34).

A new Electrical Repairman job was created on November 6, 1960, and two Electrical Repairmen are scheduled in the No. 1 and No. 2 Slab Yards per turn. The evidence is that since the installation of the Electrical Repairman job in November of 1960, to the date of the arbitration hearing on August 6, 1962, a 76" Motor Inspector Leader has been called upon to assist or direct the Electrical Repairmen on only two occasions and these involved relatively major breakdowns. The amount of direction that must be exercised over the two Electrical Repairmen who are scheduled each turn is, thus, extremely limited. The Electrical Repairmen work on Cranes and Slab Transfers.

The job description for Motor Inspector Leader was made effective January 1958 succeeding a prior description of July 1947. The present job description refers to directing and working with others to perform certain work "in a major producing unit or assigned area". There can be no question from an examination of the evidence that the Motor Inspector Leader at least since 1957, was directing the work of Motor Inspectors in the 44" Slab Yard. Even prior to the installation of the No. 2 Slab Yard in 1957, Motor Inspector Leaders were performing some work of direction beyond the confines of the 76" Hot Strip Mill, i.e., on the No. 41 and No. 42 Cranes in the No. 1 Slab Yard.


This Contract was executed on January 4, 1960, and as of that date no local condition or practice currently existed that 76" Motor

Inspector Leaders were to direct employees only within the confines of the 76" Mill Motor Inspectors in the No. 1 and No. 2 Slab Yards. The Electrical Repairmen then performed this work in the No. 1 and No. 2 Slab Yards beginning November 6, 1960.

The Electrical Repairman is part of the 76" Hot Strip Mill Department and it is entirely reasonable that he should be under the direction of a 76" Hot Strip Mill Motor Inspector Leader. The Union testimony clearly shows that the amount of Slab Yard work expected of the Motor Inspector Leaders has decreased. The fact that the Leader is now required to very occasionally direct Electrical Repairmen in the performance of this work is not significant because prior to November 6, 1960, he was required to assist or direct Motor Inspectors in the performance of these identical functions. It cannot be found that there is any measurable increase in his job responsibilities and the extremely occasional direction that he does exercise over Electrical Repairmen would not constitute any increase in physical exertion. The Union testimony is that there has been an actual decrease in the Slab Yard duties of the Motor Inspector Leader since the No. 2 Slab Yard has been installed. It would clearly be impracticable to have the Electrical Repairmen directed by Motor Inspector Leaders from several other departments. These Leaders would then be in the position of directing employees who were outside their own departments.

AWARD

The grievance is denied.


Peter M. Kelliher

Dated at Chicago, Illinois

this 12 day of September 1962.